

Professionalizing Democracy Developers

Now is the time for democracies to become Learning Democracies. Why? Because **parliamentary democracies are not functioning well anymore – their design is out-dated!** The gap between societal problems and individual expectations – on the one hand – and the capacity and capability of our political systems to tackle them – on the other hand – keeps on widening. Our global, digital, social etc. **challenges are growing faster and faster**, but the willingness and abilities of our current political-administrative ways to solve them are by far too slow. More and more people are losing faith in democratic institutions though, at the same time, people around the world want more participation - not less! How can we close this gap? How can democracy regain the leading role for a sustainable, just and free human and global development?

We must put democracy itself on the political agenda! We have policies and agencies for almost every topic but not for the way of **how** we make politics! We, as people, must take control of the (re-)designing and modernizing of our participatory procedures and democratic institutions. For this, we must establish the political field of **Democracy-Politics**, which takes care of those who take care of our democracies (**Civic Personnel-Development**) and of the processes with which we solve our societal problems (**Democracy-Development**).

Why? Because the challenges we are facing can only be solved together: Climate change, migration, sustainable growth, fairness, peace etc. **need cooperation-structures that go beyond parties and parliaments, governments and nation-states.** We need to learn how to build up and run trans-sectoral, cross-cultural, international governance-infrastructure of learning democracies.

This is possible like **successful, learning organisations** already show us: they constantly reflect together with their employees, customers and partners what and how they can improve themselves. If we can create companies as learning organisations through a **participatory culture and agile leadership**, why can't we do the same to our societies and politics?

Therefore, we need to train and employ (much more) **Democracy Developers!** Equipped with public mandates they can take care of good cooperation-structures between the state and the civil society, businesses and unions, opinion-makers and ordinary citizens or in-between administrations. Democracy Developers take care of this **society's interfaces so that they function well and deliver sustainable results for the whole society.** Hence, Democracy Developers must be well trained in the art of designing, hosting and improving governance-processes in a disruptive world.

Thus, we are looking for partners to build up an International Academy for Democracy-Development, which can train leaders and change-makers to transform our political systems into sustainable, learning democracies. **Because we can do it better – much better – we can do it together!**

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Training in Democracy Development and Participatory Leadership

We offer training in democracy-development-competencies for decision-makers and project-managers from public administrations and political- as well of civil-society institutions:

Our training formats:

- **TOOL-SCHOOL:** Acquiring skills & tools for participatory democracy development (2-3 days).
- **TOOL-SHOP:** Workshop to tailor your own toolset / process-design for a specific case (1-2 days).
- **DEMOCRACY-JAM:** Developing an agenda for a specific democracy-development-issue (1-2 days)
- **DEMOCRACY-CAMP:** Exchanging innovations and bringing forward your own participatory project; assisted by coaches and experts, together with other democracy-entrepreneurs (2-3 days).
- **DEMOCRACY-SCHOOL:** Theory and practice of democracy-development-strategies, illustrated by actual cases and applied to crucial democracy-development-challenges (3-5 days) – planned before the *Bern 2019 Global Forum* as *International Democracy-Development Summer-School*

Our training topics:

The following training topics focus on basic competencies which people in charge of participatory democracy-development should acquire – it starts from knowing *if* – till knowing *how* to implement. Building on this competency's further democracy-development-goals can be pursued more effectively. The formats will be chosen according to the needs and requirements of the participants – following some examples:

1) RECOGNISING AND DECIDING PARTICIPATION

- ***When does public participation make sense? And which kind of participation would help?***
- f.e. as Tool-school (2 days): participants acquire basic orientation for deciding properly

2) COMMISSIONING AND PLANING PARTICIPATION

- ***How do I find a good facilitator? And how do I commission and monitor public participation?***
- Jam (1 day): participants reflect cases and own experiences of good/bad practice
- or Tool-shop (2 days): **How to put out to tender and finance participation processes?**

3) DESIGNING AND FACILITATING PARTICIPATION

- ***How do I design, organise and moderate participation processes?***
- Tool-school (3 days): participants learn the basics of process design and facilitation
- or Tool-shop (2 days): participants learn how to design and organise their own projects that they bring along for the training.

4) STABILISING AND INSTITUTIONALISING PARTICIPATION

- ***How do I set up guidelines and statutes for participation to institutionalise participation?***
- Camp (3 days): participants learn from best practice and insiders: How did other communities set up participation guidelines? What works and what doesn't? How should my community proceed?

5) COMMUNICATING, MANAGING AND INTERNALISING PARTICIPATION

- ***How do I get approval from superiors and decision-makers as well as in the public? How do I build up a culture of participation in my institution and community? And how do I run multi-stakeholder participation in an agile way and build up a resilient cooperation-networks?***
- Jam (1 day) -> School (5 days): participants work out communication-strategies (branding) and learn participatory leadership for cooperative network-building through agile project governance.