



*South Africa*

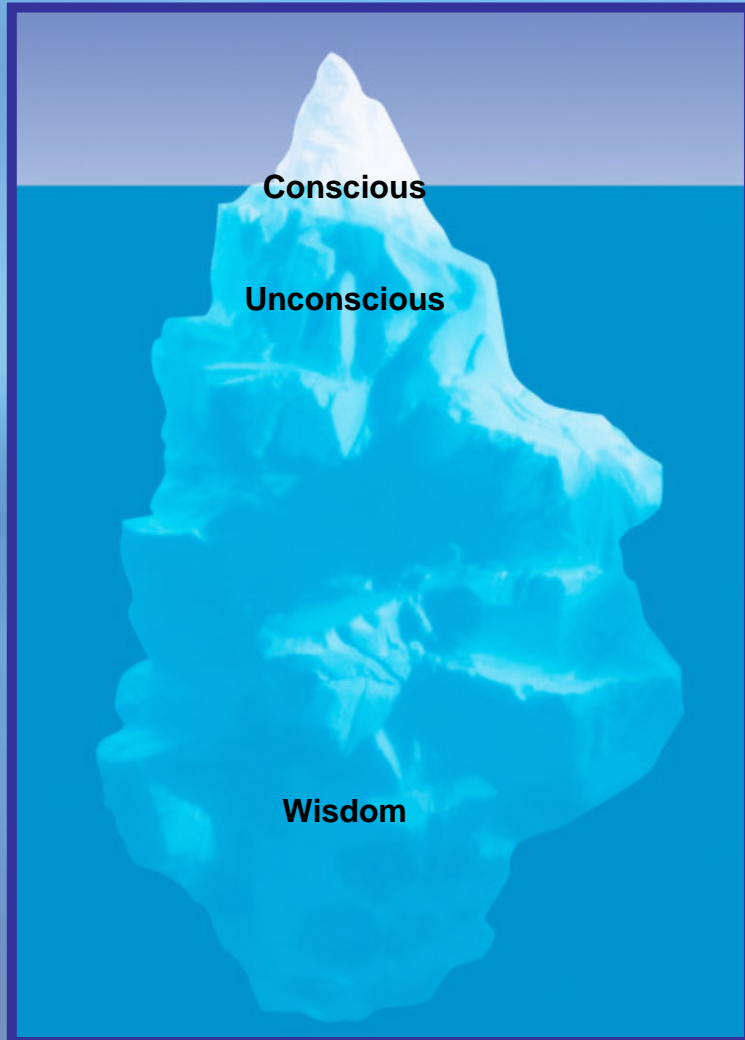


# Deep Democracy is practiced in 15 countries

- From Boardroom to Classroom
- Practiced by Leaders, Consultants, Participants, Teachers, Learners and Parents
- Specialising in Education
- Social Transformation  
Crime  
Change in Sexual Attitude – Sex Game
- Recognized by The United Nations in 2006



# Conscious and Unconscious

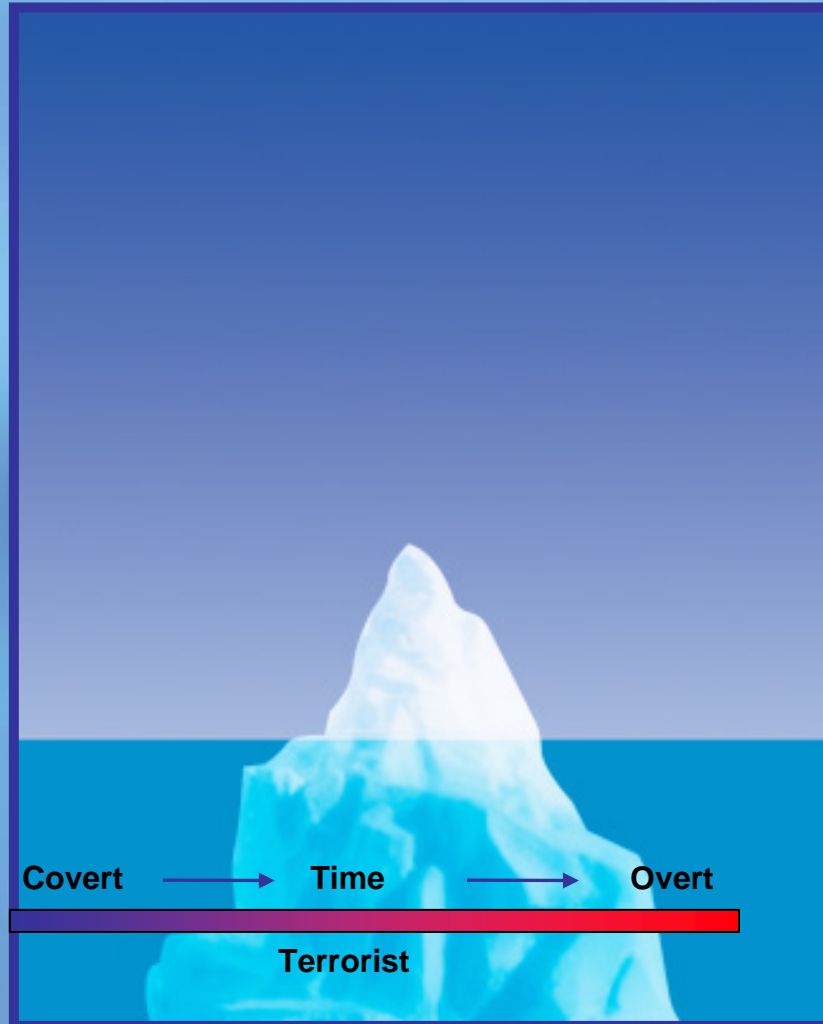


Conscious is when everyone is aware of what is happening.

Unconscious is when not everyone is aware.

