

The Fearless Heart Course Catalog

Workshops and Presentations by Miki Kashtan

About the workshops

In this course catalog you'll find a list of Miki's workshop offerings, organized by topic. The descriptions of each workshop offer an overview of issues and skills covered, and they can serve as a starting point for creating a training that fits your group's needs.

What experience level are these workshops? Unless otherwise stated, all courses are for people at all levels of NVC knowledge and experience.

How long are the workshops? In most cases Miki can adapt the length of a workshop to the time you have available, whether that's two hours, one day, or multiple days.

What's the format and teaching style? All Miki's teaching is highly interactive and responsive to the needs in the room, and offers people practical and concrete skills they can practice in class and begin to apply immediately afterwards. Demos, exercises, and in-class coaching are usually based on real-life examples from participants' lives. Because Miki has the ability to expose and name universal themes in any given situation, the examples you bring become directly applicable to each workshop participant's life, be it in the workplace, at home, or in the world at large.

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* Top choices for NVC communities are marked with a star

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Deepening Your NVC Practice

These workshops help you integrate NVC principles and practices deeply into your life, bringing more freedom, empowerment, connectedness and satisfying relationships.

Workshop bundle: *The three topics described below can be offered as a three-workshop set — “The Power of Words” (naturalizing NVC language), “The Power of Choice,” and “The Power of Requests.”*

Title:

How to Ruin a Perfectly Good Relationship, or How NOT to Use NVC in Your Life

Description:

Have you ever gotten negative feedback about using NVC with the people in your life? Here are some of the messages we've heard people report:

- "It's like I've got a complete stranger staying in my house."
- "Don't use this NVC thing on me."
- "What happened to you? Can't you speak normal?"
- "You sound so clinical."
- "Why can't you just be honest with me and tell me what's really going on with you?"

In this short, fun workshop, we identify common patterns of using NVC that are less likely to support connection, such as:

- Pretending to make a request when it's really a demand
- "Giving empathy" with the intention of fixing the problem or the other person
- "Giving empathy" with the intention of making the other person change their mind
- "Giving empathy" when we don't want to connect
- "Explaining" a perceived enemy to a friend to help them get perspective

Through role plays, skits, and short presentations, we plan to examine the difference between living a consciousness of connection and choice on the one hand, and using particular forms of speech on the other hand. The aim is to: increase our capacity for authenticity in difficult moments, learn to reach for opening hearts instead of the "right" words, and develop an inner practice of NVC instead of focusing on speech.

Who it's for: this workshop is open to anyone willing to make a fool of themselves, regardless of previous exposure to NVC. We don't intend to cover the basics, and our preferred audience is people who have already tried to use NVC in their life and collected some unpleasant experiences.

Title:

Naturalizing the Language of NVC

Description:

- Would you like to increase your ability to integrate and embody of the principles of NVC?
- Would you like to adapt your language of needs and emotions to increase connection in any context?
- Would you like to increase your capacity to share NVC with people from all walks of life?

All of us want our NVC practice to sound natural and appealing to others, and yet many of us have had the experience of alienating people through our enthusiastic use of NVC. This workshop is about integrating and sharing the beauty we have experienced with NVC, while at the same time adapting our language to be responsive to others' experience. The goal is to support you in finding words that are true to the principles you are trying to live, and that also sound natural.

The class focuses on key practices to help you get there. We learn to speak about feelings and about needs without using those words, so we can give voice to the truth that lives in us without compromising flow and accessibility. We identify and aim to transcend the strong pull to “do it right” and come back to letting the words follow our heart instead of interfering with it. We look for creative ways to go around habitual phrases that have become mainstays in the NVC community so we can respond to each situation freshly. Overall, we aim to reach a level of integration of the principles of NVC that allows the language to emerge from within rather than using a particular set of words, phrases, or formats.

