

# QUANTUM COLLABORATION

maxfxx  
Portland | USA 



Quantum Collaboration – Creating New Solutions Together

Leading Together

16 – 20 March 2009

Working Together

30 Nov – 4 Dec 2009

Living Together

1 – 5 March 2010

Dr. Max Schubach, Portland, USA and Team



“The fulcrum of Worldwork Leadership is its awareness based methodology to transform the habitual mindset that we use to assess situations, analyse them, and intervene.”



# Quantum Collaboration

## CREATING NEW SOLUTIONS TOGETHER

### Leading Together – Working Together – Living Together

The radical political, economic, and social changes that the world has witnessed over the last 5-10 years have inspired many of us to look for new perspectives on high-impact leadership. The economic downturn of 2008 made it painfully clear that in the new global village, your problems are now mine, and my solutions have to work for you, too. We propose a Second Globalisation, a process that focuses on developing and implementing new and effective ways of collaborating, and new awareness about our relationships. We believe this to be an innovative way of thinking about leadership, which we must develop on the individual, personal level, in our teams and organisations, and on the global level.

Worldwork, originally developed by Arny and Amy Mindell for facilitating large groups in the midst of conflicts in which the involved parties do not even agree on ground rules, has evolved into a new leadership and change management model for all areas of organisational and business development. It links concepts from quantum mechanics with insights from consciousness research, and shows how the field concept can be used to discover the self-organising power of teams and organisations. Because the field concept has a non-local property, it is equally applicable for both local and global processes, and shows how the two can enhance one another. Worldwork, a paradigm and practical toolset, can be used to lead change, make organisations more successful, and help them to find new visionary roles in the conscious shaping of the future of our global village.

This course is designed for individuals and teams that identify as organisational innovators and change agents. It addresses leaders that seek the challenge of reaching the full vision of their leadership and that in turn hope to challenge and support their organisations to bring out the entirety of their potentials at all levels. Quantum Collaboration will teach methods to discover inner direction as a source vision, and to create strategies for achieving them. It will show large and small group facilitation methods that can also be applied in mentoring and coaching. It will teach how to achieve collaboration on all levels, to help teams work together more efficiently and joyfully, making allies out of competitors and friends out of enemies.

# Why the Quantum Collaboration Course?



## **Our Solution: The Second Globalisation**

Globalisation has created a new world order by connecting the labor, natural resource, and financial markets of previously separated regions and constituencies. We all experience the diverse effects of this new world politically, economically, and psychologically. The old hierarchy of the 1st, 2nd, and 3rd world has been replaced by an array of parallel worlds that are constantly forming new relationships and networks. We are looking at a new globe, not only in terms of a shift in power balance, but in terms of an entirely new way of perceiving and relating to power. We propose a Second Globalisation, a process that develops new mindsets that thrive on diversity and excel at collaboration in a highly networked world: a world with multiple, diverse, and often conflicting stakeholders, a world in which organisations, communities, regions, and cultures are constantly reinventing the ways in which they relate, aware of the importance of their own excellence and impact, while at the same time remembering their role as part of the whole.

## **Collaboration: The New Game**

Many of us are still accustomed to viewing power through the lens of the traditional hierarchical world system: a few power players decide on the terms and conditions of the game, and those with less power have no choice but to accept. The globalised world, however, has changed this situation. The regional powers that grew out of the first globalisation have created a new playing field, with equally powerful yet diverse players, and many potential partners. The new game is won through "collaboration." Who can find the most inspiring and effective ways to collaborate? Who can lead efficiently and develop sustainably, while keeping good relationships in the global village? Who can make a stand for themselves, and at the same time include others, and who can achieve serious results to improve our lives while managing to bring in a "cool" factor that brings joy, one of the trademarks of the Second Globalisation.

## **Deep Diversity and High Impact Collaboration**

The Second Globalisation is radically changing the traditional concept of diversity. We can no longer focus simply on including people from diverse cultural or religious backgrounds by learning only politically correct formulas to educate ourselves to "understand" one another better. Diversity and inclusion must now be about developing an entirely new mindset that can validate all experiences, find meaning in the conflicts and tensions, and remember global development, while focusing on local results, and vice versa. Collaboration doesn't end with organisations and people. Collaboration includes the earth and the environment, and must therefore involve modern science, street culture, and the knowledge and participation of the indigenous aboriginal nations of our lands.