**THE WISDOM  
Lies in the Unconscious**

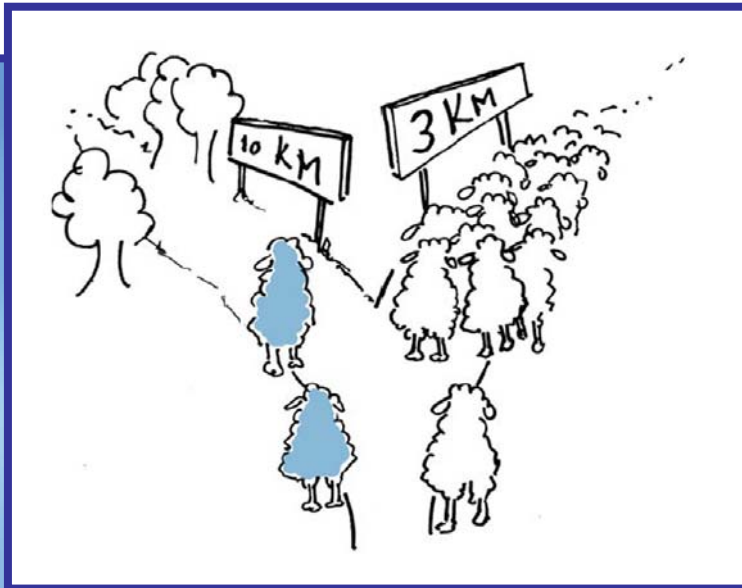
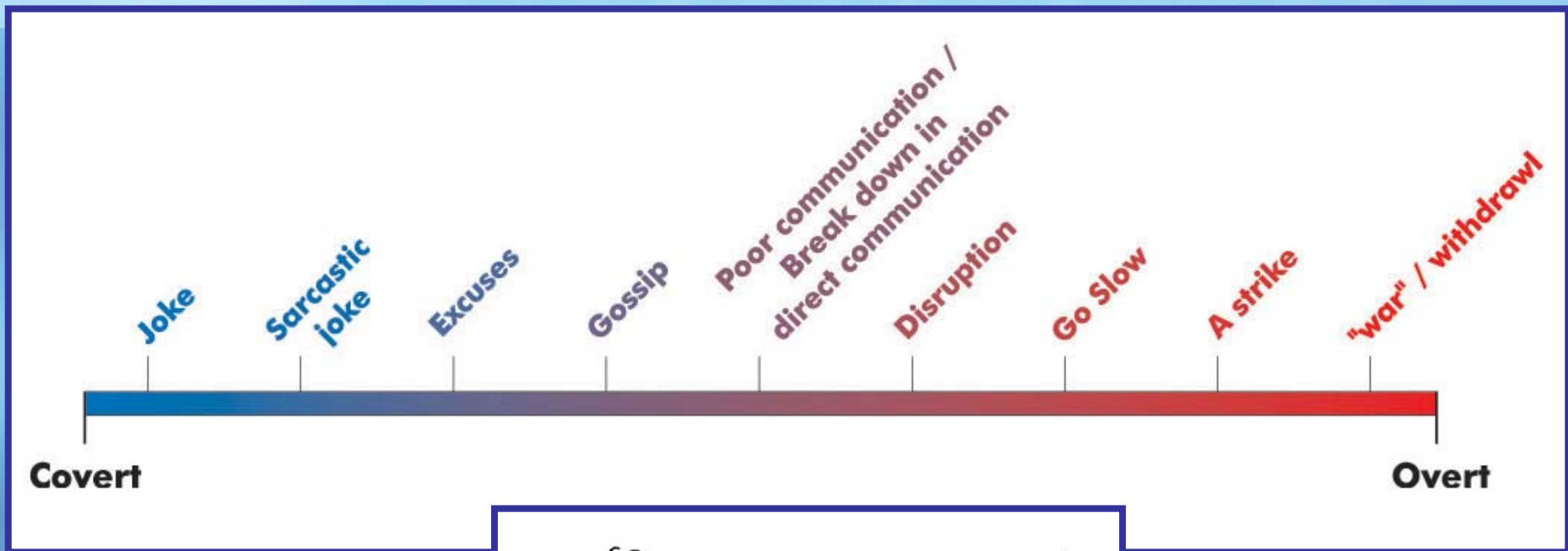
# Demonstration of the Forming of the Unconscious through Decision Making Processes