Topics Include:

- The Basics of Making NVC Natural
- Adapting Our Feelings and Needs Lists
- From One-Word to Full-Phrase Needs
- Removing NVC “Jargon” from Your Speech
- Holding Awareness of NVC Consciousness When Empathic Reflection Can Be Alienating
- From Practice to Integration

Who it's for: This course is geared towards people at various levels of skill, ranging from people who want fluidity in their use of the language to NVC trainers who want to increase their capacity to share NVC in a variety of settings.

Alternative titles:

In Your Own Words: Living and Sharing NVC Beyond the NVC Community
The Power of Words

Title:

Cultivating Inner Freedom: Using the Power of Choice to Lead the Life You Want

Description:

- Have you ever promised yourself to eat healthier, go to bed earlier, or be more compassionate, only to continue in your same old habits?
- Do you sometimes have a sense that life happens to you instead of experiencing yourself as shaping it?
- Is there a gap between your intentions and how you actually live?

Imagine, instead, making choices based on what's important and meaningful to you despite fear of consequences—even in the face of inner or outer pressure. Imagine the freedom to ask for what you want and offer what you have without fear of rejection or ridicule.

We all know stories about people who maintain their integrity, be it a commitment to nonviolence or an unpopular position, despite the potential of significant cost to themselves. Gandhi's life and writings, for example, continually point out the vital role of learning to act despite fear in order to embody the spirit of nonviolence. Each one of us has myriad opportunities on a daily basis to overcome fear and live in ways fully chosen and deeply in integrity with our values.

This workshop is designed to support you in making choices based on what's important and meaningful to you despite fear of consequences, even in the face of inner or outer pressure. This capacity for choice and inner freedom then becomes the foundation of living life as you really want. It enables you to respond authentically and compassionately even in difficult situations and to show up in a way that provides connection, understanding, and peace to all involved.

Through interactive conversations, experiential learning, body-based activities, role-plays, and coaching, you can engage with some of the deepest spiritual challenges of being human and empower your relationship with yourself and your life. Topics include:

- Releasing attachment while maintaining passion
- Taking responsibility for your feelings, actions, and choices
- Increasing presence and empathy even in challenging circumstances
- Transforming your experience of anger and fear
- Learning to say “yes” authentically and “no” openheartedly

Title:

Create the Life You Want Using the Power of Requests

Description:

One of the biggest obstacles to having what we want in life is our difficulty in asking for it. We tell ourselves we must be self-sufficient, or we hope people will know what we want without having to tell them. When we do ask for what we want, we rarely tell people why it's important to us, and we often make demands out of fear of hearing a "no."

This workshop focuses on how you can:

- become more aware of what you want and why you want it;
- empower yourself to ask for what you want and remain open to "no";
- stay engaged in dialogue when you hear "no";
- maintain focus on the connection to ensure that you don't get what we want at cost to the relationship;
- say "yes" authentically;
- keep your heart open when you want to say "no" so that you can honor the vulnerability of others' requests at the same time as you honor your own needs which lead you to say "no."

Regardless of who makes the request and who responds, you can reach maximum satisfaction when you forge a partnership with others aimed at finding a solution that's truly acceptable to everyone.

Collaboration

These courses help organizations, teams, and leaders build their capacity for dialogue and collaborative leadership.

Skillful collaboration brings many benefits:

- *Increased productivity because of a sense of ownership and greater job satisfaction*
- *More robust decisions based on incorporation of input from multiple stakeholders*
- *Buy-in at all levels because of participation*
- *Reduced conflict at all levels of the organization*
- *Creative solutions based on understanding everyone's needs*
- *Feedback sessions that empower managers and staff to enhance function to their greatest potential*
- *Smooth implementation of organizational change*
- *Improved relationships with vendors, partnering organizations, customers, and even competitors.*

Please visit the Center for Efficient Collaboration (efficientcollaboration.org) to learn more about how Miki and her colleagues **work with organizations**. Services include collaboration consulting, custom trainings, and meeting facilitation.

