



2007 Retreats

hosted by The Circle Project & 37days

April 13-15

Exploring the power of metaphor:

Accessing deeper personal and organizational wisdom

May 14-17

Training at the Edge: Experiential Tools for Transformational Learning

[A *Train-the-Trainer* Intensive]

September 28-30

Mind the Gap: The Power of Personal Stories

[a *37days* Retreat]

October 26-28

Wicked Problems & Tame Solutions:

Navigating Complexity in Organizations and Communities

These retreats will all be held in Asheville, North Carolina, USA

In addition to these retreats, look for *37days* retreats in New Zealand and Australia by the end of 2007! Email patti@thecircleproject.com if you'd like info on those retreats when available

Here's what people are saying
about Circle Project retreats

"Your facilitation is beautifully collaborative."

"You flow from one experience to the next
with great ease and grace."

"Your ability to bring movement and play into
the experience, and at the same time, relate
that play to deeper concepts, was truly a
pleasure to experience and to watch."

"I appreciate all the thought, caring, and
preparation you put into making the retreat
weekend transformational for all of us."

powerful **challenging**
significant
Enriching Fun stimulating
thought-provoking
insightful



"The metaphor is probably the most fertile power possessed by men."

-Ortega y Gasset

April 13-15

Exploring the power of metaphor:

Accessing deeper personal and organizational wisdom

We define our personal and professional lives through the metaphors that we use and the metaphors that we reject. What is metaphor? How is meaning made through metaphor? How can knowing our metaphors serve us both personally and in our organizations? In this intensive workshop we will explore accessing a deeper wisdom and expanded perspective through metaphor. We will investigate the power of metaphoric thinking on learning - and the use of metaphor as a tool in both our personal and professional lives.

Objectives

In this intensive retreat, participants will explore:

- Sense- and meaning-making through metaphor and story
- Symbolic action and rituals of transition
- The loss of metaphor and ritual in modern society
- Impulse and blocked impulse
- Metaphors of ambiguity and marginality
- Liminal and transitional spaces
- Metaphor in self and organizational identity formation
- The movement from the known to the unknown
- Metaphors of location (mapping self and organization)
- The poetics of accumulation
- Boundaries and horizons
- Desire lines
- Pattern

Activities

We will use:

- Ritual, repetition and pattern
- Story and narrative
- Atlases of experience
- Mapping, Movement, Architecture
- Art, Improvisation
- Masks that reveal and masks that hide
- Space, place, and location
- Past, present, future metaphors
- Metaphors of **desire lines** and **hikaru dorodango**
- Finite and Infinite games

Cost / \$650 Tuition and materials + \$250 Housing and meals

Location / Our 2007 retreats will be held at the Bend of Ivy Lodge in Asheville, North Carolina. See pages 6-9 for location and other logistical information.

May 14-17

Training at the Edge: Experiential Tools for Transformational Learning

[Train-the-Trainer Intensive]

At its best, learning is a beneficial search for surprise and a process that leaves us changed, yet we often create training programs that avoid surprise at all costs. If people learn best by doing and then making meaning from that experience, then learning is most effective when it is embodied and experiential and not just intellectual. In this intensive Train-the-Trainer retreat we will approach training from the learner's perspective, embrace surprise as a learning tool, and explore ways to create trainings that are more than content transactions, but are transformational.

Objectives:

In this intensive participants will:

- Explore what learning is and our impulse toward safety in learning situations
- Understand the difference between transactional and transformational learning
- Utilize unique experiential training tools
- Explore finite and infinite games
- Create training curricula that are experience driven
- Move from intellectual learning to embodied learning
- “Explode” concepts brought by participants and learn how to teach them through experiential processes
- Learn how to avoid splitting intentions when designing training programs
- Be surprised and get messy

Activities:

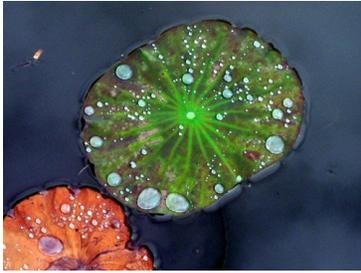
This intensive will be 85% experiential in nature. We will use:

