

Coming Into Your Own

A programme for Women

dialogos



AN INVITATION

In this programme we will focus on each woman's individual journey and help you discover where you are in your current life cycle.

Together we will:

- identify women's life and workplace challenges
- explore ages and stages unique to women's lives
- understand different archetypal dimensions of your self
- identify and begin to deal with some of the barriers that stop you from being fully yourself
- strengthen your undeveloped capabilities
- use a symbols process to see your current situation from different perspectives and reshape it to release the potential that you see emerging

We will work experientially using dialogic and four quarter models, together with story, imaginative and kinesthetic exercises, to access your whole self.

We will use short presentations, dialogues, video, journaling and a symbols process to address different aspects of your current life such as work, relationships and family.

For inquiries, contact:

Ann Canham

+44 (0)1494729235

+44 (0)7767298811

anncanham@btinternet.com

[ann.canham](http://www.anncanham.com)



"Now I become myself.
It has taken time, many years and places.
I have been dissolved and shaken,
Worn other people's faces..."

– May Sarton

"... to set out boldly in our work is to make a pilgrimage of our labors, to understand that the consummation of work lies not only in what we have done, but who we have become while accomplishing the task."

– David Whyte, *Crossing the Unknown Sea: Work as a Pilgrimage of Identity*

Coming Into Your Own is a personal leadership development programme for women who are interested in engaging in a process of reflection, exploration and regeneration.

Many women find that in the process of striving to succeed at work they have developed only part of who they are while leaving vital aspects of themselves behind. In the midst of substantial achievement women often report feeling empty, burned out or invisible. Over the past 20 years we have found ways to help women access their reservoir of presence and to bring forward a fuller expression of themselves. We guide women in the journey towards mastering the relationship between inner dynamics and work/life challenges.

Our approach deliberately works with the whole individual – the physical, intellectual, emotional and spiritual dimensions of each woman – to encourage the deeper introspection that we think is critical for our time. We combine the attention of one-on-one relationship with small group work and the transforming power of the circle.

We will focus on each woman's individual journey, uncovering how she has navigated her life, and what her struggles and successes have been. We will work together to identify current and emerging challenges, and support each woman in her aspirations and development. It is our hope that this work will contribute to addressing the fragmentation in the world, the barrenness in many of our workplaces, and the urge to live in a way that responds to the deep stresses of this era.

The design, experimental and research phases of these programmes were funded by the Fetzer Institute (USA), and the remarkable results in the participants' lives have been tracked over five years. The collective practices used to uncover a deeper sense of purpose, and to initiate the next phase of life or work, have grown out of the dialogic and four quarter practices used in much of Dialogos' and The Ashland Institute's work.

The faculty of this session have been leading innovative and successful women's programmes for the past 10 years. Examples of organisations that have sent participants to the CIYO include Hewlett-Packard, BP, the World Bank Group, United Way, Shell, Intel, Boeing, Anglo American, BT and the Metropolitan Police. Many women have also chosen to attend as individuals. With a maximum of 16 participants and 4 faculty, all participants benefit from a good amount of individual attention.

The 2010 April UK Coming Into Your Own programme will be held at Newick Park in East Sussex, UK. Newick Park is a privately owned country house hotel with all modern conveniences but retains the atmosphere of a warm and welcoming family home. For the 3 1/2 days of the programme, it will be virtually dedicated to the participants of CIYO. The hotel is set in beautiful natural parkland and has wonderful dells, gardens and a lake perfect for reflective walks either alone, in pairs or small groups. There are log fires in all the rooms in which we work which provide a very different ambience from the sterility of many working environments. The dining room serves excellent food and will cater for all dietary needs. While close to Gatwick airport and train links to London it provides a very special, tranquil space which we and past participants have found perfect for the work of this programme with its focus on exploration and personal reflection.





Coming Into Your Own

2010: UK Apr 19- 22, Brussels Oct 18- 21, Sierra Leone Nov 22-25

LOGISTICS

UK Programme TIME & PLACE

5pm Monday, Apr 19th –
5pm Thursday, Apr 22nd
Newick Park, Newick, Nr Lewes,
East Sussex, UK
Tel. +44 (0)1825 723 633
www.newickpark.co.uk

Continental EU Programme TIME & PLACE

5pm Monday, Oct 18th –
5pm Thursday, Oct 21st
Brussels: - Venue to be confirmed

Sierra Leone Programme TIME & PLACE

5pm Monday, Nov 22nd –
5pm Thursday, Nov 25th
Freetown: - Venue to be confirmed

TUITION & MATERIALS

Corporate: £1,800 + VAT/person

Non Profit/Individual: £1,000 + VAT/person

Groups/Teams from a single organisation:

Call for rates

There is a maximum of 16 places allocated on a first come, first served basis. Non profit/individual places are limited to 4 per workshop

UK ACCOMMODATION & MEALS

24 hour CIYO pricing:
single room £170 + VAT
shared room of £115 + VAT

Reservations are to be made directly with Newick Park by Feb 19th to guarantee the special rate for UK Programme.