## **Who is the Quantum Collaboration course for?**

Leadership is no longer a characteristic associated solely with an individual in position to guide a group. It is a property that is needed on all levels throughout the entire strata of an organisation. Collaboration is the new essential act of leadership. It allows a conscious guidance that capitalises on the richness of the diversity that is present in the globalised world. It facilitates performance enhancements in all areas in which diverse teams work together, and it coaches individuals and teams to bring themselves into the equation as who they are, together with a vision of forwarding the organisation as a whole.

On the forefront of this development are organisations, teams, and individuals that are looking for innovative ways to create high impact through collaboration. This development does not apply to large corporations alone. The same opportunities and possibilities apply to local organisations of any size (businesses, governments or non-profits, and grass root movements). All will thrive through the rise of collaborative leadership styles. On an organisational level, research and development, production, human resources, and sales and marketing are no longer isolated departments, but members in a group process, in which management, employees and customers alike, all have a voice - gathering voices from a deeply diverse world.



# The Course

## The Methodology



The fulcrum of Worldwork Leadership is its methodology to transform the individual, habitual mindsets that we use to assess situations, analyse them, and intervene. Mindset refers to an individual's particular way of focusing awareness. Awareness can be focused towards a particular area or problem in the same way that a flashlight can be pointed on a particular spot. Areas that are not in the line of focus remain in the dark. Our mindsets affect our views of the world, the organisation, and our teams. Both vision and strategy in the Second Globalisation depend on the leaders' ability to refocus awareness. This is the decisive step for "thinking outside the box." Worldwork has exact reproducible tools for catching "in the box thinking," and for focusing on emerging patterns that are "out of the box."

Quantum Collaboration transforms the common hierarchical world system in which leading informs working, and living is considered a pastime, into parallel worlds that are interdependent. It brings new soft skills to address them as an integrated whole. Traditionally, we had too much work to have time to lead, and struggled to find a work-life balance. Quantum Collaboration shows how each of these parallel worlds is present all of the time, and how they can enhance and strengthen one another.

# The Modules



## Leading Together

**Quantum Collaboration and Leadership**

**Monday 16 – Friday 20 March 2009**

At the core of this module is the concept that myth, the innate and invariant aspect of an organisation, gives rise to a diversity of visions which vary according to context, and are redeveloped and remembered to rejuvenate the organisation. Leading Together shows how your own leadership myth — consisting of your unique and timeless qualities—is reinvented in various expressions, depending on the needs and process of your organisation or team, and shows how the collective, and the individual, naturally challenge one another to grow. This is why great teams and organisations, though always changing and appearing fresh and new, maintain an essential core of who they are.

During this module, you will learn and practice methods to develop personally and professionally, to lead and empower your team, and to collaborate across departments and between organisations, industries, and governments. We will present a fresh way of relating to competitors, auditors, and suppliers, not as entities to be overcome, but as collaboration partners with a diversity of goals and values, headed towards a common goal.

## Working Together

**Quantum Collaboration and Relationships**

**Monday 30 November – Friday 4 December 2009**

Recent studies estimate that the amount of time a given line manager spends with work-related conflict management is between 45 and 85%. The Second Globalisation is needed to deal with the effects of ethnic, national, and organisational culture clashes in the stream of mergers, acquisitions, and high employee turnover. This module will focus on how to lead and collaborate by making power structures visible, and how to validate all voices. Diversity and tension in teams reflect a high potential for impact. Working Together teaches Worldwork soft skills to exercise this potential to enhance and empower team and organisational force. Worldwork uses concepts from quantum mechanics and chaos theory to assist individuals and teams to create boundaries, give robust feedback, and clarify power structures in a relieving way, that makes teams more efficient while understanding and valuing all voices, styles, and experiences, as needed for the development of the whole. The Worldwork model is unique with its complex theoretical base, matched by an array of interventions that equally affirm clarity in power structure, and the validity of all voices. Worldwork shows how these horizontal and vertical relationships create and enhance one another.

This module shows innovative ways of addressing collaboration in teams and organisations that are hindered by rank issues, unclear boundaries, lack of relationship skills, incomplete communication and the consequent conflicts and tensions that arise.