- Organizational storytelling and narrative
- Pattern, theatre, art and music
- Metaphor, symbol, impulse and improvisation
- Movement, mapping and spatial awareness
- The knowledge and insights co-created in the session
- Unexpected opportunities and found materials

“Dissymmetry
causes phenomena”
– Madame Curie

Cost / \$950 Tuition and materials + \$350 Housing and meals

Location / Our 2007 retreats will be held at the Bend of Ivy Lodge in Asheville, North Carolina. See pages 6-9 for location and other logistical information.



September 28-30

MIND THE GAP: The Power of Personal Stories

[A *37days* Retreat]

If you had only 37 days to live, would you feel happy with the story you have lived thus far? How would you express that story, learn from it, leave it for others? Those are the fundamental questions behind the blog, [37days](#), and the grounding for this unique, experiential weekend gathering focused on unmasking our personal stories to achieve greater creativity, healthier relationships, and fuller engagement in what poet Mary Oliver calls our “one wild and precious life.” Often, there is a gap between how we wish to be seen and who we really believe ourselves to be, between the story we meant to write and the one we’ve written so far. This gap mutes the colors of our lives and inhibits the quality of our engagements with other people—in our families, our organizations, our communities. Maintaining that gap diminishes our creative impulse and often splits our intentions. Why, then, don’t we do more to shorten that distance and mind that gap?

This unique Gathering will explore these questions:

How do we make meaning of our lives through story? What are the stories we tell ourselves about others? About ourselves? How do those stories reduce us? What learning and significances are right in front of us, in the stories of our days? How can we summon the courage to move beyond the limits of who we think we are into what we were meant to be? How can we relinquish our “role” in order to discover who we might be beneath the mask? What treasures can be found in the in-between space between me and you, between perception and preconception, between my Self and the Other?

We’ll explore concepts such as: Life as a finite or an infinite game, intention and direction, wicked problems & tame solutions, and naming our vicious and virtuous circles, those patterns that either reduce us or allow us to live expansively.

Learning Activities / We will:

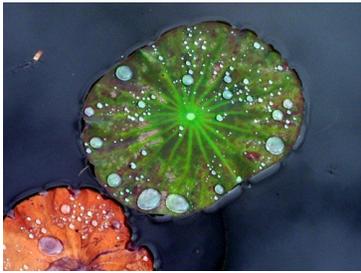
- Use improv theatre, ritual, metaphor, mask, story, writing, and other narrative tools
- Explore “role” and other expressive personal and organizational “masks”
- Be 85% experiential—not in the sense of simulations or role plays—but as unmasked engagement with others
- Invite participants to extract meaning from experiences as a collaborative learning community
- Use focused free writes to help participants frame experiences in their own language for deeper exploration
- Experience how changing ourselves can deeply impact our families, communities and organizations.

“The life of every man is a diary in which he means to write one story, and writes another; and his humblest hour is when he compares the volume as it is with what he vowed to make it.”

- James M. Barrie

Cost /To honor the impulse of giving behind **37days**, this retreat is offered for a reduced fee of \$475-775 inclusive. Please pay what you can in that range.

Location / Our 2007 retreats will be held at the Bend of Ivy Lodge in Asheville, North Carolina. See pages 6-9 for location and other information.



October 26-28

Wicked Problems & Tame Solutions: Navigating Complexity in Organizations and Communities

Wicked problems are ill-defined, ambiguous and associated with strong moral, political and professional issues. Since they are strongly stakeholder dependent, there is often little consensus about what the problem is, let alone how to resolve it. Furthermore, wicked problems won't keep still: they are sets of complex, interacting issues evolving in a dynamic social context. Most significant societal and organizational challenges are wicked problems. For example, diversity in the workplace and strategic planning are wicked problems. Yet many of the interventions undertaken to “solve” these challenges are, in fact, “tame solutions” which, by definition, exacerbate rather than solve the problem. In this weekend intensive we will explore the nature of a “wicked problem” and its characteristics. We’ll examine potent intellectual models from which more complex and meaningful approaches to wicked problems can be considered in your organizations and communities.

