

## **Walk your talk**

### **Leading workshops in Nonviolent Communication**

**Title in Swedish:**

**(Led som du lär. Kursledarskap med Nonviolent Communication)**

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I. The Content (What is the book about?)

This is a book of support in leading workshops. In particular workshops on Nonviolent Communication. It contains:

- exercises to do with groups,
- group and leadership theory,
- a planning tool,
- ideas on how to work with the symbols of jackals and giraffes, puppets and ears,
- tools for handling dilemmas and difficult situations
- tools, ideas and exercises and for handling performance anxiety etc.

It also has a theoretical background on group process from the focus of a need-based leadership supported by the approach of NVC.

The exercises are illustrated

A. Premise

When I started doing workshops on NVC I would have loved to have a tool like this book. I was often lost, not so much because I did not know what to say or which exercises to do, but more often because of the unpredictable situations that often occurred.

So now I'm happy to be able to share this support with anyone who is interested in getting inspiration and who would want support in mastering the skills of leading workshops.

I really enjoy the assumptions that NVC is based on and how using the clarity that the key differentiations can bring can help in running a workshop. This book takes this one more step further by showing how these very assumptions can be the basis of any action in a workshop.

It is a step in really “walking your talk”.

## B. Unique Selling Proposition

If consumers in the target market purchase and read “Walk your talk”

Communication, they will:

- \* gain clarity and understanding of the group process
- \* get trust that they can handle hard dilemmas that often come up in workshops
- \* gain greater trust in their leaderships skills
- \* be able to better support others in connecting
- \* learn to deal with obstacles (labels, enemy images, judgments)
- \* get to know effective ways of being with their internal dialogue that might otherwise risk getting in the way of being effective in sharing NVC
- \* get a deep understanding of why it can be such a challenge to use NVC in a domination-based society

because, this book:

- \* outlines the relevant parts of the group process
- \* describes valuable tools and how to use them
- \* provides extensive exercises for groups
- \* contains know-how for difficult dilemmas
- \* builds confidence that leadership is a skill that can be learnt
- \* provides people who are excited about the “success stories” they hear about from Marshall Rosenberg or other NVC trainers with hands-on tools
- \* encourages the reader in his inner process
- \* is written from a perspective keeping the larger picture in mind

## C. Overview:

(1) description of the problem or need

Doing workshops

Shorter and longer trainings

Trainings in existing groups (work or project groups)

Doing presentations

Handling dilemmas in workshops

(2) Presentation of the solution:

To share/teach NVC is sometimes quite challenging, at least if we try to “walk our talk”. This book gives not only ideas and answers but also offers a lot of exercises, a planning tool, an evaluation tool, a number of ideas of how to understand the group process as a leader. This will help anyone that wants to teach NVC in any setting.

(3) amplification of the solution through concrete applications.

The book contains many exercises, both for the leader and for groups that has proven effective in helping the learning process.

It addresses some of the most common challenges and dilemmas so that the person leading the group can use these situations to really “walk the talk”, instead of trying to run away from these situations.

It creates a theoretical framework especially of how to view the group process that helps a workshop leader relax more and “trust the process”.

#### D. Manuscript

##### 1. Manuscript Status

Printed in November 2009 in Swedish.

##### 2. Special Features:

Illustrations for clarification of some of the exercises and some of the theory around group process.

##### 3. Anticipated Manuscript Length

The Swedish version of the book has 56 500 words, which corresponds to 256 pages in a A5-format.

##### 4. Anticipated Manuscript Completion Date

Ready in Swedish November 2009

#### II. The Market (Who will buy this book?)

##### A. Demographic Description

this book is relevant for anyone who wants to deepen his NVC skills and contribute to connection and peace in his direct surroundings.

##### B. Psychographic Description

The audience of this book is made up of human beings who are

- \* leading workshops
- \* wanting to lead workshops
- \* wanting more ease and mastery in leading workshops
- \* longing for more skills to contribute to group learning and in using the group process to “walk their talk”
- \* wanting to deepen her/his NVC skills and to share them with others

##### C. Affinity Group

- \* NVC community
- \* NVC trainers and certification candidates
- \* participants of longer NVC trainings

\* consultants and mediators

#### D. Competition (What else is available that covers the topics covered in this book?)

There are a few workbooks out that have some similar features but none that I know with the same depth of the leadership position and group process skills linked so clearly with NVC.