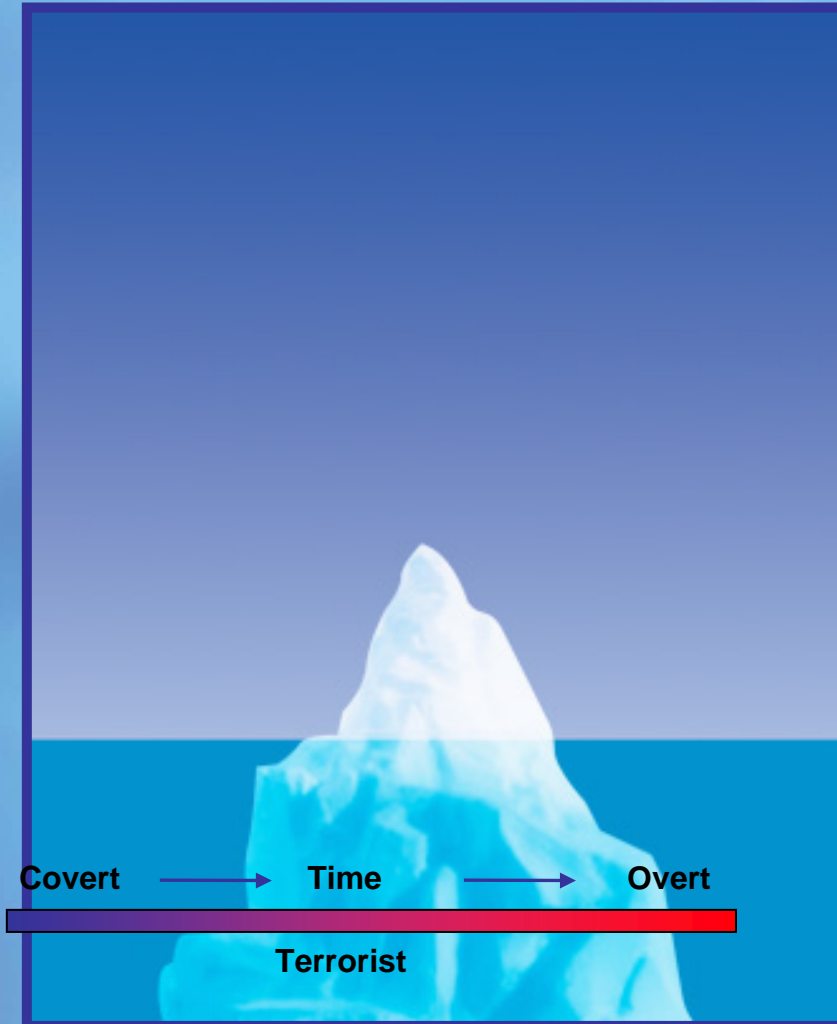
Autocratic Rule



# Terrorist Line



# Demonstration of the Forming of the Unconscious through Decision Making Processes

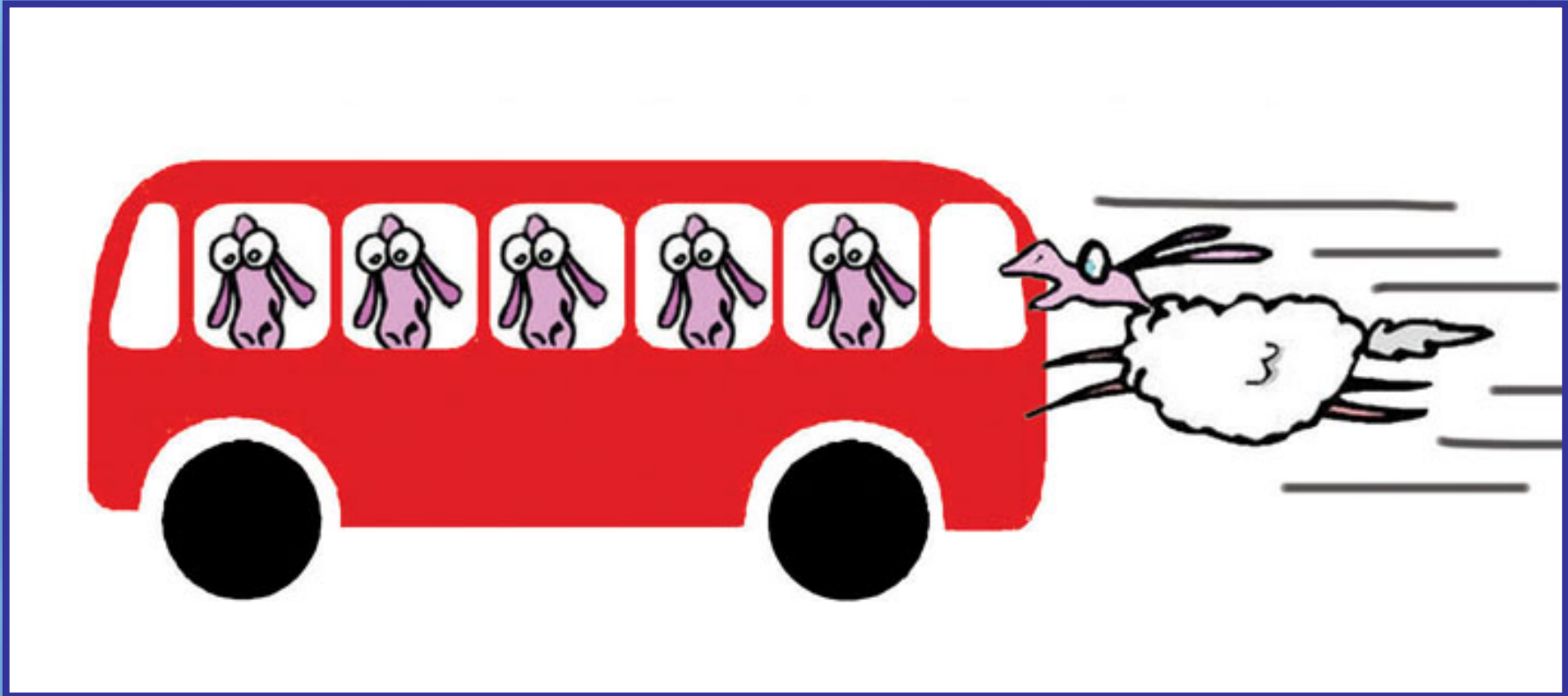


## Majority Democracy





# Staying on the Bus



Making sure that people stay on the bus is the way to ensure that the wisdom of the group is being tapped and that the terrorist role is being kept at bay, by bringing the minority on board with the majority decision.

This is an empowering process.

# Metaskills



1. Gain all the views.
2. Make it safe to say the 'No.'
3. Spread the 'No'.
4. Ask the Q: "What do you need to go along?"