Objectives:

- Learn to identify wicked problems
- Recognize the hazards and futility of trying to tame a wicked problem
- Create strategies to engage with wicked problems
- Utilize unique experiential training tools
- Move beyond polarization and demonization in discussing dilemmas
- Explore finite and infinite games as a means of approaching wicked problems
- Move from intellectual learning to embodied learning
- Discuss the differences between first- and second-order change
- Examine wicked problems brought by participants and explore possible interventions
- Be surprised and get messy

Activities:

- Organizational storytelling and narrative
- Ritual, repetition, pattern
- Metaphor, symbol, art, and impulse
- Mapping, movement, and architecture
- The knowledge and insights co-created in the session

Cost / \$650 Tuition and materials + \$250 Housing and meals

Location / Our 2007 retreats will be held at the Bend of Ivy Lodge in Asheville, North Carolina. See pages 6-9 for location and other logistical information.

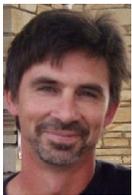
“Never confuse
movement with
action.”

- Thoreau

Your facilitators



Patti Digh's first book, **Global Literacies: Lessons on Business Leadership and National Cultures** (Simon & Schuster, 2000) was named a “Best Business Book” by **Fortune** magazine. Her most recent book is **The Global Diversity Desk Reference** (Wiley, 2003). Patti has published over 75 articles on intercultural and diversity issues and was formerly the Vice President of International and Diversity Programs for the Society for Human Resource Management (SHRM) with over 200,000 members worldwide. Her clients have included DaimlerChrysler, JP Morgan Chase, Discovery Communications, PBS, the American Red Cross and American Cancer Society, among others. She formerly served on the President’s Council on Employment of People with Disabilities and currently serves on the faculty of the Summer Institute for Intercultural Communication where she teaches courses on cultural literacy and leadership, humor and play as intercultural tools, and shaping culture through storytelling. Patti is the author of [37days](#), a popular blog about living intentionally.



As a lifelong visual and theatre artist, **David Robinson** has mastered the competencies now recognized by organizations as invaluable to their sustainability: creative, imaginative, symphonic, and mythic. His 20 years of professional directing experience help him design programs utilizing theatre techniques and creative processes to facilitate the recovery of the creative impulse and transformational experiences. David has been Artistic Director of The Dimensions Theatre Project, General Manager of The Seattle Shakespeare Company, and Artist-in-Residence for the Lincoln Unified School District. He has taught for The Seattle Repertory Theatre, The Seattle Children's Theatre, and Bringing Theatre into the Classroom. He has also served as curriculum consultant for MacMillan-McGraw Hill, The Teacher's Curriculum Institute, and Lincoln and Hayward Unified Schools and serves on the faculty of Antioch University.

Patti and David are the co-founders of [The Circle Project](#), a collaborative endeavor focused on exploring organizations as storytelling systems, engaging people in experiential learning around diversity issues, and innovative methods for personal learning and organizational change.

What we believe about learning

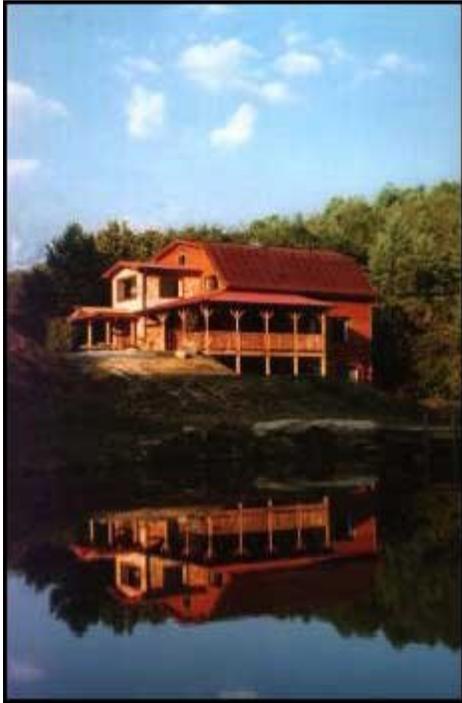
Our teaching is oriented more toward learning (a process that leaves **us** changed) than toward problem-solving (a process focused on changing our surroundings). We believe learning should be a beneficial search for surprise and is most meaningful when it is embodied, not just intellectual. We believe that the most potent learning experiences are ones in which we experience disequilibrium, are thrown off balance in some way in a safe environment that will allow for exploration of our “edges,” those places we begin to feel discomfort or confusion. We believe that learning can’t happen until we are willing to “put down our clever” and “pick up our ordinary,” to engage fully. Stories (like learning) don’t move forward without conflict—after all, Little Red Riding Hood isn’t a compelling story without the wolf. What we do in our retreats is create a safe “play pen” for the exploration of broad and expansive ideas that can change the way we see the world, our work, and each other.

