

Unfolding the Spirit of a Team: Accessing the Joy Factor

A Deep Democracy Seminar on Facilitating Teamwork, Diversity, and Leadership in All of Us

Love them or hate them—teams are here to stay!

Each member brings their own version of the good, the bad, and the impossible when it comes to teamwork.



But what if the key to a thriving, energized and productive team is hidden in plain sight—woven into both the sensory patterns and the atmospheric feel of the moment; encoded in peak experiences and

crises alike? What if a team's greatest struggle mirrors its deepest aspiration—and awareness of this could ease judgment, of ourselves and each other? What if the longings, and tensions that bind a team together and pull it apart, also live within each team member? What if the very things the team is grappling with are playing out on every person's inner stage? What if having someone home to facilitate with awareness of these dynamics on the inside and in the actual team could make all the difference?

If this sparks your curiosity, we would love you to join us!

The seminar is a learning playground to experience Deep Democracy facilitation as an inner compass and a practical toolkit—to navigate the ups and downs of teamwork with greater self-awareness and skill. More joy, creativity, and collaborative results. A core capability of a deep democracy facilitator is uncovering the team's inner compass – its mythic spirit.

Uncover the Mythic Spirit of Your Team

Every team has its own psycho-spiritual DNA—an underlying mythic story that shapes its origins, vision, conflicts, habits, and survival instincts. This mythic spirit is present in moments of inspiration, crisis, and breakthrough. You will experience how to decode and make visible this enduring pattern so that the navigator mind of the system becomes visible, valued, and accessible through times of productivity, growth, inertia, loss, and new beginnings.

What Will Happen at the Seminar

Each day is a dynamic mix of theory, real-world examples, Q&A, interactive exercises, and group activities. You'll engage in inner reflection and collective interaction, applying the tools and concepts in real-time.

Day 1 – Bridging personal and collective mythic navigators as an inner resilience path

Day 2 – Facilitation tools for navigating phases inherent in the stuck-flow cycle in teams and groups.

By the end of the seminar, you can expect to gain:

- Awareness practices to navigate your inner stage and team dynamics as one interactive ecology.

- A neutral language for framing and responding to high points, key shifts, fleeting feelings, your inner debates as a facilitator, and spontaneous insights as they happen.
- Practical tools you can explore and apply in any positional role, personal life, leadership, and teamwork.

What these deep democracy facilitation practices are meant for

Based on Arnold Mindell's Processwork, Deep Democracy facilitation is a dynamic practice, welcoming all aspects of experience—both familiar and mysterious. The facilitation tools make it possible to interact directly with these forces in specific contexts in a more 'show, less tell' way, allowing insights to become visible from actual experience rather than generalized advice.

Edge work resilience – Differentiating content from energy, to stay centered and engaged at the edge of your comfort zone, while strengthening personal and collective resilience in breath-by-breath change as it happens.

Role sculpting – Creating space to show and interact with familiar and hidden viewpoints without scapegoating individuals. Allows you to unfold collective roles and polarizations to a deeper universal truth, instead going straight to personal narratives that may limit this deepening of collective understanding.

Framing key moments of significance – Bringing awareness to the invisible process structure in atmospheric shifts, moments of stuckness and flow, uncomfortable silences, moments of relief, escalation or de-escalation signals—so that shared awareness of these subtle yet powerful moments can enhance the group's ability to relax, be curious and focus on the essential.

Unmasking and de-activating oppressive influences – Bring awareness to societal and historical forces and power systems that influence individual and team behavior, to relieve individuals from external and internalized blame or shame from brutal inner critics.

Tracking stuckness and flow – Develop awareness of Arnold Mindell's conflict phases to track sensory and energetic signals that limit or expand a group's identity—to support transition, movement, and the beauty of new identities over the edge of limiting beliefs.

Wondering if this Seminar for You?

This approach to facilitation is not for everyone. If you prefer a linear, step-by-step approach to teamwork you might be disappointed. If you're looking for formulaic solutions, this may not be the right fit. But if you're drawn to deep, nuanced, and transformative practices that engage with both the seen and the unseen in the context of real problems and solutions, this seminar offers a unique space to explore and apply them.

Deep Democracy facilitation is a dynamic practice, training awareness to be open to all aspects of experience, even the ones we hate. It includes the ability to take an opposing side and deepen it, however much you hate it, based on the idea that you can't change a thing you don't love, even if it's only a drop of momentary love.

The facilitation practices allow you to navigate between the personal, the collective and the structural/systemic as one dynamic ecology. Where you draw the line between them in a particular context depends on your viewpoint. Being ripe for this multi levelled exploration


is a personal question of timing. It requires openness to experience, patience, and the willingness to allow your understanding to unfold in its own way time.

The tools you will experience are adaptable and applicable across corporate, social, and spiritual settings alike—but context, purpose, and positional role clarity always rule.


Whether you're a leader, facilitator, part of a team, or seeking to facilitate the voices vying for attention in your inner team, this seminar invites you to explore the mythic spirits and collective roles that shape our group experiences. Using Deep Democracy's approach to making the unknown visible, you can grow into your team, blossom in your role, and deepen your leadership in any walk of life.


Deep Democracy is a sister of Processwork, pioneered by Dr. Arnold Mindell.


Logistics

 Location: Oslo, Norway

 **STEINERHØYSKOLEN**
Rudolf Steiner University College Professor Dahls gate 30, 0260

 Facilitator: [Dr. Julia Wolfson](#)

 Local Organizer: [Jannicke Paus](#)


 Venue: Berle, Professor Dahls gate 30, 0260 Oslo

 Times:

- Saturday: 10:00 AM – 5:00 PM

- Sunday: 10:00 AM – 4:00 PM

 [Register here](#) → Early bird until 1 March

 Scholarships: Some tuition scholarships are available for Global South participants. Please apply via the registration form.



About the Facilitator

Dr. Julia Wolfson brings a lifetime of global experience to the ideas and practices explored in this seminar. With a background spanning hundreds of organizations, she continues to hone her skills as a facilitator, leadership coach, and teacher. Julia is a trained Processwork practitioner. She is an alumnus of the Deep Democracy Institute International, which specializes in leadership, facilitation, conflict resolution, and coaching.

