



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

Participation in this two-day programme prepares you to successfully facilitate interventions using all versions of 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.



cultureQs

What? ... How? ... Why?



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.

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



- 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.
- 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.
- You gain access to the full range of *cultureQs® Professional* resources, available exclusively to *Licensed cultureQs® Professional Facilitators*.

What you will Experience ...

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

- A comprehensive cultureQs deep-dive Experience including intensive sense-making of your experience
- The underlying foundations and framework that ensure the impact of cultureQs, including ...
"culture" as a dynamic, Bohmian Dialogue, Sharing Personal Stories, Powerful Conversation Spaces, The Trust Space, Invitation
- Understanding the WHY and HOW of cultureQs
- How to facilitate interventions using cultureQs
- Embedding cultureQs into client interventions to create additional value
- How to use (and not to use) the Questions
- 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
- After the experience? - Cultivating Truly Collaborative Working Environments
- cultureQs: a Personal and Professional Development Experience

Content For
Programmes focussing
on specific versions,
e.g. "Dancing with
Diversity" / "Business"
/ "Community", will
be adapted
accordingly

What clients say about their Experience with *cultureQs*

"This is better than the Wizard of Oz. The conversations that emerge move people through their big challenges toward solutions."

(Senior Consultant in a world-renowned Leadership Development Institution)

It gives everybody a voice.

It's amazing how quickly you get into topics we wouldn't normally talk about.

"This is so effective that every project should integrate cultureQs into the kick-off phase."

(A senior programme manager at one of the world's largest IT services providers.)

A trusting environment emerged very quickly.

"People are still talking about the impact cultureQs had on them, long after our workshop."

(Project Manager at an International Financial Organisation)

We went very deep very quickly.

It gives interesting mirroring back to me.

It generated a new energy in the group.

We had time and space to reflect on Questions for ourselves; with others.

"This is everything I hoped for ... and much more."

(A cultureQs Facilitator at the end of the Licence Programme)

A deceptively powerful organisation development intervention.

"I'm very happy with the day and very happy with the outcome. The questions and issues are out in the open and to be honest, I never expected that we would make such progress in just one day. cultureQs[®] enabled us to take down our masks, show our real selves, and trust. We have created a working framework and now need to ensure that we implement it. This is our responsibility."

(Business Unit Director)

*cultureQs:
Selected Applications*



cultureQs Suite of Products

Products Currently Available
in multiple languages



The cultureQs Approach is designed to be simple for participants to use. Enabling this is more complex.

To benefit from the potential of this powerful approach in which the natural complexity of human dynamics is embedded, the cultureQs Licence is recommended for all facilitators and consultants. It is a prerequisite for obtaining access to all cultureQs resources.

Version	Focus	Who For	Availability	
			Public Sale	Licence Required
				<i>Essential X</i>
<i>cultureQs Professional</i>	Multiple contexts	Any groups or teams who need to collaborate		<i>Essential X</i>
<i>cultureQs Business</i>	Business and Organisation Life	Groups or Teams in organisations	x	<i>Recommended</i>
<i>cultureQs Dancing with Diversity [COMPACT]</i>	Diversity Topics (multiple contexts)	e.g. Corporations, Education, Organisations, Communities (international/Intercultural)	x	<i>Recommended</i>
<i>cultureQs Dancing with Diversity [COMPREHENSIVE]</i>	Diversity Topics (multiple contexts)	e.g. Corporations, Education, Organisations, Communities (international/Intercultural)		<i>Essential X</i>
<i>cultureQs Community</i>	Community Development Initiatives	Formal or Informal communities	x	<i>Recommended</i>
<i>cultureQs Starter</i>	Fast relationing (beyond mere connecting)	Groups who need to cooperate	x	

Programme Logistics

2 Days.

Day 1: 10.00 – 18.00. Day 2: 09.00 – 16.00

Participation from start to finish is expected.

Working Language:

This Programme can be facilitated in English or German.

Location

Programmes can be organised in a variety of locations.

Please contact to organise one near you.

In-House Programmes

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

Registration and Enquiries

Please contact me by email to register.

I welcome Questions and look forward to hearing from you.

Your Investment

Programme Fee:

€ 1500.00 + 19% Value Added Tax VAT) per person

This fee covers:

- Full participation in the Programme.
- Extensive Facilitator Handbook

Personal costs: Lunch, Dinner, Accommodation (if needed)

Prices for cultureQs Materials

To use cultureQs you will need to purchase materials in the version(s) and language(s) of your choice.

Please consult the website for current prices of the materials you require.

Additional materials may be purchased as required.

Eric Lynn

Creator: *cultureQs*

Author: *Dancing with Change; Cultivating Healthy Organisations*

I Facilitate Culture Change ... through People ... with People



cultureQs[®]
Accelerating Value Creation

I offer you ... *FOCUS ... ORIENTATION ... CLARITY* ... embedded in four decades of professional experience, living and working on four continents as a ...

- ***INQUIRY PARTNER***, to supporting you in locating and addressing the fundamental issues preventing you **BEing** a healthy organisation;
- ***ADVISOR*** and/or ***THINKING PARTNER***, to support you in developing meaningful initiatives;
- ***DIALOGUE FACILITATOR***, opening and holding a space for you and your people to bring meaningful initiatives to life;
- ***MEDIATOR***, so you can overcome your conflicts;
- ***COACH***, supporting you to gain clarity and orientation in the frequently disorientating whirlwind of professional life.