



Professional Dialogue in Practice 1

A DIFFERENT WAY OF WORKING

Five-month international online programme to become an Accredited Professional Dialogue Practitioner

Facilitated experiential learning providing the skills and personal development needed to enable any group to work dialogically

Accredited by Academy of Professional Dialogue



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This program has been **a phenomenal experience** for me. Being able to meet new people who share a passion for dialogue like me was truly rewarding. Going deeper into the functionality of dialogue and seeing the benefits of it all has **opened my mind to so many exciting possibilities.**

BH, 2023 ALUMNI



2025 programme



Dialogue Associates is pleased to announce dates for the 2025 Accredited Professional Dialogue Practitioner development programme. This is your invitation to apply to join the programme and thereby become accredited as a Professional Dialogue Practitioner with the Academy of Professional Dialogue.

This invitation addresses the following questions:

- What is Professional Dialogue™?
- What is the basis of the Academy's accredited educational programme?
- What are the details of the A Different Way of Working programme, the faculty leads, the dates, fees, and time commitment?
- How do I apply?
- How will I benefit?
- What is expected of me as an accredited Professional Dialogue Practitioner?
- What is the Academy of Professional Dialogue?




What is **Professional Dialogue™?**

Dialogue is a skilful way of talking and thinking together that establishes a common meaning amongst a group of people.

The spirit of the engagement is to understand rather than to convince, and the process changes the ground out of which the various relationships arise. Professional Dialogue™ is a transparent way of learning together and humanizing an organisation or community.

Through Professional Dialogue™ organizations and communities are able to engage the collective intelligence of the participants to make better decisions, and to realise the creative opportunities inherent in any problem.

The ongoing practice of Professional Dialogue™ at a systemic level generates sustainable strategic and operational change. In a Dialogic Organisation or a Dialogic Community this is underwritten by the ongoing regeneration of its culture, including shifting historically stuck patterns of behaviour, for the constructive benefit of the whole.






Scope and applicability of **Professional Dialogue™?**

Professional Dialogue™ enables the development of individuals, teams, organisations, and communities in a multitude of situations around the world including:

- multi-national organisations, SMEs, and business supply chains
- government, the public sector, and non-governmental organisations
- education in schools, universities, and research
- communities, neighbourhoods, and civic settings
- healthcare, criminal justice and social services
- international development, migration and so on

Professional Dialogue™ is more than the 'soft' skills that are required for good communication. The Academy's educational programme also covers the development and use of structural or 'hard' skills to address fragmented multi-stakeholder situations, where participants are challenged to engage with one another. In these circumstances there is no more effective way to proceed than using Professional Dialogue™.





Professional Dialogue™ programmes

The developmental educational programme for Professional Dialogue™ has three parts, each with a different Focus, competencies, and accreditation:





The programme has **exceeded my expectations**. Working with a cohort that is different from my usual working environment in location; expertise and intention has been hugely interesting and fundamental in developing me as a person and as a dialogue practitioner.

I find myself thinking, talking and implementing Dialogue in all of my work, looking for the opportunities to use it to help people think and talk together.

It is **life changing at a deep level** and I feel that it is in the top three approaches that I have learnt in my professional career. This has been a very enjoyable, encompassing experience.

CM, 2023 ALUMNI



Focus One

Bringing Dialogue into the Room

This Focus One programme leads to accreditation as a Professional Dialogue Practitioner and formal acknowledgement of the practitioner's capability to bring Dialogue into any grouping of participants, in an organisation or related organisations, to help them to develop a common understanding.

Accreditation requires:

- learning through first-hand experience and second-hand accounts
- working with Dialogue as a mode, a practice, and a process
- using Professional Dialogue™ foundational skills to facilitate generative outcomes and reach sustainable decisions

The intention of Professional Dialogue™ is to transfer skills from the Practitioner to others thereby making their role redundant, requiring these additional competencies:

- introducing Professional Dialogue™ to new groupings using an experiential and participatory process
- using facilitated learning to enable people to use Professional Dialogue™ foundational skills in their practice
- coaching others to put Professional Dialogue™ to work

Accreditation as a Professional Dialogue Practitioner opens the door to become a Professional Dialogue Consultant (Focus Two: Intervention).

Based on the **Integrated Dialogue Model**

The Professional Dialogue™ developmental programmes offered by the Academy are based on the Integrated Dialogue Model, a design realised through first-hand research and practice over the past 40 years¹

This tried-and-tested methodology incorporates the Implicate Order ontology, by which the work was first conceived with David Bohm², and takes the process into action through practical systemic decision-making. In a fractal-like way, each element of the model reveals and reinforces the overall understanding of the work and its ongoing development.

¹ A New Kind of Dialogue by Peter Garrett, Dialogue Publications, 2021

² Dialogue - a Proposal by David Bohm, Don Factor and Peter Garrett, 1992



2025

programme details

RECOGNITION AS A PROFESSIONAL DIALOGUE PRACTITIONER

- Assessment:** Accreditation will be awarded by assessment. We use a three-stage developmental process of self-assessment, followed by peer assessment and faculty assessment against developmental criteria endorsed by the Academy's *Professional Standards and Accreditation Board*.
- Accreditation:** Participants will be accredited as *Professional Dialogue Practitioners* by the Academy and will be entitled to run Academy-certified Programmes for others, as well as awarded the right to use the Academy accreditation logo on their correspondence, business cards and website.
- Capability:** On accreditation, participants will be acknowledged to be confident and competent in bringing Dialogue into a room (Focus One) amongst a group of people who are unfamiliar with this approach. Accredited practitioners are expected to undertake ongoing professional development with the accredited community. They are eligible to participate in the developmental programmes for Dialogic Intervention (Focus Two) to become an accredited Professional Dialogue consultant, and Systemic Dialogue within organisations (Focus Three) to become a Professional Dialogue architect.
- Location:** The Dialogue Associates' online Learning Centre