## Living Together

### Quantum Collaboration and Community Building

Monday 1 – Friday 5 March 2010

This module will address organisations as communities, and will demonstrate how working at this level improves collaboration and results. It will update the work-life balance concept for leaders that are looking for a more integrated way of working and living. The module will focus on how leaders can forward the concept of organisations and teams as living communities, with room for each person in the entirety of her or his diversity. This implies working with all the “isms,” as well as the diversity of our personal differences, and our thinking, leading, learning, and communication styles. We will teach soft skills that can either be applied directly in community building efforts, or indirectly through growing awareness about the value of community for the overall impact of your group. An organisation or team that thrives at the community level also shines in its tone of communication, in the way that personalities are remembered in the midst of creating strategy and in the motivation and excitement that brings people to work every day. This is a key issue that influences organisational health concerns, employee retention, and team performance. We will focus on community-building group processes in which team and organisational issues are dealt with in a style that allows self-disclosure but does not require it. The concepts that we will learn during this module, especially the concept of roles and ghost roles, will also encourage community-building meetings, in which topics that are present in the group (such as competition, sexism, or sensitivity towards newcomers) can be dealt with in a comfortable way, protecting individuals from “being in the spotlight” if they do not so desire by addressing these issues as global themes, while at the same time allowing for more personal involvement for those who enjoy it.

## Why All Three Modules?

The themes addressed in each of the three modules enhance and amplify one another if they are addressed simultaneously, and have an equivalent diminishing effect if one is neglected. **Leading Together** creates the vision and strategy to make your team and organisation more impactful AND collaborative. It gives **Working Together** direction and drive.

**Working Together** fosters local ownership and inclusion, and unites power and team-spirit. Without this, leaders will not find partners in their teams that can meet them in a place of empowerment and competence.

**Living Together** teaches practical ways to lead and work that make team members feel that the organisation “puts people first”. It brings a community spirit and sense of belonging that sustains everything, and in return rewards leaders with the satisfaction not only of achieving business results, but also of increasing team cohesion, excitement, and creativity, and bringing a sense of abundance throughout the entire organisation.

These combined themes bring together practical, bottom line accomplishment and spiritual, emotional reward, empowering leaders to stay close to their visions and avoid burnout.

# Course Format and Learning Methodologies

We believe that people interested in our course are typically high potential leaders from all hierarchical levels. They enjoy critical thinking, the challenge to learn and grow, struggling with complex cutting edge concepts, and experimenting with direct action and interaction. They are interested in accepting and understanding their own and others' opinions and are not stopped by them along the path of developing mastery. The course integrates theory and practice, focusing specifically on the actual workplace experiences of the participants and application of the methodology within this learning community AND the organisation. Knowledge is imparted interactively. The learning community itself will be viewed as a changing, ad hoc organisation, in which new methods can be applied and practised immediately, especially in terms of leading, working and living together.

Participants will also have the opportunity to practise within a fishbowl setting or in small groups, where they can simulate their workplace or life situations. Participants will actively take part in shaping the course program and will be called upon to contribute their own questions regarding leadership and organisational development.

## Target Group

This course is designed for leaders, executives, managers and HR managers working in corporations, NGOs and government organisations. It also addresses consultants, coaches, facilitation and leadership trainers, and organisational development experts.

## Previous Knowledge

No previous knowledge is required. Prior to the course, all participants will receive relevant course material, including theoretical articles, case descriptions and book references

## There will be three core modules, 5-days each, consisting of the following components:

- **mini-lectures** conveying the framework of the Worldwork paradigm and its application for organisations approx. 25%
- **exercises** in small groups of two or three for furthering personal and professional development approx. 20%
- **practical work** in the large group and in smaller groups, with supervision and counseling from the seminar facilitator approx. 40%
- **colloquiums** for answering open questions approx. 15%

Learning pods of three will be formed to serve the functions of mutual support, feedback and practice. These pods will remain in effect for the duration of the course. A password protected Internet site will be available for each learning pod. The three pod members are encouraged to stay in contact in the months between the modules to coach one another through learning programs that they develop together for these periods.

## E-Learning and On-line Leadership

There will be two online, asynchronous modules scheduled between the three face-to-face modules. Over a 48-hour period you can participate at your convenience. These online modules have a dual function: to offer support and accompaniment in the process of implementing the learning of the face-to-face modules, and to teach Process-oriented, on-line facilitation and leadership.



