

# How can conflicts enrich our lives?

## Full Book Of Proceedings, Denmark



### Welcome to Brenderup Højskole, Denmark

2<sup>nd</sup> meeting in the Grundtvig Project took place in Denmark.

Thursday May 31<sup>st</sup> – Monday June 4<sup>th</sup> 2012

This meeting took place on the island of Funen (Fyn) in Denmark on a Danish Folk High School. These are schools where adult students live and receive training in different subjects in shorter or longer time. “Folk High Schools” are founded on the ideas of *Nikolaj Frederik Severin Grundtvig*, the Danish philosopher and priest who has given name to our international Grundtvig project.

*Participants in this event will be members from the Grundtvig projects in Denmark, Germany, Poland, The Netherlands and Turkey.*

*All participants will stay at the school, and all meals will be served on the school.*

## **Program:**

Thursday May 31<sup>st</sup>:

- 15.00 – 17.30: Arrival for organizers and core members of the project groups from each country.
- 18.00 – 19.00: Common Dinner
- 19.30 –?? Introduction round and get-together.

Friday June 1<sup>st</sup>:

- 8.00 – 9.00: Common breakfast.
- 9 – 11.30: Meeting for project participants.
- And at the same time: Arrival for other (not project) participants
- 12.00: Common lunch for everybody
- 13.00: Plenum meeting for all – welcome to the school -welcome round
- 14.30 – 15.00: Break
- 15.00 – 16.20: Introduction to OST and OST-planning of afternoon and evening sessions
- 16.30 – 17.50: 1. round of sessions
- 18.00: Dinner
- 19.00: Evening sessions
- 21.00: About Grundtvig – common singing

Saturday June 2<sup>nd</sup> and Sunday June 3<sup>rd</sup>

- 8.00 – 8.45: Breakfast
- 9 – 9.30 : Plenum with common singing and stories (Grundtvig traditional morning)
- 9.30 – 10.00: Plenum with practical and OST planning
- 10.15 – 11.45: Session 1
- 12.00: Lunch
- 14.00 – 15.30 : Session 2
- 15.45 – 17.15: Session 3
- 17.30 – 17.50: Plenum
- 18.00: Dinner
- 19.00: Evening session
- 20.30: Music and singing

Monday: (For Grundtvig participants/organizers)

- 8.00 – 8.45: Breakfast
- 9.00 – 11.45: Meeting
- At the same time departure for other participants
- 12.00: Lunch
- 13.00: Departure

## Book of proceedings

Notes from Opens Space sessions

<b>Who suggested the topic?</b>
Agnieszka
<b>Name of session?</b>
Facing aggressin, reacting with empathy- practice now
<b>What kind of session?</b>
A resorative meeting facilitated by someone
<b>Who participated?</b>
Tania, Ingrid, Meike
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
<p>We choosed situations from our real life that we considered as aggressive, when we were aggressive, or when someone close to us was aggressive toward ourselves or the third person. We practiced facing this aggression with empathy.</p> <p>Our learning:</p> <ul style="list-style-type: none"><li>- practice how to be with the aggressor by guessing and naming his or her feelings and needs</li><li>- do not wait to long untill we react</li><li>- to leave ourselves, even if we are not in peace, and go to the other person with our attention</li><li>- how to interrupt aggressive talk to the third person by coming closer, making phisycal contact as tuouch or just starting with naming the most visible feeling of the aggressor, as Are you very angry and dissapointed?</li><li>- we practiced difference between brain analyzing and connecting with feeling and needs of the aggressor</li></ul> <p>The persons who were playing the role of the aggressor, after contact with empathy, they felt reliefe, relaxed or touched by beeing listened, noticed, understood, supported</p> <p>We shared our own fears from approaching aggressor. However if the empathy is offered from the heart and we honestly want to see and hear the aggressor, most probably the intention and body language will give safety to both sides. If we really are with the person, there are no wrong words,</p> <p>When we fear ourselves, sometimes we escape from heart connection into head analyzing.</p> <p>Comming closer to the aggressor with real peaceful intention, the physical closenes most often will be read as I'm your friend.</p> <p>Our empathy with the victime of aggression (third person) in pointless. We need to empathize with the aggressor, to bring peace.</p> <p>We would live to achieve peace throung peace, not through another violence. If we don't react, we don't support change.</p>
<b>Anything else you would like to share?</b>