*If you're interested in taking on a consultant role yourself, see “**Becoming a Collaboration Consultant**” in the Advanced Topics section.*

Title:

Convergent Facilitation: Efficient, Collaborative Group Decisions

Description:

Have you ever dreaded going to a meeting or watched in dismay as a group collapses into conflict? If you regularly find yourself working with groups, this workshop can provide you with vital tools to support the effective functioning of any group. It's available as a one-day introduction or as an intensive lasting two, three, or four days.

Learn a unique decision-making process, developed by Miki Kashtan, which can be used in emergency situations to reach a quick decision, to break through a bottleneck within a group, or throughout the life cycle of a long term project. Based on the principles of Nonviolent Communication, this process is fully collaborative and leads to decisions that allow everyone to be on board. The fast pace and transparency of this process often reduce anxiety and fatigue by making visible to the group the progress towards a decision. Groups have found this process to be highly interactive and engaging, even fun.

The workshop first looks at questions like:

- Can we support a group in focusing without telling people what to do?
- How can we include all that's in the room without having to hear from everyone?
- How can we support collaboration when there are power differences present?
- What makes it possible to navigate transitions and conflicts within a group?
- Where does empathic reflection fit within group facilitation?
- How do we balance care for individuals with attention to the group as a whole?
- Can we increase our transparency to enhance trust and effectiveness without losing our facilitator focus?

Next, Miki will introduce Convergent Facilitation, a step-by-step process designed to reach a collaborative decision with fluency and grace and without creating polarization, animosity, or resentment. We focus on learning concrete tools to support a group in reaching a decision, especially under time constraints, while still maintaining goodwill and inclusion.

Title:

Unleash Co-Creativity in the Workplace

Description:

- Imagine knowing what to say during difficult conversations.
- Imagine facilitating effective meetings to make decisions everyone can embrace.
- Imagine giving and receiving feedback without criticism.
- Imagine the gains in trust, morale, and productivity that will result.

Responding effectively to a changing world calls for balancing entrepreneurship with authentic collaboration; personal power with the power of others; and managing tasks efficiently with attending to relationships. If you want to move closer to this vision, bring your most challenging conflicts to this workshop.

Whether you focus on difficult client relationships, the direct reports you find aggravating, the co-worker who gets your goat, or the board of directors that's restricting your actions, Miki can help you step into the shoes of everyone involved and find words to say that are absolutely honest and yet convey care. With these tools you can transform your toughest challenges into unexpected opportunities for collaboration.

Learn to:

- Foster a workplace environment of trust, shared vision, and strength to face obstacles
- Transform conflict by co-creating strategies based on the needs of all parties
- Bring authenticity and presence to your work without appearing "touchy-feely"
- Mobilize internal resources to achieve goals
- Support groups in making quick collaborative decisions
- Turn your customers, especially unhappy ones, into fans

Who it's for: Individuals and teams working in both business and non-profit organizations, including executives, managers, and individual contributors. It can be particularly powerful for teams of people working together inside organizations. Consultants, coaches, and trainers are also welcome.

Alternative title:

Making Collaboration Real: Empowering the Workplace with Nonviolent Communication

Title:

Collaboration Tools to Empower Your Team

Description:

Are you a leader who empowers people?

Discover how to increase effectiveness and productivity by unlocking the power of connection and collaboration in your organization.

In a set of workshops specifically for organizational leaders, we explore how to:

- Use conflict and challenge as a doorway for growth and efficiency
- Prioritize attending to relationships in addition to managing time or resources
- Negotiate agreements that everyone is fully on board with
- Transform misunderstanding into robust mutual understanding and respect
- Improve decision making under pressure
- Bring authenticity and presence without appearing “touchy-feely”

Who it's for: Managers and leaders of for-profit and nonprofit organizations. Consultants, coaches, and NVC trainers are also welcome.

Workshop modules: These six workshop units can be combined or adapted, depending on time available and the needs of your organization:

1. Embracing Challenges to Increase Collaboration

The fundamental obstacle to working together effectively is our acquired aversion to conflict and challenge. Together we will explore ways to transform challenge into an opportunity to deepen trust and collaboration. The key is combining an awareness of needs – personal, collective, and systemic – with a commitment to solutions that work for all and are attentive to the goals and values of the organization as a whole.