## Course Leadership

**Max Schupbach, Ph.D., Dipl.PW, CPF**, is, along with Drs. Arnold and Amy Mindell, a co-founder of Worldwork. He runs **maxfx**, a consulting and coaching firm that is active on all continents, with clients including Fortune 100 companies, International NGOs, public sector organisations and political parties. He is the co-founder and president of the Deep Democracy Institute, an NGO that develops and implements leadership programs in the Middle East, Africa and former Soviet Union. **maxfx** co-develops vision, co-designs strategies, co-implements change and co-delivers trainings, including goal-specific peer coaching training. Worldwork allows for all of these aspects to develop an approach that reflects the unique nature and process of the organisation.

Max coaches individuals to understand and integrate the converging flow of the organisation's dynamics with her/his unique professional development. This results in career enhancement and greater capacity to achieve strategic input across hierarchical levels. He coaches leaders and teams from the worlds of business, NGOs, politics and government in Africa, Asia, Australia, Europe, South and North America.

He is an internationally acclaimed keynote speaker and lecturer, and has taught in numerous universities and training centres throughout the globe. Max has developed, and is currently running, leadership trainings for the West Bank in Palestine and for Sierra Leone, Africa. He has a vast range of facilitation experience in diverse settings: Australian and American Indigenous communities, Serb and Croat groups during the war in former Yugoslavia, and U.S. and European cities on topics of racism, sexism and other themes of inclusion and collaboration. Max Schupbach grew up in the Swiss Alps, and today lives in Oregon, USA.

**Assisting Team:** Max will be joined and assisted by a team of facilitators who will be available during small group exercises and learning pod sessions to support individual learning processes, and to conduct trainings in specific areas of specialisation if needed.

<http://www.maxfx.net>

<http://www.deepdemocracyinstitute.org>

# Information



## Course Schedule

### Leading Together:

Quantum Collaboration and Leadership  
Monday 16 – Friday 20 March 2009

### Working Together:

Quantum Collaboration and Relationships  
Monday 30 November – Friday 4 December 2009

### Living Together:

Quantum Collaboration and Community Building  
Monday 1 – Friday 5 March 2010

All courses are daily 9.30 am – 5.30 pm  
with a 1.00pm finish on a Friday  
Registrations from 8:30 on a Monday

## Venue

We were thrilled to again secure the Freshwater Function Centre at the Harbord Diggers Club with its beautiful ocean vistas.

Harbord Room,  
Freshwater Function Centre  
Harbord Diggers Club  
80 Evans St Freshwater 2096  
<http://www.harborddiggers.com.au>

The Freshwater function centre is located on the top floor of the Harbord Diggers Club. Harbord (also known as Freshwater) is on the headland between Manly and Curl Curl beaches.

Parking is readily available on-site.

By public transport, the Harbord Diggers Club is a short ride on bus route 139 from Manly Wharf.

## Payment

The fee for each module is  
\$1,500 | \$1,650 including GST

The third module, Living Together: Quantum Collaboration and Community Building, is offered for \$990 (including GST) to those attending all 3 modules. The discount applies only to the final module.

Payment is due for each module no later than 4 weeks prior to commencement of that module.

## Cancellation Policy

If you cancel before a module begins, we will reimburse the tuition paid, minus a \$200 administration fee.

## Participant Diversity and Sponsored positions

We pride ourselves on attracting leaders from diverse backgrounds, whose leadership experiences add to the learning atmosphere of the course. In feedback from previous courses, executive leaders from business, education, government, and non profit groups have said, that they learnt a great deal from being able to work closely and intensely with individuals from various backgrounds. There are some discounted positions for people from organisations with limited funds for training investment. Please include a brief application letter with registration details, outlining your situation, and the mutual benefit to be gained through attendance, and forward to [anne@maxfxx.net](mailto:anne@maxfxx.net). Offers will be made in the first week of February 2009.

