

## **Program Foundation, Philosophy and Delivery Elements**

### **Experiential**

The program delivery, in all formats, puts participants through experiences allowing them to live through the experience of application, rather than just gaining the knowledge in a classroom format. This encourages internalization, practice, personal ownership and responsibility ensuring long term sustainability of skills and true paradigm shifts.

### **Scenario and Application based**

Participants are put through specific scenarios based on the population being served and their situation. They are then asked to apply the skills, working through the scenarios to their desired solution and/or intention. This also allows a singular program to be very diverse in its outcomes based on the situation and population being served.

### **Process Oriented**

Facilitators are trained to take participants through an intentional process that is very personal and intimate in nature, and yet safe in a group environment. Participants gain wisdom and self-awareness, as well as commitment and understanding, by personally going through the process while in the safety of the program, as well as witnessing others doing the same.



## **Relationally Based**

This element of the program leverages mutuality and empathy to empower **not** through power *over* others, but rather power *within themselves, in connection with* others. Relational theory also informs us that when one relates meaningfulness, not only within ourselves, but both in context to and with others, the meaning for ourselves is subsequently enhanced as well. This program achieves this both in format (structure support groups and circles in seminar style), as well as through intentional exercises and connection in the process and exercises.

## **Strengths Based**

The process of the program delivery practices what it provides, operating from a place of each person's strengths and inherent power. Participants are encouraged, validated and inspired to be exactly as they are, where they are. We operate from a place of devising value from wherever they are right now, and thus achieving their results through their own responsible choice from that place forward. This is also applied by identifying current value and assets in the skills, thoughts, emotions and behaviors being used and redirecting them through intentional choice for desired outcomes.

## **A Theory, called the Cycle of Power**

The program is also grounded in and based on the theory called the Cycle of Power developed by our author ShannonRae. It moves a participant from unconscious choice to conscious choice in an intentional and structured process. The process asks them to be aware of and responsible for their power, while releasing what is not, as they go through the Cycle.