2. Feedback without Criticism

Ongoing feedback can play a vital role in making organizations thrive. This part of the workshop looks at what makes giving and receiving feedback challenging and how you can turn these experiences into opportunities for learning and effective functioning. Learn to speak with clarity about specific behaviors, provide understanding about why they matter, and offer concrete and doable steps to move closer to optimal functioning.

3. Hearing and Saying "No" in the Workplace

If only everyone wanted exactly what you want at all times, collaboration would be so simple. The real challenge of collaboration arises precisely when you and others want different things. In this module you can learn how to stay focused on the goal of solutions that work for everyone, even in the face of a “no” you hear or want to say. We also consider the impact of power differences, and see how trust and collaboration can flourish when you engage effectively with “no” across a power gap.

4. Negotiating Agreements That Have Staying Power

People are more motivated to keep agreements when they are truly a party to making the agreements in the first place. When people say “yes” because of power differences, because they think they have to, because they want to be polite, or for any similar reason, they are more likely to “forget” to do what they said they would, delay delivery of what’s asked of them, or break the agreement in some other way. In this module, we look at how we can create agreements that are designed to benefit everyone involved as you work together towards shared goals, dramatically increasing reliability and follow-through.

5. Collaborative Decision-Making

Working in today’s world, especially in any position of influence, requires making hundreds of decisions, large and small, on any given day. Added to this pressure, the prospect of collaborating with others on decisions appears daunting to most. Yet including others in decisions that affect them deepens the collective commitment to work towards a shared purpose. You can learn to tap into this huge benefit of collaborative decision-making, and often produce creative, unexpected results.

6. Cultivating Leadership at All Levels

When people throughout an organization are aware of and responsive to the organization’s needs as well as their own, then leadership can come from all levels – each person taking full responsibility for their own choices and for co-creating the outcome as part of a larger whole. This final module discusses how to foster that sense of responsibility for the whole, regardless of where you are positioned. This leads to a focus on cultivating sufficient courage to operate both transparently and empathically, regardless of your level of authority within the organization.

Organizational Literacy

These courses help organizational development professionals and senior leaders gain quick mastery of the role of systems and structures within organizations. In particular, these courses enhance the following capacities:

- *Bringing a systemic lens to leadership and to organizational consulting*
- *Seeing through conflicts to the structural roots*
- *Asking simple, powerful questions to engage teams and organizations in creating systems that support higher level functioning in service of a shared purpose*

*If you're interested in supporting organizations as a collaboration consultant, see “**Becoming a Collaboration Consultant**” in the Advanced Topics section.*

Title:

Organizational Literacy: Why Systems Matter

Description:

However much we individually dedicate ourselves to collaboration, we cannot singlehandedly transform a culture and make it more collaborative. This requires attention and change at the systemic level.

Collaboration rests on finding effective ways of attending to multiple needs. Its full benefits require aligning *all systems* with the principle of focusing on needs and purpose *at all levels*. During this course, exploration and learning is centered specifically on systems. It's vital material if you're committed to embracing collaboration on a large scale within your team and organization.

First, we look at which systems are critical for any organization to establish and clarify – whether you're working top-down or collaboratively – and discuss the basic principles of shifting to a collaborative orientation. Next, we zoom in on specific systems and propose ways of aligning them with collaborative principles. The key points include:

- Basic principles of collaborative systems;
- Shared purpose and values;
- Decision making and resource allocation systems; and
- Feedback and conflict resolution systems.

Nonviolence and Social Change

Title:

Taking on the World: How to Become a Change Agent

Description:

- Are you eager to translate your vision of a world where everyone's needs matter into a tangible reality?
- Do you long to discover your unique role in responding to the challenges of our times?

In this program, Miki Kashtan leverages more than 30 years of passion and experience about creating change into a practical framework designed to support you in taking concrete steps toward the world of your dreams.

Who it's for: This course is designed for a wide range of change agents, including:

- Social activists who wish to integrate NVC into their approach
- Community leaders working to empower community members
- Parents who wish to align school practices with the needs of children and teachers
- Executives working to build a more collaborative workplace culture
- And many more!

