



# BEFRIENDING CONFLICT: INTRODUCTION TO *WORLDWORK*

**Dr. Joe Goodbread, Portland, USA; Dr. Reini Hauser and  
Lukas Hohler, M.A., Zurich, Switzerland**

Interactive and experiential Introduction to Worldwork (according to  
Arnold Mindell):  
Inner and Outer Conflict Resolution, Relationship and Group Dynamics.  
Center of Process Work, Zurich, Switzerland

September 17 - September 18, 2011; November 12 - November 13,  
2011; March 17 - March 18, 2012

## BEFRIENDING CONFLICT

Worldwide social and economic tensions are ever increasing. How can social transformation and change be facilitated? This question has become crucial in many places: in the public sphere, in politics, in social institutions and organizations. The effects of inadequate facilitation are becoming more expensive and scary. Therefore, we need methods and strategies that enable people to deal constructively with tensions, resistances, fears and conflicts.

This challenge of learning how to develop and apply sustainable methods for dealing with social tensions led Dr. Arnold Mindell and colleagues to develop Worldwork, a future-oriented method and a set of tools for the facilitation of change processes in social fields, organizations and companies.

## THE MODEL

Worldwork is a critical advancement of Process-oriented Psychology or Process Work. Process Work - developed in the past 30 years by Arnold and Amy Mindell and colleagues - is a creative approach bringing together psychology, group dynamics, quantum physics, conflict work, spirituality, body awareness and art into a new paradigm. Its roots are founded in the psychology of C.G. Jung, in humanistic and transpersonal psychology, in systems thinking, new physics and spiritual disciplines. Process work's core concern is mindfulness, the improvement and use of perceptual tools and the unfolding of the human potential.

Worldwork uses a powerful set of tools for facilitating conflict, and deals with several system levels simultaneously that are inseparable aspects of community building: group dynamics, relational experiences, inner and outer processes. Worldwork's essence is 'Deep Democracy', the appreciation and support of all positions, feelings and roles in the individual, in our relationships and in the societal and cultural field.



## CONFLICTS

We often find conflict in the beginning of lasting and sustainable relationships between people as well as between groups and nations. Avoiding conflict comes with high cost: loss of relationship, reduction of productivity, employee attrition and an unfriendly atmosphere in our families, organizations and businesses.

One of the central conflicts we suffer from is our „conflict with conflict“. Many of us avoid conflict because we are afraid it will get out of hand: instead of making things better, engaging in conflict may lead to escalating threats and counter threats, attacks and counter-attacks. Things get worse instead of better. Unchecked escalation may actually lead to violence, perhaps the greatest fear that we have of conflict gone out of control. Or we may wish to avoid the unpleasant altered state of consciousness that often accompanies conflict – becoming „fuzzy“, losing our mental clarity about the issues at stake; or becoming „frozen“ unable to speak or act just at the moment where action appears crucial; or we may become “intoxicated” with the drama of the conflict, pursuing it long after the issue it-self may have been resolved.

In this seminar we will teach methods to working with conflicts and also to actually befriend them.

## THE COURSE

This interactive and experiential series of seminars presents process-oriented facilitation tools to working with relationship and group dynamics. These tools have been tested worldwide in organizations and business but also in facilitation of social conflicts like racism, sexism as well as other forms of discrimination. Worldwork demonstrates how unconscious use of power, rank and privilege is instrumental in conflict; it shows how to work with unintentional communication signals and how to bring the various positions and roles to interact with each other. It uses the concept of „ghost roles“ to address „information clouds“ and to complete interactions.

Participants will sharpen their awareness of relational and group dynamics, learn to productively use intentional and unintentional communication processes, to work on their own inner conflicts and to deepen their practice in the facilitation of group processes.

The format of the seminar includes lectures, demonstrations, exercises, small and large group work.



## Module 1: Befriending Inner Opposition

Conflict and tension can be felt long before we even engage in actual relationship conflict. We find ourselves rehearsing over and over for the upcoming conflict, long before we ever meet with the outer opponent. Being aware of the difference between the fictional 'inner image' of an opponent can make it much easier to engage with the real outer one. Otherwise, we find ourselves overpowered by two opponents, which is an unfair fight. We find it impossible to take our own side, to protect our own interests, because we are being attacked from within as well as from without. In this module, we learn creative negotiation strategies and befriend our inner conflicts in order to achieve greater clarity and decisive action in outer conflict. We will also learn techniques for dealing with the „ghosts“ of conflict – negative expectations based on previous experiences which make it difficult to access our resources of power and knowledge that we need to conduct conflict in the safest and most productive way.