# Step 1

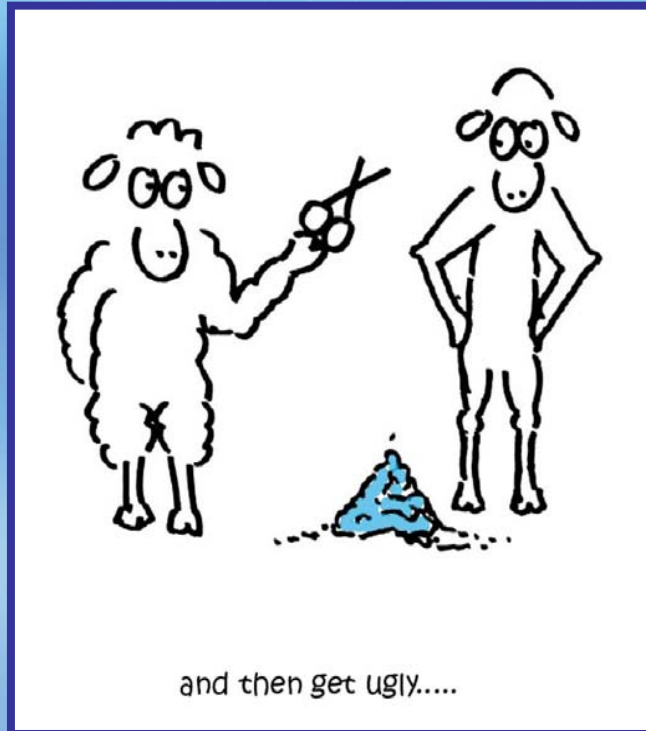
## Gain all the views



Remember every opinion is important,  
so ask for input.

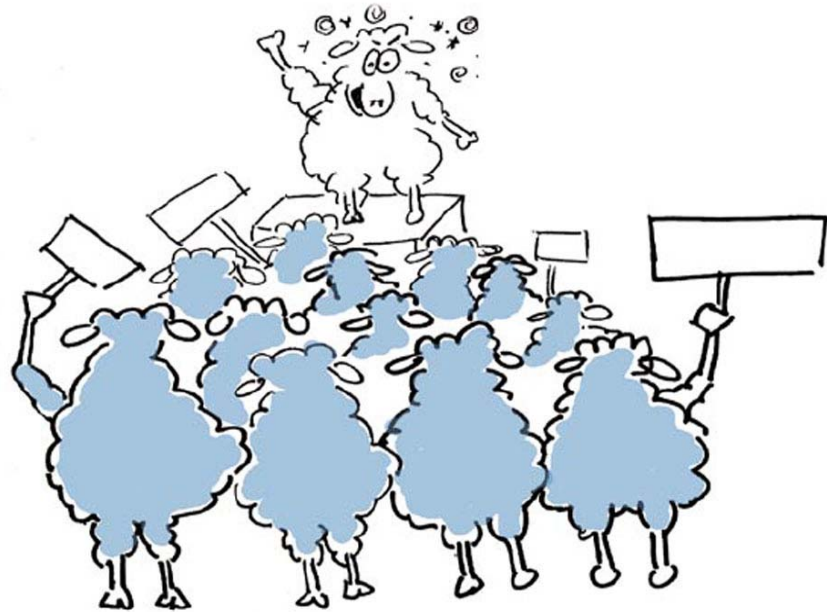
## Step 2

### Make It Safe To Say The “No”



## Step 3 Spread The “No”

ONE BRAVE SOUL WHO WILL SAY ‘NO’



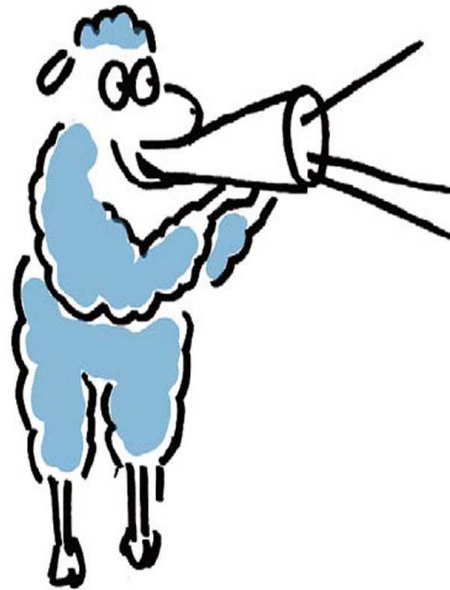
Put yourself in their shoes - it's not  
easy to be the only one who sees  
things differently.

## Step 3 Spread The 'No'

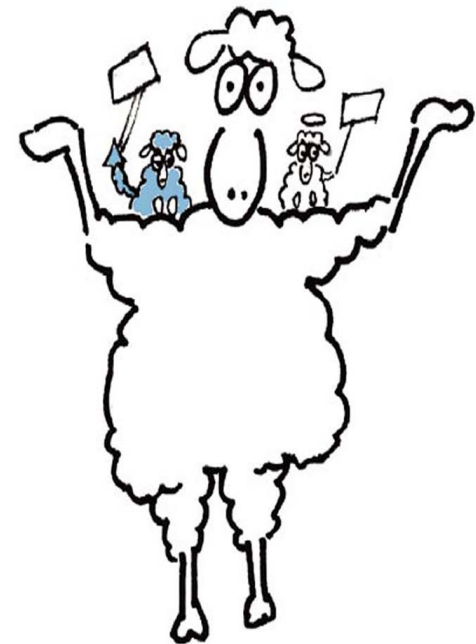
BE AWARE THAT THERE ARE OTHER 'NO'S' OR DIFFERING VIEWS



But, the funny thing is, if people give the different opinion space to be heard .....