Regardless of the change you seek, this program can deepen your understanding of how sustainable change occurs, and the role NVC principles and practices can play in creating systems that attend to people's need at all levels.

Workshop modules: The workshops below offer different emphases and topics within the same general frame, and can be mixed and matched or held separately.

1. Collaborating for Change

Working towards justice and sustainability on a global scale requires balancing entrepreneurship and collaboration; personal power and power with others; working with like-minded people and interacting with people whose opinions are different from ours; being open to the world and attempting to influence people with decision-making power. This workshop provides a framework and a practice for making grounded choices in challenging moments; bringing empathic presence to all aspects of work; and learning how to speak and listen in ways that foster trust, mutual respect, and understanding even in the midst of intense disagreements.

2. Conversations for Change

Whatever change you want to create involves conversations – with like-minded collaborators, with people whose opinions are different from yours, and with people whose actions you want to influence. This workshop focuses on learning how to speak and listen in ways that foster trust, mutual respect, and understanding even in the midst of intense disagreements.

3. Be the Change – But How?

We all know and believe in walking the talk, yet so often we find ourselves acting in ways that are at odds with the vision we work towards and the values most dear to us. This workshop focuses on finding ways to increase inner choice, live without enemies, and develop authenticity and the willingness to face fear, judgment, and opposition in order to live a life of integrity while working for change.

4. Transcending Inner Violence

Thomas Merton reminds us about the violence we do to ourselves when we overwork and grit our teeth to do what we believe is necessary to create change. Yet we continue to exert ourselves beyond limits and often live a joyless life. This workshop focuses on learning concrete practices to refuel and rejuvenate through gratitude, asking for support, mourning instead of judging, and cultivating transparency.

5. Everyone Matters: Interdependence in Action

More and more people talk about interdependence, and yet for most of us it remains a concept rather than a lived reality. This workshop will focus on exploring the cultural conditioning that leaves us isolated and invisible, and introduces concrete tools for embodying interdependence as a practice of peace: transcending self-sufficiency, opening your heart to others, risking your own significance, and connecting across differences.

6. Becoming an Ambassador for Peace

It is one thing to have a general grasp of NVC principles and interventions, and a whole other matter to develop your skills in the context of a tense conflict within your community that may be pushing your buttons. This workshop is designed to prepare activists to respond to impending conflict and de-escalate potential violence and riots before they happen. Miki offers specific language and actions that could assist the various players to be heard and to feel that they had been heard. This kind of training can be provided for any members of any community who are anticipating trouble.

7. Privilege at What Cost?

When the topics of power, resources, or social privilege arise, the conversation often stops or turns into challenging mutual criticism. In particular, those of us with privilege more often than not become numb, guilty, or angry, and then we try to forget about it again. Using the principles and practices of NVC, this workshop explores what can happen as you choose to claim power and use it for change instead of avoiding or denying it. In the process, you support liberation for yourself and others. Through small group interactions and guided exercises, this workshop invites a deep experiential exploration of how power and privilege affect us. The goal is to increase awareness, release helplessness, and inhabit yourself more fully.

Title:

Embracing Nonviolence

Description:

Gandhi spoke about applying nonviolence in thought, word, and action. The heart of the practice of nonviolence is a commitment to live through the powerful combination of compassion, fierceness, and courage, with an uncompromising willingness to stand for truth.

The purpose of this course is to place NVC within the tradition of nonviolence and to support you in learning what it takes to integrate the commitment to nonviolence all the way into the deepest structures of your thoughts; to speak in ways that carry this commitment forward into all your relationships; and to apply this consciousness in all your actions, including your participation in the collective enterprise called social structures.

Title:

Living Courageously: Choosing Nonviolence in the Face of Fear

Description:

We all know stories about people who maintain their integrity, be it a commitment to nonviolence or an unpopular position, despite the potential of significant cost to themselves. Gandhi's life and writings, for example, continually point out the vital role of learning to act despite fear in order to embody the spirit of nonviolence. Each one of us has myriad opportunities on a daily basis to overcome fear and live in deeper integrity with our values.