<b>Who suggested the topic?</b>
Pernille Plantener
<b>Name of session?</b>
Process about the Copenhagen practice group
<b>What kind of session?</b>
A restorative meeting facilitated by someone
<b>Who participated?</b>
Marouschka, Tina, Kristiane, Pernille, Matthew, Carl, Annegrete, Karsten, Kirsten, Peter, John
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
2 rounds of what was alive for people present around the meeting 20th of May where the group was formally closed.
<b>Anything else you would like to share?</b>
<p>Topics for further discussions:</p> <ul style="list-style-type: none"> <li>- Why not say 'no' to the emails from this person long ago?</li> <li>- Feedback on Tina's facilitation</li> <li>- Share all the individual stories</li> <li>- Someone wanted to learn more about what is behind the actions</li> <li>- Celebrating</li> <li>- Jackal =&gt; Giraf talks</li> </ul>

<b>Who suggested the topic?</b>
Przemek aka Bob
<b>Name of session?</b>
How to handle strong emotions
<b>What kind of session?</b>
A debate facilitated by someone
<b>Who participated?</b>
Hugo (fac.), Przemek, Anne-Grete, John Erik, Peter (writing notes)
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
<p>Opening question: Why do you find it difficult to handle strong emotions?</p> <p>Some shared answers:</p> <ul style="list-style-type: none"> <li>- I forget my own or my other needs</li> <li>- I close off and build a wall to protect myself, cut off the relation</li> <li>- I fear own and others' strong emotions (love, anger, passion)</li> <li>- I feel guilt</li> </ul> <p>Insights:</p> <p>Strong emotions are always about the past, but triggered by something in the now. To be able to get back to present and deal with present emotions and needs, it will serve you to take time to explore the past.</p> <p>Steps, when feeling strong emotions - how to handle:</p> <ol style="list-style-type: none"> <li>1) Recognize the feeling, sooner and sooner until you get to a point where you can do it when it happens</li> </ol>

<p>2) Stop your activity (talking, listening) - you're probably already not listening anyway.</p> <p>3) If it is safe to express the emotion in the moment, do it, if not, then wait. Find or create the right/safe place, time and person to get empathy from and breathe through the emotion. Let the emotion (anger or sadness) build up and it will change/roll into another emotion. Fear may be different and probably best dealt with by looking at the thoughts attached to it. Emotions are like children - give them attention and they will go out and play again. Remember the toilet-trick: You can always go to toilet and give self empathy.</p> <p>Words like always, never, everyone etc. are signs of child language and of being in the past. The child was not able to contain the emotions fully - as adult you are able, and re-living it (not just understanding it) will help you transform the emotion and melt the need to building a wall / closing down, and you'll see you can meet the need for safety etc. in another way.</p> <p>Don't tell the other person, that she/he's just a trigger for something else. Recognize their anger as anger, see it and let them now you see it.</p> <p>Walking away from someone when having strong emotions - why is that difficult even when you know it will be good for you?</p> <ul style="list-style-type: none"> <li>- I should not make other people angry</li> <li>- I should take care of the other person</li> </ul> <p>....</p> <p>What needs am I meeting with these convictions?</p> <p>Connection, safety, harmony, care, independence/self reliance, equal value, trust</p> <p>-&gt; What other strategies do I find to meet these needs?</p> <p>If you have a judgement about yourself or somebody else, then a quick tool to get to your need is to "turn the sentence around". F.i. "That person is not willing to solve his own problems" -&gt; "That person IS willing to solve his own problems" = that is what I miss, so I'm looking for meeting the need for results, progress. The right need has a physical relief to it.</p> <p>Why do I listen to someone who is asking me to listen? - what needs of mine do I meet?</p> <p>Need to contribute to other persons' lives, need for bonding, need for balance, need for value, understanding, respect, safety, clarity, certainty, challenge...</p> <p>- SO all this could be met in someone else, if I ask them for help, to listen to me etc. It is a present. As opposed to fear being a burden to someone by asking for help.</p>
<p><b>Anything else you would like to share?</b></p>