We also believe that learning should be fun.

LOGISTICS

Schedule for each retreat

Weekend retreats begin at 6pm on Friday and end at 1pm on Sunday. Train the Trainer retreats begin at 6pm on Monday and end at 1pm on Thursday.



Location

2007 retreats will be held at the [Bend of Ivy Lodge](#), a beautiful Gathering place nestled on a hilly, rolling 63 acres of land that slopes gently down to the Ivy River, just 20 minutes north of the unique mountain town of Asheville, North Carolina. Called the "Paris of the South" and the "Santa Fe of the East," Asheville is a special place. So is the Bend of Ivy Lodge.

Our location will support our purpose. Imagine 63 acres of quiet serenity down a gravel road, a beautifully restored barn, sleeping rooms that showcase art from around the world and bring people into community, gorgeous wooden beams—add delicious organic vegetarian meals on the enclosed porch, sitting areas by the pond and in the covered pavilion, and a remarkable meeting space. You'll leave TV and email far behind here.

As a recent guest at the Lodge wrote, **"I was aware of the sacred all around me, from the craftsmanship of your construction, to the beauty of the natural environment, to the love, thoughtfulness, and spiritual qualities of your design of space, to the art and books all around- all of this encouraged quiet connection. Thank you for creating such a place and sharing it with others!"**

We urge participants to stay "on-campus" with us to maximize your experience and build a community of learners. If you are local

and would like to go home at night or stay elsewhere, we ask that you plan to participate in all sessions, which end each evening at 9pm.

Workshop Fees

All weekend retreat fees cover the full cost of the facilitated retreat including materials, accommodations both Friday and Saturday nights, and all meals. Our "Train the Trainer" retreats cover the full cost of the facilitated retreat including materials, accommodations for three nights, and all meals.

Alumni Discount

As a special thank you to all those who have attended one of our retreats, alumni will receive a 10% discount off future retreat tuition (excluding room/board). Please note your "alumni discount" on the Registration Form.



Both private and semi-private accommodations are available. All have shared baths. A limited number of private rooms are available on a first come first served basis, for an additional fee of \$175. Please note your preference for a private room on your Registration Form. The \$175 fee will be refunded if there are no longer private rooms available.

Registration

Our size will also support our purpose. Each retreat will be limited to 14-16 participants.

To register for a Circle Project Retreat, you may either call 828-280-5766 and register by phone or mail the completed Registration Form (page 10) and deposit or total retreat fee to:

The Circle Project/Retreats
P.O. Box 18323
Asheville, NC 28814 (or fax to: 800-886-3604)

You will receive a confirmation letter and packet of retreat information approximately two weeks after we receive your registration. The packet will include all pertinent information to help you plan for a productive and meaningful retreat, including a suggested reading list. In the meantime, if you have any questions or concerns, please feel free to contact us at 828-280-5766 or patti@thecircleproject.com.

Deposits

Since retreats are limited in size and fill quickly, it is advisable to sign up as early as possible. In order to reserve a space in any retreat, a \$150 non-refundable deposit is required. Fees are payable in U.S. currency only. Overseas residents must pay by checks drawn on U.S. banks or use a credit card. Balance of payment is due at least 30 days prior to each retreat.

