

# Transformational Praxis Development



The Democracy School's **Transformational Praxis Development (TPD)** Programmes aim to foster a new generation of transformational civic leaders and citizen-politicians.

TPDs differ from conventional programmes in that clients can start at any time and are able to progress at their own pace. Each TPD programme consists of an initial learning needs assessment, an individually tailored learning agenda against which progress is measured, as well as an international peer mentoring or coaching programme. Subject to demand and funding, residential action learning (group) seminars may be added to this mix.

Initial needs assessment: Learning needs assessments clarify clients' (political) aims and objectives and identify deficits/needs their TPDs will address. Based on these assessments, individual peer-learning budgets are then drawn up to establish basic parameters for the subsequent development of learning agendas. Anyone interested in TPD should get in touch with the Democracy School to request a free learning needs assessment.

Learning agendas: Learning agendas are fully costed road maps, designed to help clients navigate and complete their respective TPD programmes. They are developed by each client at the start of their programme with the support of a dedicated learning facilitator. Learning agendas are usually/ideally built around and support ongoing, often open-ended campaigns or other transformative projects clients are involved in.

Mentoring and coaching: The Democracy School's peer-learning network enables learning facilitators to recruit transformational leaders internationally as mentors and coaches on behalf of their TPD clients (based on the needs assessments, budgets and learning agendas they have produced). The process of identifying suitable mentors and coaches is conducted in anonymity. Only if and when both sides agree to their names being disclosed will introductions be made. The TPD client then interviews the potential mentor/coach and, if appropriate, invites him/her to join his/her TPD programme. If the invitation is accepted by the other side, a peer mentoring or coaching agreement is finalised. Learning facilitators will stay involved as advisors and to monitor progress.

The total cost of a given TPD programme depends on a client's needs and is agreed with clients prior the start of their programme. The learning needs assessments, detailed breakdowns of costs and letters of support provided by the Democracy School may enable some participants to apply for additional financial support from trusts and foundations.