<p><b>Who suggested the topic?</b></p> <p>Annegrete and Maruschka</p>
<p><b>Name of session?</b></p> <p>The wisdom/gold in the jackal</p>
<p><b>What kind of session?</b></p> <p>Free debate amongst all the participants, A debate facilitated by someone, A training in something offered by someone</p>
<p><b>Who participated?</b></p> <p>Przemek (Bob), Peter, Robert, Tania, Annegrete, John, Kristiane, Matthew, Maruschka, Tina, Wiola</p>
<p><b>What insights was shared? What did you learn? What is different now after the session than before?</b></p> <p>The jackal says really important stuff related to our needs, but it's sometime difficult to connect to the wisdom because of the jackal's judgemental language.</p>

<p>We had a group sharing about each participant's relationship to his inner jackals. Most had problematic relationships.</p> <p>Then we did som practise with inner and outer jackals and giraffes, using hand dolls and ears. It is possible to let your jackal speak disguised as a giraffe, but there is a marked difference to "real" giraffe in the inner experience of both the talker and the listener. And intellectually you can observe the disguised jackal expressing all sorts of strange assumptions about the inner life of the victim. Thus NVC is more about having the right intention than about using the right words.</p> <p>We use jackal language both to cover up our needs and to express the needs very bluntly. It is useful to be able to release the jackals in a controlled way to get access to their energy. Techniques to "increase the length of the fuse": Remembering to breathe, posthearsal (practice what should have been done instead of an explosion), practising when everything is right.</p>
<p><b>Anything else you would like to share?</b></p>

<p><b>Who suggested the topic?</b></p>
<p>Karsten Schacht-Petersen</p>
<p><b>Name of session?</b></p>
<p>?</p>
<p><b>What kind of session?</b></p>
<p>Free debate amongst all the participants</p>
<p><b>Who participated?</b></p>
<p>5 tyrkere og Anders, Connie, Ingrid i 1 session. 2 sesision var det kun tyrkerne og anders.</p>
<p><b>What insights was shared? What did you learn? What is different now after the session than before?</b></p>
<p>Introduktion til NVC. Derefter megen debat fra tyrkere til Karsten vedr. skolen, overnatning, mand, internet. De vil også gerne være mere med de øvrige deltagere. Tyrkerne var frustreret over at de mente sig isoleret. Omvendt var Karsten frustreret over, at de ikke havde henvendt sig før med de mange punkter. For så kunne der blive gjort noget ved det nu.</p>
<p><b>Anything else you would like to share?</b></p>
<p>Karsten var god til at give kritikken fra tyrkerne retur i girafsprog. Hvilket også blev nævnt. De fik så at sige en lesson i ægte girafsprog uden at være vidende om det. Supert.</p>

<p><b>Who suggested the topic?</b></p>
<p>Hugo</p>
<p><b>Name of session?</b></p>
<p>Systemic Constellation</p>
<p><b>What kind of session?</b></p>
<p>A training in something offered by someone</p>

<b>Who participated?</b>
Hugo, Connie, Kristiane, Meike, Bob, Tina, Kirsten, Carl
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
Insights shared: The representatives feelings; The feelings of the person in focus. Learnings: It is possible to feel emotions of a person, whom is not present and whom I/you never met and do not know anything about. Different now: We have new and deeper relations in between us; Some of us recognized new connections to family-members and fore-mothers, that make us more secure and happy etc.
<b>Anything else you would like to share?</b>
It is a heartfelt gift to each other, to do representative work, i.e. systemic constellation.

<b>Who suggested the topic?</b>
Matthew
<b>Name of session?</b>
Indre Konflikter
<b>What kind of session?</b>
Free debate amongst all the participants
<b>Who participated?</b>
Bob, Carl, Kirsten, Anders, Peter og en dame mere jeg ikke husker navnet på.
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
Vi lærte at den indre konflikt kan løses kreativt ved, at en anden deltager spiller en af konfliktrollerne, og derved får man en snak med sig selv om sine konflikter og de behov der ønskes opnået.
<b>Anything else you would like to share?</b>