## Module 2: Relationship Conflict and Common Ground

In this module we will apply the resources we learned and practiced in the first module to finding common ground in even the most charged conflicts. We observe and unfold the exchange of intentional and unintentional signals, learn about our perceptual edges as well as double signals and find resolution for both cold chronic and acute hot conflict.

We will explore the theory and practice of dealing with

- Escalation - how underestimating our power can lead to conflict spiralling out of control
- Rank – exploring the multidimensional nature of interpersonal power – how it manifests, how it leads to conflict, and how rank awareness can pave the way toward greater understanding and de-escalation.
- Inalienable power- how finding a source of personal power that is not dependent on comparing ourselves to others can transform us into more humane, reliable and even helpful opponents.

## Module 3: Group Dynamics: Roles and Ghost Roles

This module introduces and deepens the theory and application of Process-oriented Group Process and Open Forum. In small and large group practice sessions participants learn a step by step method on how to differentiate an issue into roles that constellate it, how to set up and facilitate a group process. Key steps are: sensing the atmosphere, sorting issues and consensus building, position roles and ghost roles, amplifying interactions among them and noticing edges and group hot spots as well as noticing moments of temporary resolution. Sociological role concepts are introduced and participants learn to differentiate between a role and a person. Large and small group exercises enable the participant to facilitate group process as a participant/facilitator and to apply the learning in her/his own professional context.

## TRAINERS

**Dr. Reini Hauser** is a coach, teacher, group facilitator and trainer of Worldwork and an associate of Drs. Arnold and Amy Mindell and Dr. Joe Goodbread with whom he teaches the Befriending Conflict program. He is a board member of the Institute for Process Work, Zurich, Switzerland, on the faculty of the Masters of Arts program in Conflict Facilitation and Organizational Change (MACF) in Portland, Oregon, USA, and a leader of training programs worldwide. For the past 25 years he is consulting, coaching and training individuals and groups and assisting development and change processes in teams and with executives in organizations, business and universities (among others, at ETH Zurich). He has worked in more than 25 countries worldwide and lives and works in Zurich.

Email: [info@reinihauser.net](mailto:info@reinihauser.net), Web: [www.reinihauser.net](http://www.reinihauser.net)

**Lukas Hohler**, M.A., works internationally as a coach, trainer, facilitator, and conflictworker and is based in Switzerland. He specializes in and has developed training programs for empowering professionals working with human beings such as teachers, youth workers, social workers and counselors. Together with his colleague Dr. Joe Goodbread he has been developing and implementing soft skills for companies working in the field of counseling and advising. He is also on faculty of Process Work trainings in Switzerland and Russia.

Email: [lukas.hohler@change facilitation.ch](mailto:lukas.hohler@change facilitation.ch),  
Web: [www.change facilitation.ch](http://www.change facilitation.ch)

**Dr. Joe Goodbread** is one of the architects of the acclaimed Befriending Conflict program, sponsored by the European Union under the Peace II initiative, to help community workers along the Northern Irish border cope with the stress and anxiety of the highly charged conflictual atmosphere in which they worked. He teaches and practices conflict management and psychotherapy in Portland, Oregon and throughout the world. He is the author of three previous books and numerous articles on Process-oriented Psychology. He is also an engineer and inventor, holding several patents in the field of fluid properties sensing.

Email: [joe@befriendingconflict.com](mailto:joe@befriendingconflict.com), Web: [www.befriendingconflict.com](http://www.befriendingconflict.com)



Dr. Joe Goodbread



Dr. Reini Hauser



Lukas Hohler, M.A.

## SCHEDULE OF TRAINING

### **Module 1: Befriending Inner Conflicts**

Sat/Sun September 17-18, 2011

With Joe Goodbread and Reini Hauser

### **Module 2: Relationship Conflict and Common Ground**

Sat/Sun November 12 -13, 2011

With Joe Goodbread and Reini Hauser

### **Module 3: Group Dynamics: Roles and Ghost Roles**

Sat/Sun March 17-18, 2012

With Reini Hauser and Lukas Hohler

### **Registration**

Contact tel +41 44 541 20 70; email fg-pop@gmx.ch,

mail IPA, Binzstr. 9, 8045 Zurich, Switzerland

[www.prozessarbeit.ch](http://www.prozessarbeit.ch)

Cost CHF 600 each module, three modules CHF 1600, early bird

July 15, 2011 CHF 550 each module and CHF 1450 three modules.

Info: [info@reinihauser.net](mailto:info@reinihauser.net)

### **INFO**

#### **International Conference on Group Process Methods + Worldwork**

Zurich April 28 – 30, 2012: Global change - local change: Tension, Crisis and Change Processes. A Forum for Sustainable Group Process Methods in Working with Social Challenges. [www.iapop-conference.org](http://www.iapop-conference.org)