



**Licence:**

**cultureQs® Professional Facilitator**  
(with access to all *cultureQs® Professional* resources)

**A Unique Extremely Powerful Organisation  
Development Tool to Get Teams, Groups and  
Organisations Aligned and Focused Fast**

**Facilitator: Eric Lynn**

cultureQs® is a unique high-impact Change and Integration Accelerator that that uses powerful Questions to inspire participants to reflect on the foundations of their beliefs, attitudes and behaviours.

While engaging in deep meaningful conversations, people connect quickly, enabling invisible borders that hinder collaboration to fall away.

Wasteful conflict is reduced; people (re-)focus on the personal and professional questions that matter; innovative potential is released and performance is enhanced.

**Participation in this two-day programme enables you to facilitate interventions using cultureQs® with access to the complete resources of cultureQs® Professional and extensive back-up support.**

cultureQs® multiple Applications include ...



**This Programme is designed for internal and external Facilitators and Change Agents.**

- It is a Journey of Discovery into the Art of Dialogue, Deep Listening, Creating a Trust Space, the Art of the Invitation, Powerful Questions.
- It will enable you to consultant, prepare, facilitate and guide "sense-making" interventions, using cultureQs to accelerate value creation for clients in any change and integration process.
- It gives you access to the complete resources of **cultureQs® Professional** in multiple languages - available exclusively to **Licensed cultureQs® Professional Facilitators**.

The **Programme** includes:

- The underlying foundations and framework that ensure the impact of cultureQs
- Embedding cultureQs into client interventions to create additional value
- Sense-Making of cultureQs experiences
- Understanding the WHY and HOW of cultureQs
- Foundations of cultureQs including: "culture" as a dynamic, Bohmian Dialogue, Story from Experience vs Myth, Powerful Conversation Spaces, The Trust Space
- A comprehensive cultureQs Experience including intensive sense-making
- How to use (and not to use) the Questions
- Creating the space for the subconscious impact of cultureQs Questions to rise to the surface
- Gaining awareness of and avoiding the traps and pitfalls of cultureQs as an intervention tool
- Clarity on situations in which it is inappropriate to use cultureQs
- Alternative (non-standard ways) of using cultureQs
- Bridging: from the cultureQs Experience to Building Truly Collaborative Working Environments
- cultureQs: a Personal and Professional Development Experience

#### ***Client reflections on the impact of cultureQs® ...***

- *A deceptively powerful organisation development intervention.*
- *I liked it very much because completely different levels and themes were addressed. It was a non-structured complexity of themes. This is precisely how I feel in work processes.*
- *We went very deep very quickly.*
- *It's amazing how quickly you get into topics we wouldn't normally talk about.*
- *It encourages a culture of listening.*
- *It generated a new energy in the group.*
- *It gives interesting mirroring back to me.*
- *It enabled us to let down our masks, show our real selves, and trust.*

#### **Materials: cultureQs® Professional in multiple Languages**

cultureQs is currently available in English, German, French, Spanish and Dutch.

#### **Licence for cultureQs® Professional**

**cultureQs® Professional** is available exclusively to all **Licensed cultureQs® Professional Facilitators**. Upgrades will be made available as they occur.

#### **Programme Logistics**

Duration: 2 Days. Dates of Open Registration Programmes are announced on our website.

Day 1: 10.00 – 18.00. Meet at 09.30 for tea/coffee/informal connecting. We start at 10.00 sharp.

Day 2: 09.00 – 16.00 (Close)

Participation from start to finish is expected.

Participants are encouraged to use all available opportunities to promote learning via networking and exchange of experiences.

#### **Location**

This Programme is available at a variety of locations and can be run in English or German.

Specific details will be provided with confirmation of registration.

If you are interested in organising one near you, please do get in touch. I'm happy to open a conversation.

## Investment

### **Option A: Participation WITHOUT cultureQs® Licence, WITHOUT cultureQs® Materials**

You would like to experience the Programme and discover the full potential of cultureQs® before deciding whether to acquire the cultureQs® Licence and Materials? Welcome!

Your investment: **€ 940.00 + 19% Value Added Tax (VAT)**

This covers full participation in the Programme, including refreshments and snacks.

Personal costs: Lunch, Dinner, accommodation for those travelling to the location.

It does not include the licence to use **cultureQs® Professional** nor does it include materials.

Following participation in this programme, you may attain the licence and materials simply by paying the difference between this and the full fee within 12 months of completing the programme.

### **Option B: Participation WITH cultureQs® Licence and cultureQs® Professional Materials**

You would like to use cultureQs® to add value to your work immediately? Your investment ...

Programme Fee **€ 1970.00 + 19% Value Added Tax (VAT)**

One set of cultureQs® Professional Materials in the language of your choice **€ 470.00 + 19% Value Added Tax (VAT)**

**TOTAL € 2440.00 + 19% Value Added Tax (VAT)**

This fee covers:

- Full participation in the Programme, including refreshments and snacks.
- Extensive Facilitator Handbook
- **One set cultureQs® Professional materials** available exclusively to Licenced cultureQs Professional Facilitators. **This set contains sufficient materials for use with groups of 18 people: 430 Question Cards plus relevant supplementary materials.** Additional materials may be purchased as required.

Personal costs: Lunch, Dinner, accommodation for those travelling to the location.

### **Option C: Closed Group cultureQs® Certification Programmes**

You wish to schedule a Programme for a group of internal consultants within in your Corporation or Organisation? – Please contact me for information on special arrangements for closed groups.

## Facilitator

Eric Lynn. Creator of *cultureQs®*. Author of *Dancing with Change: Cultivating Healthy Organisations*. For more than 30 years, I have been working worldwide as an Organisation Development Consultant, Facilitator, Coach and Provocateur for Cultural Integration, Change and Leadership, whereby the primary focus is on (Re-)Shaping Workplace Culture. Professional principle: Good Purposeful Work with Good People. Change and crossing cultures have been the defining aspects of my life since childhood. Working in English and German, I have lived and worked on 4 continents, including 8 years in Asia and currently live in Southern Germany.

## Registration and Enquiries

Please contact me by email to register.

I welcome Questions and look forward to hearing from you.

Kind regards

Eric ([eric@cultureQs.com](mailto:eric@cultureQs.com))