Cancellation and Refund Policy

Cancellations must be made in writing. If you cancel your registration 30 days or more before the start of your retreat:

~ For weekend retreats: we will retain your non-refundable deposit of \$150. If you have prepaid your entire retreat fee, we will retain the nonrefundable \$150 deposit and return the balance to you.

"You created a safe environment for valuable learning."

"I loved the gentle humor that developed in the group, the inclusive quality of the experience, and the practical writing techniques that I've probably encoded into my cells."

"You don't facilitate as if to say 'we are the leaders.' You're great at taking cues from the group."

"The story you wove through the whole weekend was masterful and amazing."

~For Train the Trainer retreats: we will retain your non-refundable deposit of \$150. If you have paid your entire retreat fee **and we are successful in replacing you**, we will retain the non-refundable \$150 deposit and a \$50 handling fee and refund the balance. **If we cannot fill your space**, the entire retreat fee will be forfeited.

If you cancel your registration less than 30 days before the start of your retreat: you forfeit your entire retreat fee. However, this fee, minus a \$50 handling charge, can be applied to another retreat within 1 year of the start date of your reserved retreat.

The Cirde Project reserves the right to cancel a retreat at any time in which case your entire payment will be refunded.

[See next page for Retreat Registration Form.](#)



Retreat to move forward.



The Circle Project / 37days
2007 Retreats
Registration Form

Please print

Name of registrant: _____ Gender Identity: F M
 Street: _____ City/State/Zip or Postal Code: _____ Country: _____
 Phone: _____ Cell: _____ Fax: _____ Email: _____ Website: _____

Check here if you have previously attended a Circle Project or 37days retreat

Most rooms are double occupancy. However, a limited number of private rooms are available on a first come first serve basis for an additional fee of \$175. The fee will be refunded if no private rooms are available. For those who have attended a Circle Project/37days retreat, alumni receive a 10% discount off future retreats. Please note this below. [All of our rooms are non-smoking. No pets allowed.]

I would like to reserve a space in the following retreat(s) and will plan to stay onsite offsite.

- April 13-15** / The Power of Metaphor (\$650 tuition, \$ 250 housing/meals)
- May 14-17** / Train-the-Trainer – Experiential Learning Tools (\$950 tuition, \$350 housing/meals)
- Sept 28-30** / 37days retreat: Power of Personal Stories (\$475-775 inclusive: place yourself on scale - pay what you can)
- Oct 26-28** / Wicked Problems & Tame Solutions (\$650 tuition, \$250 housing/meals)

(Please note: if you will commute to the Retreat, please pay tuition costs + \$100 to cover daily Lodge fee and meals)

Retreat Fee: _____
10% Alumni Discount: _____
\$175 for Private Room: _____
\$100 commuter fee: _____
Total Retreat Fee: _____

Will you require any accommodation to participate fully in this Retreat? No Yes, I will require this accommodation: _____

All meals are gourmet organic vegetarian. If you have any special dietary needs, please explain: _____

Write the name of any person with whom you wish to room: _____

- I am enclosing a check (payable to The Circle Project) for
 - Entire retreat fee of \$ _____ **OR** Deposit of \$150
- I would like to pay by credit card. Please charge:
 - Entire retreat fee of \$ _____ **OR** Deposit of \$150
 - Visa MasterCard
 - Number: _____ Exp. Date: _____
 - Signed: _____ Dated: _____

I would like to pay the remainder of my fee by:

- Check (I will mail check to arrive at least 45 days prior to the first day of retreat)
- Credit card – please charge the above credit card for the balance due 45 days prior to the first day of the retreat.

Registration Checklist
I have enclosed:
<input type="checkbox"/> Registration Form
<input type="checkbox"/> Check for \$150 non-refundable deposit OR entire fee
<input type="checkbox"/> I have given my credit card information for deposit/fees
Make Checks Payable to: The Circle Project
Mail Check and Registration Form to:
The Circle Project / Retreats
P.O. Box 18323
Asheville, NC 28814
or fax to: 800-886-3604