### III. The Author (Why are you the best possible author for this book?)

#### A. Background

I have been a certified NVC trainer since 2002 and have been working extensively with NVC trainings since 1999 in many different parts of the world.

I gave my first workshop more than 30 years ago and for more than 20 years I have worked full-time as a trainer in different subjects and have a lot of experience in all levels of difficulties that a trainer can encounter.

I have also translated four of Marshall Rosenberg's books ("NVC - a language for life", "Life enriching education", "We can work it out" and "Getting past the Pain Between us". ), Inbal Kashtan's "Parenting with a heart" and six of Vilma Costetti's books for children into Swedish.

I have also received a lot of training from Marshall Rosenberg, the founder of NVC, and I think my understanding of this process is very close to his.

#### B. Previous Writing

So far, I have authored 7 books on NVC.

- An NVC workbook for individuals (in Swedish),
- A book on anger, guilt and shame
- A book on how to use NVC in mediation (published in Swedish, Polish and German).
- A book about communication and humor (in Swedish)
- Two books for children (in Swedish. Have been translated into Polish, Estonian, English and French).

Samples of my written work are available on request.

#### C. Personal Marketing

\* I have a large network both in and outside the NVC community who would be willing to endorse the book, including U.S. and international NVC trainers and organizations whose names are known to a large part of the target audience (close connections e.g. to BayNVC, NVC Academy.)

\* Many people who have had previous training in NVC have said that my way of teaching helped them see how we can "walk our talk".

\* I am leading English-language NVC trainings in different parts of the world.

\* I will strongly promote the book in my newsletter and on my webpage.

\* I have my own website ([www.friareliv.se](http://www.friareliv.se)), available both in English and Swedish.

\* I have written writing articles on leadership and group-process in an "NVC way".

\* Since 2003, I have been writing monthly for a Swedish magazine where people can ask

questions about communication

## **Chapter-by-Chapter Synopsis**

### **Chapter 1 - Presentation technique à la Nonviolent Communication**

- How to live and share the principles and tools at the same time using the process to do so.
- How to relate instead of performing, how to listen when you're talking.
- How to focus on connection rather than on trying to "be perfect".
- Ideas on how to structure an introduction.
- How to engage participants

### **Chapter 2 - Internal preparations.**

- Becoming friends with our inner critic.
- Quick Tips when you feel nervous - to use just before leading a group
- When it feels challenging to talk to a group-internal stimuli
- When it feels challenging to talk to a group-external stimuli
- Expectations and demands on yourself
- What are the needs behind your leadership strategies

### **Chapter 3 Plan or no plan, is that the question?**

- Different formats (1 to 2 hours of NVC-presentation, a Half-day course in NVC , a One-day course in NVC, a Two-day Course)
- Longer trainings and trainings in organizations or existing groups
- Evaluation models
- Therapy or Education

### **Chapter 4 Key Differentiations**

Key differences you benefit of being clear about when you teach NVC

### **Chapter 5 - Dilemmas and how to "walk our talk"**

- Dilemmas that will help you grow:
  - When you do not get a response
  - When words are too slow
  - When someone talks longer than you want to listen
  - When someone has a need for empathy
  - When you get challenging questions
  - When you hear challenging messages
  - When the groups fall into right-and wrong thinking
  - When someone ridicules what you are talking about
  - When you are unsure about the next step

When you have internal conflicts  
When you catch yourself selling or preaching!  
When someone is crying or angry  
When conflicts arise in the group  
When people do not perceive it as voluntary to participate (schools & workgroups)  
When the participants 'talk about' rather than practice  
When you are hired under a "false flag"  
How to interrupt in a connecting way

## **Chapter 6 Among Jackals and giraffes**

Role-playing games  
Preparing for role play

## **Chapter 7 - Needs Based Leadership**

Leadership & Key Differentiations  
The leader's role  
Formal & informal leadership  
Domination System and Leadership  
The system's self-fulfilling prophecy,  
The difference between the domination system and life-serving  
Power  
The leader's responsibility  
What means are used to achieve the goals  
Need-based groups  
FIRO and NVC  
  
Agreements and interdependence  
Using NVC as a leader  
  
When theories are used as weapons  
Team Development  
Questions to create participation in the group-process  
FAQ about groups and leadership