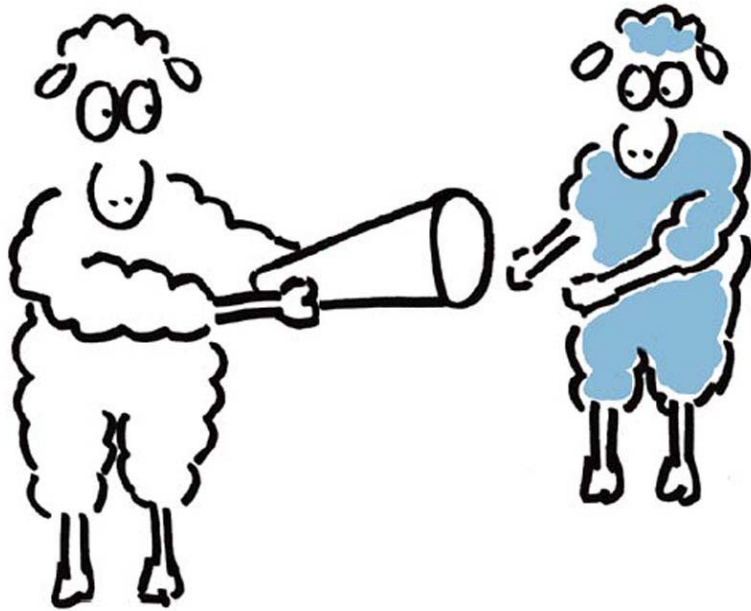
then that opinion, no matter how unpopular it is, is alive and well in the minds of others too.



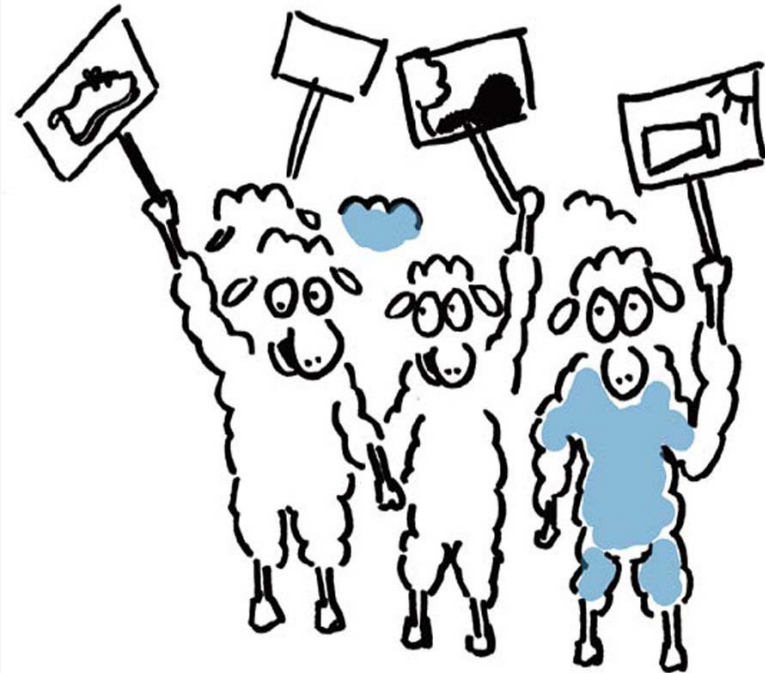
Perhaps the others find it hard to accept that deep down they see the truth / reality of this opinion.

## Step 3 Spread The 'No'

### PREVENT SCAPEGOATING



So, try and encourage those who have a similar opinion to speak out.



Even if it doesn't sound exactly the same.



# Step 4

## What do you need to come along?

FIND THE WISDOM THAT THE 'NO' REPRESENTS



The minority have insight that the majority aren't seeing.



This insight will add value to the majority decision.



## Step 4

# What do you need to come along?

What would they need to go along with the decision?  
Or what would make it safe?

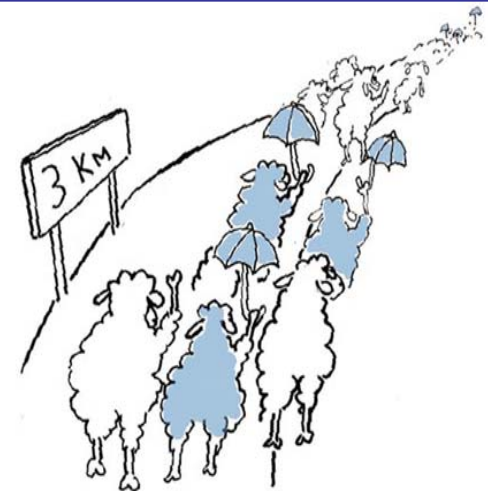
**“I know that it is hard that you have not got your way. However the majority will tend to have its way. That’s gravity! They will sweep you along. However, to ensure that you will come along, with more ease than being pressured or ignored, what will you need?”**



Tell them that you know how hard it is not to get what you want.



And keep asking, until you find out from the minority what they would need to go along with the majority decision.