<b>Who suggested the topic?</b>
Matthew
<b>Name of session?</b>
Mourn, celebrate, Learn
<b>What kind of session?</b>
A training in something offered by someone
<b>Who participated?</b>
Hugo, Meike, Peter, John, Carl, Tina, Annegrete, Kristiane, Kirsten, Ingrid, Tania, Karsten, Kirsten, Wiola, Pernille, Papa Türk, Ufuk, Kezban, Mehmet, Matthew
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
We worked in pairs, thus the insights vary. I'd like to share mine (Pernille): I want to keep my heart open even when the other person is accusing me of things that are really hard to hear. I want to feel the pain as this connects me to lift. I want to share the pain with her, not defend myself og

<p>tell her she's wrong.  I also realized that conflicts are not the opposite of peace. They are an expression of care and engagement (which was something I learned in a session about the OST peace concept yesterday) What happened in this session was that I realized that until now, I've wanted conflicts to go away, to be solved. Now I know that there is room for different perspectives and that doesn't make a problem. It's about finding ways that respect both. Thus, the many conflicts in the NVC communities is an expression of involvement, not that the model doesn't work. The objective is not to 'solve' the conflicts but to find ways that respect the individuals.</p>
<p><b>Anything else you would like to share?</b></p>
<p>We began by a guided meditation connecting with different body parts: The brain from where we gain our clarity, the heart which is the source of compassion and the guts which is where we engage and cooperate from.  The format was conversations in pairs around a conflict or pain about something having happened. First round 2 x 7 minutes was mourning/ empathizing. 2. round was celebrating. 3rd round was sharing the learning.  After that we had a short round of sharing the highlights.</p>

<p><b>Who suggested the topic?</b></p>
<p>Özgül</p>
<p><b>Name of session?</b></p>
<p>Beyond rightdoing and wrongdoing - sharing of Rumi's life</p>
<p><b>What kind of session?</b></p>
<p>Something else</p>
<p><b>Who participated?</b></p>
<p>Almost everybody</p>
<p><b>What insights was shared? What did you learn? What is different now after the session than before?</b></p>
<p>Rumi had a conflict with another holy man, Chams. They looked very differently at how to live a life in compliance with God and had conflicting views of how to share their spiritual insights.  After this conflict and many hours, days, years of sharing with Chams, Rumi stopped lecturing from the holy books and started to write poems. His poems are still relevant for people today from both east and west.  This is a great example of how conflict can enrich our lives. The conflict between these two men has enriched the lives of millions of people.</p>
<p><b>Anything else you would like to share?</b></p>
<p></p>

<p><b>Who suggested the topic?</b></p>
<p>Kezban</p>
<p><b>Name of session?</b></p>
<p>Inner Tone.</p>
<p><b>What kind of session?</b></p>
<p>A training in something offered by someone</p>
<p><b>Who participated?</b></p>
<p></p>



Ufuk, Kezban, Connie, Tania, Kristiane, Annegrete.
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
NLP. The force of the mind - inspired by the turkish educator and autor Mustafa Cay.
Self-development. Important to be responsible for yourself and could manage necessary change of yourself.
A task that you have trouble starting. Ask yourself: If not me - who else? If not know - when else?
Balance between negative and positive thoughts inside yourself. Demonstrated with two ballons and a parrot-handdoll. Both positive and negative is okay, if there is a balance between them.
Slapping your wrist with a rubberband every time you think negatively. Followed by the opposite positive thought.
In your mind attach five positive and attractive feelings to each of your five fingers. Close your fist hard and think of the five positive/attractive feelings. Everytime you use your hand, you will feel the five positive/attarctive feelings.
You will not drown from falling in the lake - but from not getting up again. Also you will not drown from negative feelings - but you can drown if you do not take your self serious and change something in your self.
Sharing a meditation about how to empty your mind from negative thoughts. Including a garden of red roses with sweet smell, that you breath in. And painful thoughts that turn into a black, big, heavy stone. And you grow 50 times bigger than the stone, and crushing it with your heel, and it ends up as sand. And the wind blows the sand away. And the rain pours it in the sea... and it is gone :-)
Motivation/vision. I.e. The evening before an important task: write down a successful story, how you want it to end up. Then you have formed the vision and the motivation to get success with the task.
If you want to write a book. Make the outside of your book and stick it on an old book. Then you will probably be motivated to also make/write the inside of the book.
Sandwich-method. If you need to tell another person something negative, put it in between two positive sentences.
It was a very impressive, active and full session, and we haven't got the resources to mention and explain it all.
We find it important in NVC to remember that every feeling is okay, and if you dare meet them, they will lead you to your needs.
<b>Anything else you would like to share?</b>