This workshop is a hands-on exploration designed to support you in understanding the dynamics of fear and polarization, and to provide tools for responding to challenging situations. Our goal is to equip you with core principles and practices of Nonviolent Communication they can use in multiple circumstances, especially when you are called to make difficult choices.

We focus on:

- Learning to identify, moment by moment, what's most important in a given situation
- Uncovering your ability to choose, with integrity and clarity, how to show up in a way that provides connection, understanding, and peace to all involved.

Title:

Working for Peace without Recreating War: Nonviolent Communication for Personal and Social Transformation

Description:

- Do you want to increase your effectiveness in connecting across political differences?
- Would you like to experience relief from burnout and despair?
- Are you longing to live in line with the values that inform your work?
- Are you eager to explore and deepen your understanding of the tools of NVC?

Who it's for: This class is designed for peace activists, and can be tailored to the needs of particular campaign goals. Our goal is to increase integrity and effectiveness in the work of the campaign through learning the principles and practices of NVC.

Format: This program was first given as a monthly teleclass (via conference call) to activists in one peace organization who were scattered across the whole country. It can be adapted to a single evening, day-long or multi-day workshop format, but is most effective when combined with regular conference calls to respond to issues as they arise in the life of a campaign over months or even years.

Workshop modules: Groups can select from, combine, or adapt these topics:

1. **NVC Principles as a Practice of Peace**

The foundation of war rests on the consciousness of separation, scarcity, and powerlessness. NVC practice invites us to challenge the habits of thinking and action that prevent us from maintaining connection even while working towards change. By marrying the focus on a specific outcome with a grounded care for everyone's needs, you can increase self-connection, compassion, and a sense of vision to ground your work.

2. **Moving Towards What You Want**

Despair, anger, and fear drain energy from the beauty of the vision we have for the world. Focusing, instead, on what you want creates energy and unleashes more creativity in imagining strategies to meet more people's needs. Along the way you may encounter your feelings and learn to connect with the care and vision that give rise to your pain.

3. **Living without Enemies**

Being peace, at the inner root, implies transforming the tendency to create distance and separation from those who are different from us. As you move towards the vision of a world that works for all, you can learn to understand the universal human needs that give rise to actions and viewpoints that are not in harmony with your own. Deepening your understanding of the difference between strategies and needs, you learn to increase your capacity to embrace all people in your circle of care.

4. **Empathic Connection as Transformative Practice**

When faced with differences, our habit is to explain, convince, or withdraw from engagement. Instead, you can cultivate presence with – actively include, and reach for connection with – those different from you. Empathic connection de-escalates conflict through the profound effects of being heard. In addition to the effects on others, empathic connection restores your own peace, can remind you of the humanity of others, and often supports you in expressing yourself open-heartedly.

5. **Modeling Self-Care**

Many of us are driven by a sense of urgency combined with a commitment to self-sufficiency that keep us isolated and under-nourished as we do our work. As Thomas Merton says, “To allow oneself to be carried away by a multitude of conflicting concerns, to surrender to too many demands, to commit oneself to too many projects, to want to help everyone in everything is to succumb to violence.” Being peace includes in it transforming these habits and cultivating a willingness to attend to your needs; ask for and receive support; recognize your current limits; and set up daily practices to sustain our intentions.

Title:

From Vision to Action: Inner Alignment and Dialogue Skills for Activists

Description:

Many progressives talk about a gap between their passion for the vision of a caring world, and their level of discouragement about activism. Some feel unable to connect and dialogue successfully with conservatives or even with centrists or fellow progressives who don't share the same orientation. There can be deep disagreements among progressives, between the secular and the religious, for example, or reformers and revolutionaries.

Some are burned out from expending so much energy and receiving so little nourishment from the work. Others are overwhelmed by the distance between where things are and the vision, and can't see how they can be effective in moving towards changing national policies.

