



ASOCIACIÓN para LIDERAZGO
en **GUATEMALA**

PROGRAM BRIEF

Taller de Viajero (Traveler's Workshop)

Need

In a nation roughly the size of the state of Tennessee, Guatemala is home to 16.58 million people who identify as either of Spanish descent or as part of one of the nation's twenty-two indigenous communities, each with their own language and cultural customs. It is a nation that suffered three centuries of Spanish colonial rule, exploitation by a banana and coffee plantation class, and a thirty-year internal armed conflict that erased a generation of more than 200,000 people, most of whom were indigenous. And now, as a result of all those competing factors, Guatemala is known as one of the most dangerous countries in the world with a reported 4,500 homicides, 5,800 aggravated assaults, and 3,500 missing persons in 2016 alone¹. Despite two truth commissions, a peace accord, a special commission of the UN (known by its Spanish acronym CICIG), and the ongoing work of hundreds of non-profit organizations, nearly a quarter of the nation lives in extreme poverty with the richest 20% of the nation hoarding more than 51% of the nation's wealth² and the nation's impunity hanging at 72% for crimes committed³. In the teeth of these injustices, the nation's social fabric rends along tribal and class lines, leaving deep-seated fear and distrust among an otherwise warm and welcoming nation.



At ALG, we believe that violence stems from many things, but is only adequately addressed in holistic conversations that seek restoration in place of retribution.

Secure places for potentially difficult conversations are at the foundation of bridging divisions within and between communities and establishing true democracy. The rich and the poor, the Spanish speaker and the K'iche speaker, the woman and the man, those harmed and those responsible for harm, the foreigner and the native, can only begin to empathize with each other if they have safe spaces, empowered participants and skilled facilitators. There is little hope of ending poverty, violence and corruption in Guatemala without responding to these profound divisions with inclusive conversations.

Mission

Our mission at ALG is to work in transforming leaders ready for personal and professional growth so that they can have a greater impact in Central America. In our program Taller de Viajero, this means creating spaces for community and NGO leaders, people from local

¹ <https://www.osac.gov/pages/ContentReportDetails.aspx?cid=21628>

² <https://www.cia.gov/library/publications/the-world-factbook/geos/gt.html>

³ <https://www.cfr.org/report/lessons-guatemalas-commission-against-impunity>

For more information visit www.liderazgoguatemala.org

Contact: Rebekah Giacomantonio, Grants Coordinator, at rebekahg@liderazgoguatemala.org
(+502) 4393-4470

businesses, and local government actors to learn the methodology from “Art of Hosting” and other skills in how to engage in conversations that are productive and work together to promote action towards development of justice, democracy and healing in their community.



Vision

That Guatemalans would discover and embrace a new way of being in community together, in conflict or celebration, that creates safe spaces for all parties to show up and be their full self so that the community as a whole would discover their voice and be empowered to make changes at every level of society.

Collaborators

Asociación para Liderazgo en Guatemala draws from a wide net of collaborators for their “Taller Viajero” program. In addition to the two staff

members that go to each session, the organization hires at least one co-facilitator to assist in providing the well-rounded training that ALG aims to provide.

Program Objectives

The great challenges that Guatemalans, and the world, face today require a profound changes the way people are together. We must find new ways of communicating, of working together, of being in community. The methodology of “Art of Hosting” teaches professional leaders and community members how to tap into the “Collective Consciousness” that is key to developing a new world. The objectives of the program are as follows:

- learn how to facilitate group conversations that include all points of view and transform conflict
- learn tools to support creative collaboration
- learn how to organize better
- develop leadership skills
- spread the methodology of Participative Leadership with the tools of Art of Hosting to different places in the country
- promote the style of leadership that ALG wants to see in the world
- learn how to use their voice in local and national government

Teaching the methodology of Art of Hosting connects Guatemala with a global movement. Follow this link to learn more: <http://www.artofhosting.org>

Budget

The budget for Traveler’s Workshop is \$5,000. This includes room and board for staff and the guest facilitator who travel to the place of the training as well as the rent of the conference room, lunch for the participants, and didactic materials. In the year 2019, we will go to two communities with the hopes of providing this training to 80 people for free.

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