



shine

RELATIONSHIPS AT WORK

Lewis  
DeepDemocracy  
WISDOM IN THE NOW

# LEVEL 4

**'When I discover who I am, I will be free.' (R Ellison)**

## WHO SHOULD ATTEND?

- You will have completed CoResolve Leadership training, and practiced sufficiently to feel confident using the check-in, the 4 steps, the debate and the argument.
- You have attended the level 3 and been exposed to reflective listening, amplification and polarisation and a have a deeper understanding of conflict resolution.
- You have experienced the benefits of 'lowering the water line' and have an idea when to move from step 4 to step 5.
- You would like to develop your metaskills in order to take your facilitation to the next level. In particular you would like to increase your ability to hold neutrality by understanding your personal triggers.

## THE MAIN FOCUS OF LEVEL 4

- This three-day course concentrates on developing self-awareness through gaining an understanding of the self in relation to the "Rackety pattern" and "Scripts".
- This process will develop confidence in using these skills and recognising group processes.
- This course will give you a deep insight into yourself by helping you understand your own unconscious patterns. This enhanced self awareness will help you to be more effective as a leader and facilitator.
- The course also provides a context in which you can practice all the DD tools under supervision, thus honing your facilitation skills.

# WHAT IS COVERED IN THE TRAINING?

- working out your own unique patterning (scripts & rackets)
- Exercises to develop your meta-skills
- An expansion of role theory
- Understanding your-self through the lenses of two different psychological paradigms (Freud and Jung)
- The integration of these two paradigms and exploring meaning
- Practice and supervision in your own facilitation within the Lewis Deep Democracy framework

# WHAT YOU CAN EXPECT TO TAKE AWAY FROM THIS TRAINING

## At the end of this three-day Level 4 Course you will:

- At the end of this three-day Level 4 Course you will gain:
- Greater self-awareness
- Deeper understanding of how to develop & regain neutrality
- Deeper understanding of role theory in relation to self, other and group dynamics
- Enhanced skills and confidence in facilitating using all the tools
- How to handle issues of ranks
- Greater confidence in facilitating
- Enhanced skills in facilitation conflict resolution





## COURSE INSTRUCTOR



### JENNY LECLEZIO

Jenny Leclezio is a seasoned Human Resources practitioner who specialises in the area of transformative change, coaching and leadership development. Jenny has worked with the Lewis method of Deep democracy for 19 years, directly under the tutelage of Myrna Lewis and was one of the first instructors trained in South Africa.

If you have any questions please email [connect@shine.global](mailto:connect@shine.global)  
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