



**Licence:
cultureQs[®] Professional Facilitator**

**A Unique Extremely Powerful Organisation
Development Approach to Enable Teams, Groups
and Organisations to Align and Focus Fast**

Facilitator: Eric Lynn

cultureQs is a unique approach to *Cultivating Relationships that Matter* in Situations that Matter ... fast.

Using powerful Questions within a Bohmian Dialogue framework, it inspires participants to reflect on the foundations of their beliefs, attitudes and behaviours.

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

Wasteful conflict is reduced; people (re-)focus on the personal and professional Questions that matter; releasing the innovative potential that enhances performance.

Participation in this two-day programme prepares you to successfully facilitate interventions using *cultureQs*[®] ... enabling you and clients to benefit from the full potential of this powerful approach.

As a *Licensed cultureQs*[®] *Professional Facilitator*, you gain access to the complete resources of *cultureQs*[®] *Professional* as well as extensive back-up support.



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, Cultivating a Trust Space, the Art of the Invitation, Powerful Questions ... and more.
- It will enable you to consultant, prepare and facilitate "sense-making" interventions, using *cultureQs* to accelerate value creation for clients in any change and integration initiative.
- You gain 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 the cultureQs Approach to rise to the surface
- Gaining awareness of and avoiding the traps and pitfalls of cultureQs as an intervention
- Clarity on situations in which it is inappropriate to use cultureQs
- Additional ways of using cultureQs
- Bridging: from the Experience to Cultivating 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.*

Further information on cultureQs: <https://cultureqs.com/wp-content/uploads/2022/06/cultureQs-Background-Presentation-2022.pdf>

Materials: cultureQs® Professional in multiple Languages

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

Licence for cultureQs® Professional

Licensed cultureQs® Professional Facilitators have exclusive access to all resources of **cultureQs® Professional**. You will be automatically informed when upgrades are available.

Programme Logistics

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

Day 1: 10.00 – 18.00. We start at 10.00 sharp.

Day 2: 09.00 – 16.00 (Close)

Participation from start to finish is expected.

In this highly interactive programme, we open a group learning space for participants to share insights and experiences.

Language: This Programme can be facilitated in English or German.

Location

Programmes can be organised in a variety of locations.

If you are interested in organising one near you, please contact me.

For in-house programmes, the client selects the location.

Investment

Option A: 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	€ 520.00 + 19% Value Added Tax (VAT)
TOTAL	€ 2490.00 + 19% Value Added Tax (VAT)

This fee covers:

- Full participation in the Programme.
- 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 up to 18 people: 430 Question Cards plus relevant supplementary materials.**
Additional materials may be purchased as required at any time.

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

Option B: 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: € 970.00 + 19% Value Added Tax (VAT)

This fee covers full participation in the Programme.

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

The fee does not include the licence to use **cultureQs® Professional** nor does it include materials. Following participation, 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 C: In-House closed group cultureQs® Licence Programmes

Corporations or Organisations wishing to schedule a Programme for a group of internal consultants are requested to contact me for details and rates.

Facilitator: Eric Lynn

Author: *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.

Eric (eric@cultureQs.com)