



INVITATION & INFORMATION

Art of Hosting training for participatory leadership

16, 17 and 18 November 2026

Meetlab Groningen

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WHY THIS TRAINING?

The Art of Hosting contributes to a working and learning environment in which we deepen existing connections and stimulate and facilitate new ones. This is urgent and necessary, because issues are becoming more complex and we are experiencing a growing sense of uncertainty and polarisation.

The Art of Hosting:

- **strengthens participatory leadership**, enabling everyone to contribute to greater mutual understanding, trust, connection and impact.
- **shifts the focus** from preventing undesirable behaviour to promoting desirable behaviour (working with appreciative inquiry as a skill set)
- **creates a collective responsibility** – across the boundaries of departments, functions and roles – to stimulate and facilitate dialogue and co-creation.
- **results in concrete behaviour** that contributes to a safe and inclusive study and working environment and thus to greater creativity, health and wellbeing.





WHAT IS ART OF HOSTING?

The Art of Hosting & Harvesting Conversations that matter is a powerful approach to leadership that scales from the personal to the systemic. It combines personal practice, dialogue, facilitation, and co-creation to help us meet complex challenges with creativity and care.

In any setting - organisations, communities, or teams - this approach sparks creativity, strengthens shared purpose and drives real impact. AoH is a practice with over 25.000 global practitioners applying it in various contexts: from civil society, business, European Union organisations to academia, health & regenerative communities.

More than facilitating discussion, it is about creating spaces & conditions where diverse perspectives are welcomed, trust can grow, and collective wisdom can emerge. Using participatory methods such as World Café, Open Space Technology, and Circle Practice, the Art of Hosting equips people and groups to **navigate complexity, co-create meaningful solutions and foster deeper connections.**

In this 3-day hands-on training, you will learn about these practices and get an opportunity to host these tools / methodologies yourself, with support and coaching (if you would like to host/harvest something) from the Hosting Team - gaining practical experience, confidence, and new skills!





WHAT IS SPECIAL ABOUT THIS TRAINING?

This in-house bespoke training for UG is designed around the central theme of **Social Safety**. Over 3 days, we will:

1. **Explore worldviews and a living systems approach** – understanding why these matter for how we work and learn together.
2. **Dive into meaningful conversations on Social Safety** – while practicing participatory methods and tools that help us host dialogue and collaboration.
3. **Use our collective intelligence** – to support, initiate, or move forward projects and initiatives that strengthen social safety at UG.

3 layered approach:

Learning about
worldviews and a **living
systems approach**

Dive into **meaningful
conversations on Social
Safety** while learning to
work with participatory
tools & methods

Space to use
collective intelligence to
support (initiating /
moving forward) your
initiatives on Social
Safety at RUG



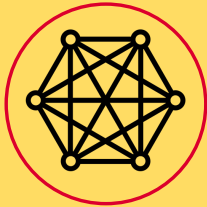
WHAT WILL YOU LEARN?

Together we will explore new perspectives and practical tools for engaging diverse groups, discovering ideas and finding solutions by working with complexity, conflict, and emergence on the topic of social safety. Your presence is part of the learning design and the group will learn through all who show up.

Specifically you will learn how to:



Host / Facilitate using
hands-on, participatory
tools & methods



Leverage models for
working with
complexity, conflict
and emergence



Host meaningful
conversations and
harvest actionable
insights



Deepen team
connection & design
collaborative
initiatives / projects
for teams, groups,
communities



Work with
collective
sense-making &
harvesting across
diverse teams at
UG



Apply Art of
Participatory Leadership
methods to your projects
(such as World Cafe,
Open Space Technology,
Circle Practice...)



WHO IS THIS TRAINING FOR?

As part of the university's commitment to social safety, we're inviting various people at UG for this really special training. We would like to have a diverse group of participants from across the university who want to explore more participatory ways of working and leading with the complex issue of social safety.

- **Leaders, coordinators, and facilitators** who are seeking new methods to bring groups together in meaningful dialogue and collective action.
- **People interested in Social Safety** in the university context and eager to engage in (1) practice having conversations that matter (2) experience meaningful connection, and (3) help create a lasting culture of social safety through the act of participating.
- **Anyone who wants hands-on experience** in hosting and harvesting conversations using participatory leadership methods (World Café, Open Space Technology, Circle Practice, etc.).

LANGUAGE : The training will be hosted in English. However, you are welcome to speak **Dutch** if that feels more comfortable (*especially in small group conversations where other participants prefer Dutch*). As long as you can understand English, you'll be able to fully take part.





**Miriam Kerkhof, work and
organizational expert**

‘Art of Hosting has given me a different perspective on collaboration and introduced me to new creative working methods. The method is based on a number of clear principles, such as listening attentively and creating space for everyone’s story. What I find particularly interesting is that relatively simple exercises - such as a check-in before a meeting - have a significant impact on how you collaborate afterward.’



**Manuel Pinto Reyes, Project Manager
Recognising and Rewarding Open
Science | Interim Leader Open
Education Community of Practice**

‘Art of Hosting has deepened my understanding of participation as a continuous process of co-creative questioning and listening - building better answers, decision support, and community trust. I applied this in my daily work by hosting a workshop where colleagues felt safe to voice concerns about the department’s organizational change, and channel them into shared action, supporting the co-creation of a new departmental structure.’

Yes! This 3 day training is the introduction training to the Art of Hosting Practice. Each day offers an important part of the whole. It is an interconnected experience where every day builds on each other. People who have followed the full 3 day introduction training are welcomed into the global community.

Do I need to attend all 3 days of this training?

***What's the follow up to this training?
Can I train others?***

*The Art of Hosting is a practice and the introduction training supports you to become a practitioner. You are invited to practice designing & hosting meaningful conversations with others following the training. Fellow participants will become part of your **community of practice**!*

No, you just need to be willing to be part of conversations around this topic, while learning about "designing and hosting meaningful conversations"

Do I have to be working on Social Safety at UG to attend this training?



FAQ

I feel uncomfortable with an emergent, less-structured nature of the training. What can I expect?

Art of Hosting combines a clear pedagogical framework with adaptive design. While not strictly linear, the process is intentional and evidence-based, allowing learning to emerge from interaction, reflection & collective inquiry.

Yes, you will receive a workbook, resources and become part of a really generous global (& Dutch) community of practice

Will we get a list of tools, resources and support after the training?

Will there be another in-house AoH training in the future that I can attend?

Nothing is planned for within UG so far. There are external Dutch / global trainings you can follow



university of
groningen

social safety



**You can register for the training by
filling out the registration form**

Scan the QR-code to sign up!