PAYMENT & CANCELLATION POLICY

Payment due upon enrollment.

Due to limited space, no refunds will be made for cancellations for the UK programme after Feb 19th

APPLICATION

Please fill out the attached application form and send to:

Ann Canham

anncanham@btinternet.com

dialogos



www.ashlandinstitute.org

FACULTY COACHES

Ann Canham



Ann retired from BP in 2007 where she held a variety of global executive roles in both Marketing and HR, her last role being VP HR for Russia, Africa, Caspian, Middle East and South Asia. Ann now has a varied portfolio of work which includes coaching senior executives; facilitating leadership programmes and dialogues; transferable skills training for postgraduate students. In the not for profit sector Ann is Chair of a charity that supports the families of drug and alcohol abusers; trustee/governor of an independent school; mentor to young female African leaders; lay member of a Lord Chancellor's sub committee assessing suitability of candidates for the magistracy. She has a first degree and Ph.D. in Psychology. Ann lives in Buckinghamshire with her husband Richard. She has two grown up daughters who remain a source of challenge, learning and enormous enjoyment and fulfillment.

Nicola Shearer



Nicola is an Executive Coach and a Facilitator of team meetings and bespoke learning interventions. She worked at BP for 10 years, undertaking a series of executive roles in the UK, Malaysia, HK, China and Taiwan, starting in the commercial world negotiating contracts with Chinese JV partners. Her most recent role was as Global Diversity and Inclusion Manager in which she designed and delivered inclusive leadership interventions and coached over 100 senior global executives in role modeling inclusive behavior. Prior to her corporate work, Nicola worked for an NGO in South Africa. She holds a Masters degree in Engineering from Oxford University and an MBA from Durham University. Nicola is married and currently lives in Sierra Leone where she works across private, charity and government sectors.

Sarah Rozenhuler



Sarah has over 10 years experience working as an internal and external consultant. Her skill lies in building bridges of communication between individuals, teams and organisations to enable them to flourish and perform at their best. A Chartered Occupational Psychologist and accredited workplace mediator, Sarah launched her career working for a leading global consultancy in psychometric testing followed by several years working as a consultant psychologist in the UK Civil Service, including the Cabinet Office. To broaden her experience, Sarah spent 4 years earning her living as a street circus performer juggling fire in the fiestas of Spain and becoming fluent in Spanish. Since 2003 Sarah has worked with diverse clients such as management union committees, senior civil servants, advertising executives, teachers and lawyers in organisations such as BP, American Express, the UK Ministry of Defence and Medway Council. Sarah holds a first class degree in psychology and post-graduate qualifications in occupational psychology and spiritual development and facilitation.

Isabelle Pujol



Isabelle is Founder and Director of Pluribus Europe which provides strategic consulting and designs and facilitates conversations to create a truly inclusive performing culture (Sodexo, Sanofi Aventis, L'Oréal). Isabelle has spent 20 years in the private sector and has lived and worked in France, Belgium, UK and Germany and led international projects in various parts of the world. She held a variety of roles including internal communication, brand management, commercial and the last 8 years, as a Global Diversity and Inclusion Manager at BP. There she was instrumental in building the group's first ever Diversity & Inclusion strategy in 1999. She is a Dialogue and Appreciative Inquiry Practitioner, an accredited SIMA Coach and an Insights Discovery Model Practitioner. She is also certified as Gender Communication facilitator and acts as the European Director for the Heim Group. Isabelle is married to Jean-Marc and they have 2 grown up children.

PARTICIPANT QUOTES

"CIYO provides a deep insight into oneself and a powerful aid to address and possibly overcome problems, fears or stress. Once these fears are addressed the world seems a much better place"

2009 participant

"Being introduced to a dialogue circle was immensely rewarding.. It offers the opportunity to explore rather than feel it is necessary to have the answers and so allow oneself to think openly, honestly and deeply"

Tania 2009 participant

"CIYO came into my life at the perfect time...I finally had the time to sit with my reality, be curious with what was possible and imagine a new future that I had never allowed myself to consider out loud. I left feeling nurtured, befriended and energised"

Valerie 2008 participant

"Thanks to the CIYO programme I now have a supportive group of women from different age groups and walks of life that I can always turn to. It feels incredibly reassuring and very powerful to be connected to such amazing wisdom"

Elina 2008 participant

"I joined CIYO at a time when I was considering a change of direction in my career. It provided a positive environment for reflection which helped me clarify my objectives and move to a role where I could reconnect with my passion"

Anna-Marie 2006 participant



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PROGRAMME DATE & LOCATION

TUITION

Corporate

Groups/Teams

Non Profit/Gov/Individual

PAYMENT & CANCELLATION POLICY

Payment due upon enrollment.

Due to limited space, no refunds will be made for cancellations 2 months prior to the start of the programme.

YOUR INFORMATION

Name _____

Organization _____

Title/Position _____

Address _____

Primary Phone _____

Secondary Phone _____

Fax _____

E-mail _____

I heard about the programme via:

I am interested in attending this programme because: (add page if necessary)

Signed _____ Date _____