Using examples from participants' own experiences of activism, this training is designed to surface the challenges we need to face to become powerful agents of social transformation. It also introduces tools for listening and for speaking when we disagree with others' opinions, or even believe they are dangerous. We look at how to deescalate conflict and support mutual understanding in charged moments.

Topics may vary with participants' needs and experiences, and are likely to include:

Inner alignment

- Strengthening your sense of vision and strategy by relating them to personal inner values and aspirations
- Overcoming internal blocks to internalizing and living the vision: blocks such as fear, anger, despair, us/them thinking, and scarcity thinking
- Brainstorming strategies and next steps for individuals or groups working together
- Dialogue skills for those times when you encounter strong disagreements and want to maintain an atmosphere of trust, respect, and mutual understanding
- Communication skills to be able to deliver brief and relevant messages tailored to the values and concerns of others to minimize alienation

Dialogue skills

- Recognizing that we can show *understanding* of a point of view without *agreeing* to it
- Listening in ways that uncover common ground and lower the tension level
- Expressing our own opinions while supporting continued dialogue

Relating to Others

Title:

Peace Starts at Home: Dialogue as a Way of Life

Description:

When asked how we can create peace, the Dalai Lama suggested that we start at home. Through the practice of living in dialogue at home, where the stakes are often very high, we can increase our ability to meet the challenges of life everywhere with empathy, goodwill, and authenticity.

Imagine what this could be. Imagine sweet, open dialogue in all your relationships, both intimate and otherwise. Imagine full compassion for yourself, accepting your humanity in moments of challenge. Imagine the freedom to choose, in every moment, how you want to meet life. Imagine the power of responding empathically to those around you. Imagine expanding outward from your personal life and embodying these qualities in the world.

The content we explore will emerge from the challenges and opportunities participants bring with them. We're likely to focus on:

- Dissolving the apparent conflict between authenticity and care for others
- Transforming the legacy of separation, scarcity, and powerlessness to embrace a commitment to everyone's well-being
- Learning to ask for all we want and to remain open to hearing no
- Creating magic by encountering our own and each other's essential humanity
- Finding freedom and power in responding empathically in challenging circumstances
- Stepping into radical self-acceptance along the way.

Advanced Topics

Title:

Principle-Based Teaching for NVC Trainers

Description:

Bring your sharing of NVC to a new level with veteran trainer Miki Kashtan. This workshop for NVC trainers focuses on shifting your messages from "how" to "why" while embodying the principles and practice of NVC every step of the way – from planning to delivery.

The methodology, developed by Miki over years of investigation, starts with understanding what the people in your audience face in their environment. It continues with what they might want to learn and how NVC principles can provide them with what they want, and ends with how you can frame the principles in a language and context that speak to your audience's familiar experience.

The principle-based approach differs from NVC trainings that treat NVC as a formal process of communication. Instead of viewing the OFNR components and the dialogue template as the centerpiece of your teaching, the framework offered in this course treats them as practice tools that help us deepen and integrate a transformation of consciousness.

The workshop invites you to hone in on which specific aspects of NVC are more relevant to the intended audience, and to describe those in terms of concrete actions people can take after they leave the workshop. Topics include:

- Naming workshops in language and terms that speak to audience needs and challenges
- Describing your work in terms of results rather than process
- Providing a transformative experience that's rooted in what people want to learn rather than what you want to teach
- Understanding plans as an empathic guess of the future
- Identifying principles, core practices, and consciousness shifts to ground your planning
- Utilizing the power of living and using NVC, and letting the teaching follow the experience
- Transcending the tension between following a course plan and responding to the moment by tying what happens to intended core principles
- Naturalizing the language of NVC based on context
- Leaving participants with key practices they can use without further training.

Title:

Bringing Grace and Mastery to Mediation

Description:

Raise your mediation skills to the next level!

In this workshop for advanced NVC practitioners, Miki Kashtan provides intensive coaching as well as detailed instructions and tips for every aspect of the mediation process.

