

**Sonja Vlaar**

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The Netherlands

**Workshop title:**

With Words and Beyond: What we can Learn from our Worst Conversations.

**Duration:** 1x 1h 45min

**Goal of the workshop:**

To experience and understand how “words create worlds”: how words contribute to conversations; how conversations contribute to the values and a culture of safety and trust; and how the culture contribute to a higher level of conversations and a stronger identity.

**Concept:**

People usually simply do NOT communicate in a way that creates shared meaning about what is needed to be accomplished and why. Still, we can learn from our worst conversations. In the workshop we tap from the experiences and inner wisdom of all participants in dealing with good and bad conversations.

Participants will learn from exercises based on two models:

- The C-IQ Dashboard™, with 3 levels of communication for building trust (Judith E. Glaser).
- The four Fields of Listening™ to open our mind, heart and will (Scharmer).

**Learning outcomes:**

- understand how the neurochemistry in the brain and body regulates the mindset and the dynamics of safety and trust-building in conversations.
- experience how this can be applied in conversations to enhance emotional self-regulation and connectivity.
- start to explore the interior condition of themselves as a supervisor, and find words and new ways to address supervisory conversations.
- learn to see the patterns when supervisory conversations got stuck, and discover opportunities to bring the quality of conversations to a higher level.

**Profile**

Sonja Vlaar completed her first studies in Preventive Health Care and Nutrition at Wageningen University and Research Centre, then lived 5 years in Mozambique. The African “we” culture of Ubuntu (“I am because we are”) deeply impacted her work. After that she studied supervision at HAN in Nijmegen. As a professional she is multi-certified in Conversational Intelligence, NeuroZone, Narrative Coaching, Focusing, Whole Brain Thinking, Rational Emotive Behavioral Therapy, Team Coaching and High Impact Coaching and others. She takes professional roles as a supervisor for coaches, coach and consultant for leaders, professionals, teams, and organizations. She believes that conversations can change the world and strives to replace conflicts with conversations that lead to safety, trust and co-creation.