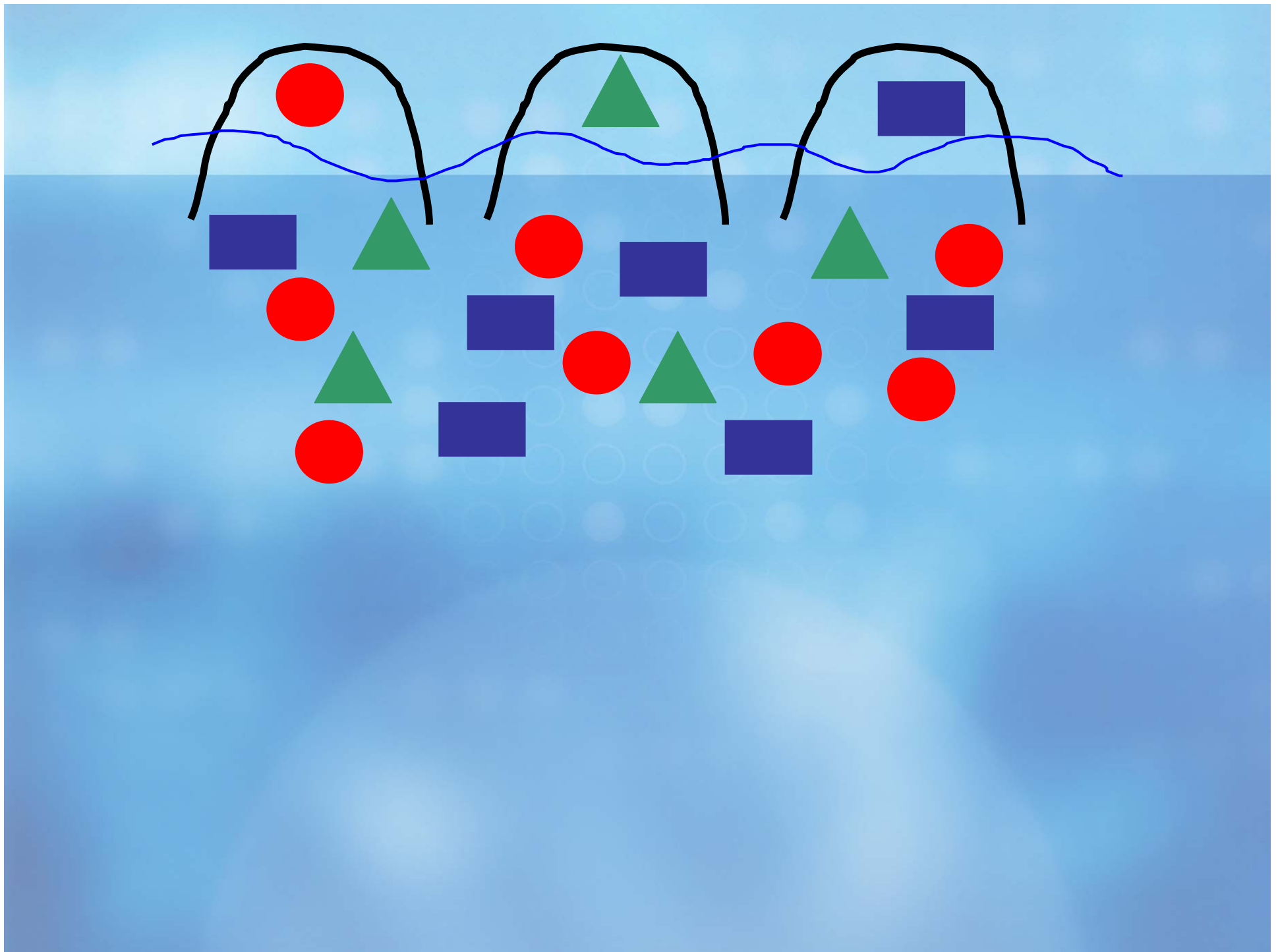


Take that insight back to the majority and include it within the original decision.

# Metaskills



1. Gain all the views.
2. Make it safe to say the  $\bar{O}N\bar{O}$ .
3. Spread the  $\bar{O}N\bar{O}$ .
4. Ask the Q:  $N\bar{W}$  What do you need to go along?  $\bar{O}$
5. Deeper Facilitation  
Š Argument / Conflict Resolution.