<b>Who suggested the topic?</b>
Meike
<b>Name of session?</b>
NVC.OST differences and alikeness
<b>What kind of session?</b>
Free debate amongst all the participants

<b>Who participated?</b>
Tina, Agniescka, Anders, Carl, Meike, Pernille, Ingrid
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
<p>NVC</p> <ul style="list-style-type: none"> <li>- 2 strategies of communication are in the way of each other</li> <li>- Everything people do, is done to fulfill basic needs</li> <li>- It is never the needs that are the conflicts, it is the strategies that are the conflict</li> <li>- Needs</li> <li>- Active listening</li> <li>- Awareness of the importance of needs provides tools to understand one self and other people</li> <li>- Guessing</li> <li>- Try to get people to be aware of basic needs</li> </ul> <p>OST</p> <ul style="list-style-type: none"> <li>- If ever there would be a true opposite of peace it would had to be conflict</li> <li>- Conflict = that people care</li> <li>- Conflict only becomes a problem, when people run out of space</li> <li>- Passion</li> <li>- Provide terms to be present</li> <li>- Passion for something brings a space</li> <li>- Space-invader: Someone who demands another person to do things in a certain way</li> <li>- Addressing/verbalizing the conflict</li> <li>- Trust that people get aware of their needs, when they have processed OST</li> <li>- Honor the group with your absence</li> </ul> <p>NVC and OST in combination:  For instance use NVC-techniques to facilitate Open Space  Also discussions on the methods compared to coaching</p>
<b>Anything else you would like to share?</b>
A boat is good to cross the river, when climbing a mountain boats are not good, then you need to find another tool.

<b>Who suggested the topic?</b>
Hugo Alexander Roele
<b>Name of session?</b>
NVC
<b>What kind of session?</b>
Free debate amongst all the participants
<b>Who participated?</b>
Halis SABIRER, Mehmet AKAY, Ahmet ÖZDEMİR, İsmail MADEN, Ayhan ÖZKAN, Dursun KARAMAN, Özgül BAŞBOĞAOĞLU, Halis SABIRER, Hürrem DURSUN.
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
Session began with the list of needs. (they were with pocket cards) There are nearly 30 words. Hugo our needs at that moment. Then we made a list for a child from most to least. We learnt that needs can change according to children's age. While love or safety is important for small children, freedom is more important for teenagers. We can understand a need by asking questions.

<b>Anything else you would like to share?</b>
the session was very useful. We all decided to the create a need board in our clases as Hugo suggested. I believe that it ll help a lot in our communication with our students.

<b>Who suggested the topic?</b>
Hugo Alexander Roele
<b>Name of session?</b>
THEATRE
<b>What kind of session?</b>
A training in something offered by someone
<b>Who participated?</b>
Mehmet,Ayhan,Kezban,Dursun, Özgül,Halis,İsmail,Ahmet,Hürrem, Kristiane,Wiola,Robert,Marushcka, Robert,, Ingrid,Tina...
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
In one activity we play a game about accept and refuse with the words ZIP ZAP BOING. We used these and saw that we can take no from someone but we can also suggest to someone else, And we learnt that taking refuse shouldn't mean negative.
<b>Anything else you would like to share?</b>
It was very enjoyable. Thanks to HuGO for sharing.

<b>Who suggested the topic?</b>
Ingrid Olsen
<b>Name of session?</b>
About NIKOLAJ FREDERİK SEVERIN GRUNDTVIG
<b>What kind of session?</b>
Something else
<b>Who participated?</b>
mehmet, Ahmet,İsmail,Ayhan,Dursun,Kezban, Özgül,Halis, Hürrem, Peter, Maruschka,Agnieszka,Wiola, Robert, Pernille, John,Carl,Kirsten
<b>What insights was shared? What did you learn? What is different now after the session than before?</b>
She told about the life of GRUNDTVIG. Not only about him but we also learn abot his poems and songs.We sang some of his songn altogether.
<b>Anything else you would like to share?</b>
Ingred has an amazing voice. I really enjoyed while listening her