

“Deep democracy is based upon the realization that everyone is needed,” to represent reality”

ARNOLD MINDELL

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## M.A. in Conflict Facilitation and Organizational Change

The M.A. in Conflict Facilitation and Organizational Change is a dynamic 3-year limited residency program offering practical knowledge and hands-on skills for facilitating change and conflict in groups, communities and organizations, using the paradigm of Deep Democracy. This pioneering method of facilitation is based on the work of Arnold Mindell, author of *Sitting in the Fire* and *The Deep Democracy of Open Forums*.

The MACFOC integrates residential study, distance learning and internships to graduate highly skilled practitioners in the emerging fields of group facilitation, conflict resolution, leadership development, and organizational change.



### The M.A. in Conflict Facilitation and Organizational Change

- Offers a global and diverse perspective, with faculty and students from Africa, Asia, Australasia, Eastern and Western Europe, and North America
- Builds upon the learner's skills through experiential learning, mentorship, and peer-based learning groups
- Gives students the opportunity to integrate cutting-edge methods through diverse and international internships
- Offers personalized approaches to research and learning
- Blends academic study with experiential skills, personal growth and self-awareness, understanding the important role emotional intelligence plays in the facilitator's development

Our graduates are successfully using their skills in a diverse range of fields, from business to politics, education to conflict resolution.

**For more information, please go to  
[www.processwork.org](http://www.processwork.org) or call (503) 223-8188**



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