Follower



leadership  
ability

Follower



leadership  
ability

Follower

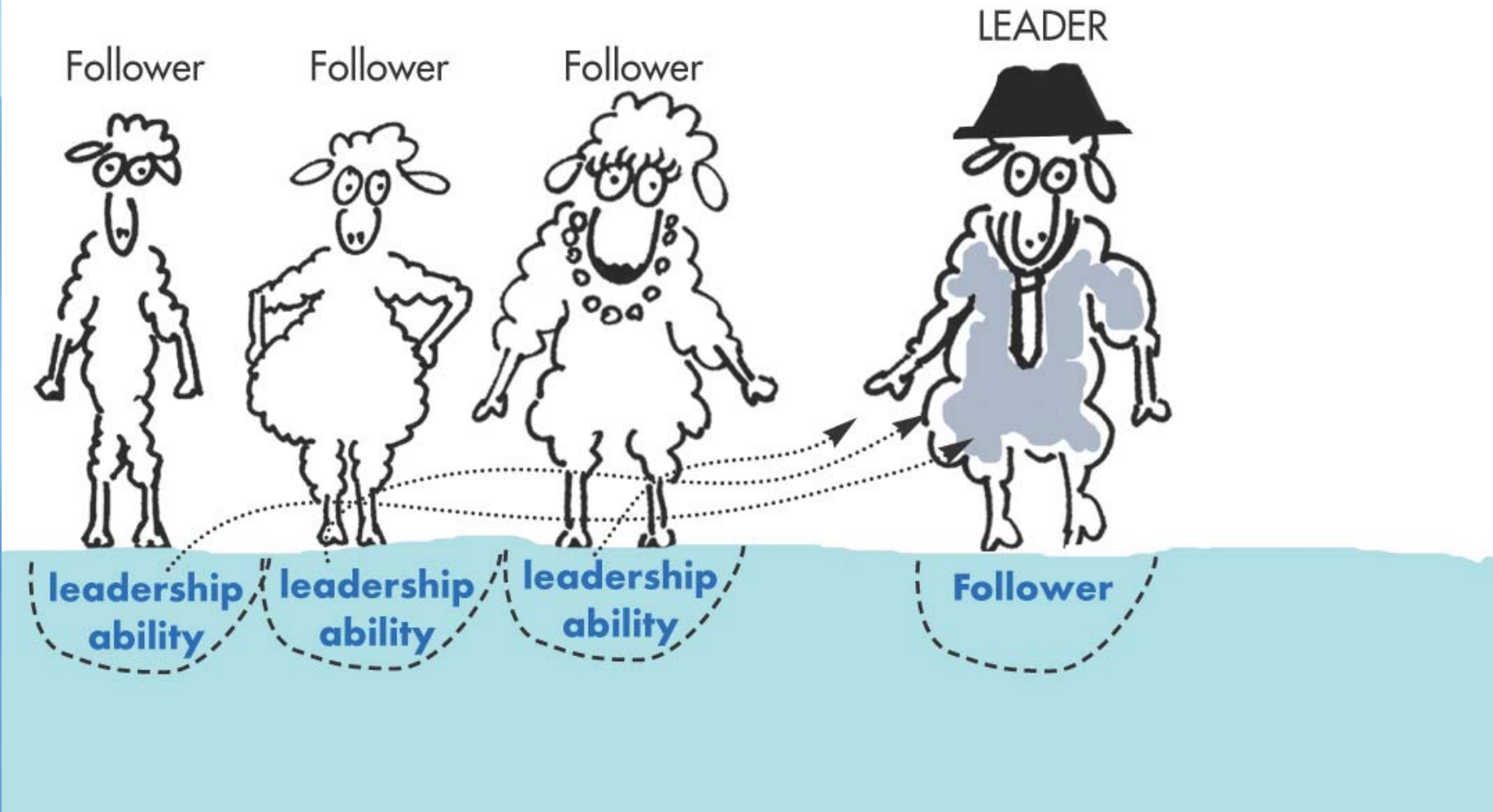


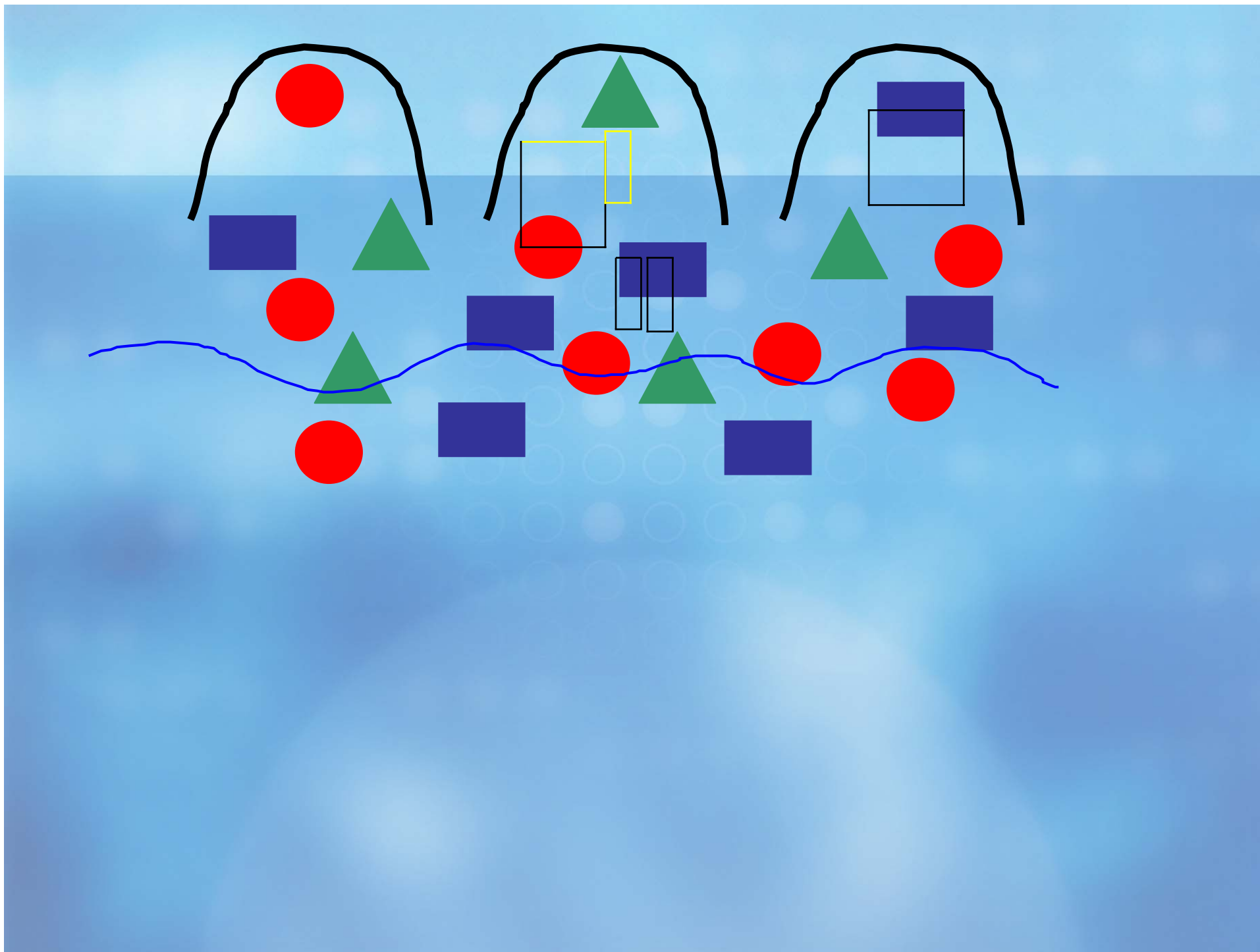
leadership  
ability

LEADER



Follower





# Three Basic Premises

- 1. No-one has the monopoly on the truth**
- 2. Go into conflict to stay in relationship**
- 3. Conflict is about growth**



# Four Steps in the Argument/Conflict Resolution

## **Step 1**

Agree to go into conflict - safety rules

## **Step 2**

Throw all your arrows

## **Step 3**

Own a grain of truth

## **Step 4**

Take the grain back to the original issue

### INSIDE THE NO

In the crucible of South Africa's deliverance from apartheid, Myrna Lewis and her late husband, Greg, adapted Arnold Mindell's Deep Democracy methodology to create a powerful set of decision making and conflict resolution tools. Those techniques are transforming corporations, organisations, schools, families, relationships, and lives all over the world.