- Dates:** Feb 18-20 Mar 11-13
Apr 1-3 Apr 22-24
May 13-15 June 3-5
June 24-26 July 15-17
- Sessions:** The programme has eight sets of three sessions (24 sessions in total), each with a different theme. The sets are three weeks apart. Each session lasts for four hours, and participants are expected to attend all sessions.
- Between-sets work:** During the three-week period between sets, participants are expected to study the materials provided and complete field work (preparation, practice and reflection in their workplace or community) to enable their ongoing practitioner development, personally and professionally.
- Programme Fees:** £5,750 including all materials
£4,750 early bird if registration secured before Sept 30th
Alternative pricing information, based on the Big Mac Index, is available on request.
Once registered, we assume you intend to participate fully in the programme. Fees are only refundable in exceptional circumstances, and before the start of the programme.
- Application:** Please complete the application form to tell us about your experience and why you want to join the programme. The faculty will meet with you to consider your participation before confirming your registration.
- Registration:** Registration is secured by payment of a non-refundable deposit of £1,250. Balance of the fees is payable by 1 st January 2025
- Scholarships:** Some financial support towards the costs of the programme is available from the Academy of Professional Dialogue on application.

Faculty and Accreditors

The programme is delivered by Dialogue Associates. The faculty are accredited practitioners, registered as accreditors by the Academy and belong to the community of Accredited Professional Dialogue Practitioners. The lead faculty members and accreditors are Jane Ball and Peter Garrett from Dialogue Associates. Between them they have six decades of continuous experience with Dialogue in a myriad of situations and contexts, and reaching back to work with David Bohm, Patrick de Maré and David Kantor. Support faculty and visiting faculty members are drawn from Academy-accredited Professional Dialogue Practitioners.

Lead faculty publications:

A New Kind of Dialogue (2021) by Peter Garrett

Various Working Papers, Case Studies and chapters in The World Needs Dialogue! 1, 2, 3, 4 & 5 (2018, 2019, 2020, 2021 & 2022) by Jane Ball and Peter Garrett

Broadcast media:

A New Kind of Dialogue - the Podcast (2022)



Peter Garrett



Jane Ball



I thought I was well informed about Dialogue as I am a facilitator and trainer, but the understanding and experience I gained in this program let me know there is more I needed to understand dialogue on a deeper level.

PJM, 2023 ALUMNI






The benefits of **A Different Way of Working**

- Professional skill development, supported by a substantial Participant Manual (theory and practice)
- External accreditation by the Academy of Professional Dialogue
- Entitlement to use the Academy Accreditation Logo
- Admission to the Community of Accredited Professional Dialogue Practitioners for continuing professional development
- Use of the Academy's Intellectual Property in your own Practice
- Entitlement to deliver Academy Accredited Professional Dialogue Courses in your work and to the Public
- Use of your own customised Learning Centre for online work

And...

- Access to Focus Two: Dialogic Intervention to become a Professional Dialogue Consultant
 - Opportunity to use Professional Dialogue as a methodology in Research Projects
 - Opening to use Professional Dialogue as an educational methodology
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Expectations of an **Accredited Professional Dialogue Practitioner**

- Maintain membership to the Academy of Professional Dialogue (see Relationship Agreement)
- Participate in continuing professional development with the Accredited Professional Dialogue Practitioner community
- Advocate the use of Professional Dialogue™ for the benefit of Society
- Abide by the Academy's professional standards
- Make examples your work available to inform and inspire others through the annual conference
- Help the skill development of others through the annual delivery of at least one Academy-accredited educational course to the public
- Support the future of the Academy by contributing a percentage of earning from your use of the Academy's Intellectual Property

And...

- Participate in developing the whole field of Professional Dialogue.

The Acorn is the symbol for the Academy's educational courses. The structure of the Dialogue is represented by the Acorn. The participants provide the DNA and the considerations are the process of the soil and moisture passing through the Acorn to unfold into the oak tree. This is a symbol of Generative Dialogue.



Academy of Professional Dialogue

an educational charity

The Academy is an international non-profit educational charity promoting the use of Professional Dialogue™ for the sustained well-being of organisations, communities, and society as a whole.

The Academy inspires and informs a generative way of working through Professional Dialogue™ by:

- Holding an annual conference: ***The World Needs Dialogue!***
- Acknowledging the work and contribution made by skilled Professional Dialogue Practitioners through publishing accounts of their Dialogue work
- Providing certificated training courses and accredited developmental programmes for those wanting to become Professional Dialogue Practitioners
- Deepening and extending the scope and applicability of the whole field of Professional Dialogue™

At the heart of the Academy is a Community of Accredited Professional Dialogue Practitioners who are working together to establish the steady growth and global contribution of this unique professional work. This programme is an opportunity to join the community. The roots of the Academy stretch right back to the inaugural work conceiving of Dialogue with theoretical physicist David Bohm in the late 1980s and early 1990s based on his Implicate Order ontology.



This program provided new insight, breathed life and brought renewed energy, and new perspectives to the knowledge I had. It **generated vigorous thinking** that helped me discover things that were hidden in plain sight. Participating in this program will help me to be **a better supervisor and a better teammate.**

TPD, 2023 ALUMNI



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[APPLY TO JOIN](#)

[ARRANGE A CALL](#)

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