



STATE OF THE ART

COMMUNITY ORGANIZING has a long history internationally. This culture of "Relational Power Organizing" has been developing for over 80 years.

Today, NGOs, movements, political parties and, increasingly, companies around the world are using the knowledge of, of how to systematically organize collective and effective for a more just, sustainable, and inclusive world based on inclusive world on the basis of trusting relationships, relationships.

For more than 20 years, we have been the **COMPETENCE CENTER IN GERMANY** for Broad-based community organizing and for the training and mentoring of professional community organizers, community networkers and volunteer and of volunteer community leaders.

With **DICO CONSULTING & TRAINING** we make the expertise of our team accessible to a broad to a broad clientele in the profit and non-profit sector. We support you in realizing your visions and plans with an innovative with an innovative State-Of-The-Art approach, relationship-oriented, value-based and thus even more successful. more successful.



BENEFITS

- **Strong customer, employee and member loyalty**
- **Successful tenant, member and citizen participation**
- **Relationship-oriented organizational culture**
- **Relationship-oriented leadership**
- **Profound power & relationship analysis**



CUSTOMERS

- **Profit and non-profit companies**
- **Housing & development companies**
- **Cooperatives**
- **Municipalities and administrations**
- **Public sector**
- **Foundations, associations, political parties**
- **Educational institutions**
- **Movements & initiatives**



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RELATIONAL ORGANIZING

The Relational Organizing approach offers a wide spectrum of tools and experiences. Elementary are the aspects:

"RELATIONSHIPS BEFORE ISSUES"

Great importance of personal relationships while needing concrete results.

"DO NOTHING FOR OTHERS, THAT THEY CAN DO FOR THEMSELVES."

Conscious discussion of power and Empowerment.

"ALL ORGANIZING IS DIS-ORGANIZING AND RE-ORGANIZING."

Recognition of the need for continual change.

**RELATIONAL POWER**

A functioning **CULTURE OF PUBLIC-PERSONAL RELATIONS** is an enormously powerful resource. With our consulting and training we support you in systematically building the necessary knowledge, practicing the tools and establishing the elements in the daily life of your organization. Thinking and acting in relationships thus becomes the key factor of your success. We offer:

- **Guidance on building and maintaining key relationships for your organization (Power Relations)**
- **Interest-based one-on-one meetings training and mentoring of the implementation in everyday life**
- **Conception and support of listening campaigns**
- **Establishment of elements of a relationship-oriented organizational culture**

**COURAGE TO POWER**

Power is a difficult topic for many people. We show you and your organization that it is not about domination and oppression, but about agency and "power with each other". And it's about power for positive changes e.g. for a peaceful, non-violent and productive collaboration, for a more careful use of resources or for more justice. Power analyses not only sharpen awareness of power structures and opportunities for action, at the same time they are the tool for measuring the success and effectiveness of Relational Organizing.

- **Instructions for the preparation of power and relationship analyses**
- **Evaluation of the development and expansion of your networks and power relations**

**RELATIONAL LEADERSHIP**

SUSTAINABLE LEADERSHIP is only possible in a relationship-oriented way. We help develop the profile of your leaders as "Organic Leaders" and relationship-oriented leaders through:

- **Training, mentoring and coaching of leaders**
- **Training, mentoring and coaching of individuals with outreach roles (networkers, sales, district outreach, etc.)**
- **Special consideration of culturally or religiously diverse contexts possible**



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**BOTTOM-UP PARTICIPATION**

Serious stakeholder participation is a must in many areas today, and rightly so. Done well, it is an accelerator, unlocks valuable knowledge and breaks down resistance. Be it in the participation of citizens in political processes, of tenants, of employees, of members in associations and clubs, or of children and young people. Benefit from our two decades of experience in bottom-up municipal participation processes with a wide range of municipalities and stakeholder groups on a variety of topics.

- **Support for municipal participation formats**
- **Conception and support of municipal grassroots work**
- **Moderation and event conception**

**PERSONS****DIPL.-ING. TOBIAS MEIER**

Lead-Organizer, Managing Director

Mail: tobias.meier@dico-bt.de

Tel: 0176 624 97 068

**TEAM & EXPERTISE**

A team of additional permanent and freelance employees as well as cooperation partners with a wide range of experience is available. Our expertise includes:

- **Broad-Based Community Organizing**
- **Establishment and support of citizens' platforms**
- **Intercultural and interreligious competence**
- **Leadership development**
- **Training of community organizers**
- **Volunteer Leadership**
- **Campaigning**
- **Workshops and trainings**
- **Moderation**
- **Experience in the context of urban development, bottom-up participation, education, arts & culture, migration & integration, local & state politics**

DICO Consulting & Training is a division of DICO Gesellschaft für Community Organizing gGmbH Berlin



#RELATIONALPOWER
#COMMUNITYORGANIZING