*Inside the No* is a clear, step by step guide to using Deep Democracy in your own world. You'll learn how to:

- make difficult decisions in surprising new ways
- read the dynamics affecting group interactions
- uncover inner resources you never knew you had
- inspire participation from everyone in your group
- gain the hidden wisdom of the minority
- achieve 100 percent buy-in
- bring new creativity into your business, family, and social circle

This book will show you how to start using the methodology in everyday situations, at your own pace, right now. A second edition, already in production, will supplement your skills with innovative techniques for resolving conflict and deepening relationships.

Whether you're a CEO or a primary school pupil, Deep Democracy can open the door to personal insights and organisational progress, creating new opportunities for growth at every level of your experience.

### MYRNA LEWIS



Myrna Lewis pioneered teaching methods with autistic children while qualifying as a social worker during the early 1970s. She later earned a master's degree in clinical psychology. Her practice led to consulting work with business and industry, and she continues to work with corporations and consulting firms worldwide. Myrna is the recipient of a 2001 Ashoka Fellowship award, which supported her empowerment work with South African teachers and HIV/Aids counsellors. In 2006, the United Nations recognised Deep Democracy as one of eighty leading African innovations. Myrna is a mother of two. She lives in Johannesburg, South Africa, and facilitates Deep Democracy trainings and processes internationally.

### JENNIFER WOODHULL

Jennifer Woodhull is a writer, editor, and book doctor who specialises in helping authors bring their books into being. She has worked in the fields of advertising, journalism, community radio, and audio publishing. Jennifer is a teacher in the Shambhala lineage of Tibetan Buddhism. She lives in Cape Town, and directs meditation training workshops throughout South Africa.

Myrna Lewis with Jennifer Woodhull

Inside the  
**NO**

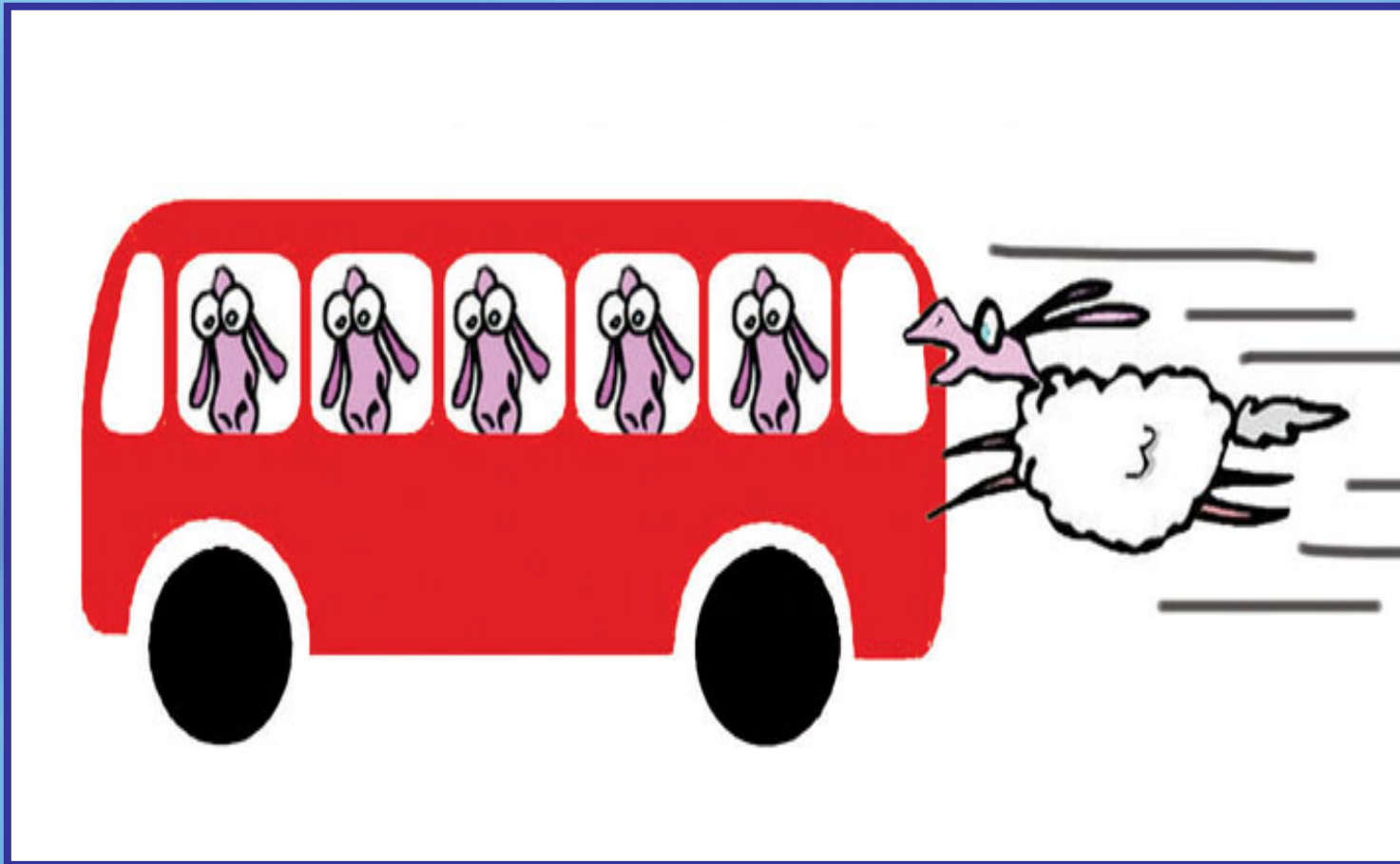
Five Steps to  
Decisions that Last

Myrna Lewis  
with Jennifer Woodhull

Inside the  
**NO**  
Five Steps to Decisions that Last

# DEEP DEMOCRACY

## *STAYING ON THE BUS*



[www.deep-democracy.net](http://www.deep-democracy.net)