You'll have the opportunity to learn and practice new approaches to common mediation challenges, supported by a clear conceptual framework and an interactive environment. Miki's approach to mediation focuses on transitions and micro-agreements, as she uses every moment and exchange to look for and build connection and goodwill, even in intensely challenging situations.

Bring your toughest scenarios and questions, and enjoy learning together with others who share your level of training and experience in this exciting work.

Title:

Becoming a Collaboration Consultant

Who it's for: This training is for NVC trainers and advanced practitioners who wish to learn how to make the shift from teaching NVC to "doing NVC" in a business or non-profit organizational context.

Description:

Providing trainings in NVC skills to people in a client organization is only one of the tools in a collaboration consultant's toolbox. In this workshop you will begin to learn how to:

- **Assess the Organization.** Learn how to engage with management and individual contributors to identify key areas that require attention to shift the culture and support collaboration toward shared goals. You will need to interview employees, observe meetings, and facilitate additional group conversations to address these issues.
- **Write and Present your Assessment and Recommendations.** Based on the results of these conversations, you will learn to provide a report with a summary of your findings and recommendations for how to capitalize on what is working within the organization and what can be done to strengthen the capacity to collaborate in areas of concern.
- **Deliver Specific Services.** Before anyone is trained in NVC skills in the organization, the collaborative culture can be modeled and greatly improved by a skilled NVC practitioner who is adept at using NVC in colloquial, natural language. You will learn to provide a suite of services including meeting facilitation, team building, executive coaching, mediation, and specific trainings.

Special Topics for Talks

Title:

Book Talk: *Reweaving Our Human Fabric*

Description:

“A rare and marvelous use of the moral imagination... This brave and brilliant book brings me fresh insights into how to be a more effective agent of change.” Joanna Macy, teacher, activist and creator of The Work That Reconnects

What would the world look like if social and economic systems were designed to respond to human needs? In Miki Kashtan’s 2015 book *Reweaving Our Human Fabric: Transforming the Legacy of Separation into a Future of Collaboration*, a series of short stories set several decades into the future envisions such a world in detail. These vignettes stand alongside a passionate and searching exploration of how to work for transformation inspired by vision and commitment even now, in the world that we have.

Miki weaves together her years of experience with Nonviolent Communication and her prophetic vision about the possibility of a world and society that work for everyone. *Reweaving Our Human Fabric* can support people in waking up to their own power and their capacity to create a different life, in the present and in the future, both personally and on the largest possible global scale.

Miki will read from her book and invite discussion about key concepts, such as:

- Reasons why social change visions have so often failed before
- How we can create the relational infrastructure to support radically collaborative societies where everyone’s needs matter
- Practical issues involved in having *needs and the willingness to respond to them*, not *money*, become the basis for complex structures like the production and distribution of goods and information
- What we can each do now, today, from wherever we are, to start moving towards such a future.

Title:

For the Benefit of All Children: A Compassionate Perspective on Bullying

Description:

The phenomenon of bullying involves everyone in the school community. Although the children who are bullied suffer in acute and immediate ways, other children, including the bullies themselves, are also affected. In addition, teachers, counselors, administrators, and parents have a high stake in addressing and resolving the challenge of bullying and often feel helpless to know how to respond. What would it take to address the issue of bullying with compassion for everyone involved? This talk offers a framework for taking shared responsibility, as a community, to respond to incidents of violence in ways that restore trust and respect. By looking at the causes of violent behavior, Miki uncovers ways of transforming the conditions that contribute to violence.

Title:

Talking About Cancer

Description:

Whether you are facing cancer yourself or caring for someone with cancer, every step of the way may involve challenging conversations. Starting with receiving and sharing the news about the cancer diagnosis, the potential for conflict, misunderstandings, inner disconnection, fear, overwhelm, and anguish increases dramatically, along with stress about practical and emotional support.

This workshop will introduce a way of connecting that fosters trust, mutual understanding, and intimacy among friends and family. The workshop also supports people with cancer and their families to take ownership of the decision-making process and to advocate for themselves based on a deeper understanding of their needs and those of their providers.