# Registration

**Please indicate module(s):**

- **Leading Together:** Quantum Collaboration and Leadership, 16 – 20 March 2009
- **Working Together:** Quantum Collaboration and Relationships, 30 Nov – 4 Dec 2009
- **Living Together:** Quantum Collaboration and Community Building, 1 –5 March 2010

\_\_\_\_\_  
Name

\_\_\_\_\_  
Organisation

\_\_\_\_\_  
Address

\_\_\_\_\_

\_\_\_\_\_  
Phone

\_\_\_\_\_  
Email

## Payment

**By Credit Card:**

(Visa | Mastercard | American Express)

Cardholder: \_\_\_\_\_

Credit Card No: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

CVV code: \_\_\_\_\_

**Depending on payment method either:**

Forward registration details and cheque to:

**Anne Murphy 16 Raleigh St Windsor 3181**

Or forward registration and details of credit card or direct deposit to **anne@maxfx.net**

Anne Murphy is the course administrator and can be contacted on **0409 448 120** or **anne@maxfx.net**

**Direct deposit:**

Account name: Dr. Schupbach

BSB number: 342011

Account number: 360609118

SWIFT code: HKBAU2S

**Cheque:**

Payable to: Maxfx

\_\_\_\_\_  
Date, Signature

# WHAT OTHERS SAY ABOUT US

“Dr. Schubach conveys an innovative and deep understanding of change processes and leadership. He shows that it is possible to assist each individual in finding her/his “right” position: he does justice to individual talents. As a result, change processes liberate a huge wave of new energy that can be focused on content development and production of results, rather than usurped by competition and power struggles. I finally came to realise that it is only through this process that I can truly use the full potential of teams. As a result of my participation and learning in Max’s training, my daily work has become more effortless, more satisfying, and more humane.”

**Bernhard Eisenbarth** | Director ICT Management | UBS Headquarters | Zurich | Switzerland  
(UBS - Union Bank of Switzerland is the world’s largest wealth manager, a top tier investment banking firm, ranking 36 in Global Fortune 500)

“It was my privilege to participate in a Master Facilitation course presented by Max Schubach. He created a challenging yet supportive environment that ensured maximum learning for participants. His approach had a profound impact upon my understanding and view of facilitation and the power of groups. He is a true master who can impart knowledge and inspire action in others. I now feel I have been influenced by a truly wise man.”

**John Barclay** | Director | PricewaterhouseCoopers  
(PricewaterhouseCooper is one of the world’s largest consulting firms with over 130,000 employees in 148 countries)

“I was a participant in Max Schubach’s Quantum Leadership Intensive in Cape Town, which was attended by 120 South African executives from a wide variety of industries. I was impressed with Worldwork as a methodology for working on the organisational, cultural, and interpersonal levels of an organisational issue. The course gave me the opportunity to address tough issues and work on them in depth to find sustainable resolutions. The practice and implementation of what I learned in this course empowered me to use all my talents and strength in leading groups and teams. I got to know myself not only as a centered and powerful leader, but also as an elder, who can support all sides and bring resolution to groups that are in conflict. The programme has transformed me and the way I look at issues. I believe I come much faster to much better decisions than before.”

**Lawrence Mlotshwa** | Human Resource Director | ABSA Banking Group | Johannesburg | South Africa  
(ABSA is South Africa’s largest retail bank)

“Dr.Schubach ran highly successful workshops for our Corporate Human Resource Vice Presidents. His innovative leadership skills, using the Worldwork model, brings the concept of diversity and conflict resolution into a brand new realm of business thinking and development. He has my highest recommendations.”

**Hans Joern Roenningen** | Senior Vice President | Norsk Hydro  
(one of the world’s largest industrial conglomerates with Oil, Hydro Energy, Light Metal, and Industrial Chemical Sections, Fortune Global 500 and Fortune “Worlds Most Admired Companies”)

“Dr. Schubach came to us at a time when we were experiencing very significant growing pains. We needed to move from a family-oriented culture to a more professional environment with more checks and balances while preserving the soul and special qualities of our original culture. The tensions in this transition had significantly eroded trust on all fronts and were jeopardising our ability to implement our ambitious growth plans. Max was incredibly thoughtful, sensitive, and flexible as he quickly understood the dynamics of our system and was able to win the deep trust and respect of all the various stakeholders. Over a 1.5 year period, he consulted with us to engineer a change process that included individual coaching of myself and others, running our strategic planning offsite with senior management, and facilitating large stakeholder meetings with 150 participants from around the globe. Our work with Max resulted in a profound shift in the level of trust and clarity of roles between the different stakeholders and has released a tremendous amount of creative energy to envision a bolder future together. The final outcome has surpassed everyone’s initial expectation and given us much greater confidence about our future. We consider Max to be the very best in this field.”

**Shirzad Chamine** | CEO | Coaches Training Institute (CTI) | San Rafael | California | USA  
CTI is the world’s first and largest coach training organisation, training professional coaches and leaders across the globe.