



Culture Gardener Role Outline



An essential role within communities & organisations is a *Culture Gardener* who enables groups to explore the deeper foundations of their group culture, to understand how those foundations influence their ways of being and doing together, and to learn the skills and frameworks with which to engage intentionally with and within their cultures over time. This role cultivates a group's capacity for success & resilience by nurturing its ability to **connect, create & collaborate** to best support, enable and expand its actions in the world.

Essential Duties and Responsibilities:

1. Is knowledgeable about the 'invisible infrastructures' of group cultures — relational systems such as governance, economics, conflict, and feedback — and is able to:
 - Familiarise groups with these systems and convey best practices; and,
 - Enable groups to make conscious choices regarding them that serve their cultural intentions.
2. Is able to facilitate relational dynamics in a way that is harmonious with the group's cultural intentions, including enabling:
 - authentic & compassionate communication to express needs & identify emergent opportunities
 - constructive conflict and feedback and, when necessary, peacemaking
 - vulnerability, authenticity, and compassionate communication
 - Hosting skillful conversations about power and authority.
3. Is knowledgeable about organisational and group leadership and dynamics and can analyse, inform and enable groups to transform their leadership structures and systems to become more collaborative, dynamic, and inclusive;
4. Enables the group to "listen into" its emergent, evolutionary impulse and to engage that impulse in its strategic decision-making, including:
 - Supporting the group to identify and explore key decisions;
 - Supporting synergies between individual and collective needs;
5. Fosters reflection & creativity through:
 - Storytelling, structured play, nature connection, and small group practice;
6. Utilises a somatic (embodied) skillset to enable groups to self- and co-regulate and to 'look under the bonnet' of their relational dynamics and systems;
7. Enables groups to ongoingly cultivate their cultures, to notice areas of challenge or possibility, and to identify and develop the cultural strengths and practices they need to fulfil their group's true potential.

Person Specification:

- * A Culture Gardener has a healthy self-awareness, and the demonstrated ability to navigate their internal and external relational landscape with exceptional skill and maturity;
- * Has prior training in human development, psychology, group process and dynamics (eg. Psychodynamic coaching, counselling/ psychology training, in-depth training in NVC, etc);
- * Has lived experience of, and training in, the benefits and pitfalls of different ways of relating to power & authority, as well as structuring governance systems, and has the ability to enable transformational conversations and systems change in groups/organisations;
- * Has training and experience in creative, expressive, Nature connected, and/or embodied modalities to encourage play, self-awareness, and self-expression.
- * Can provide strong and effective facilitation, feedback, support and challenge to groups;
- * Has the patience and tenacity to enable the slow and sometimes painful process of change.