

Developing the capability
to facilitate dialogue, learning
and change in complex
organizations

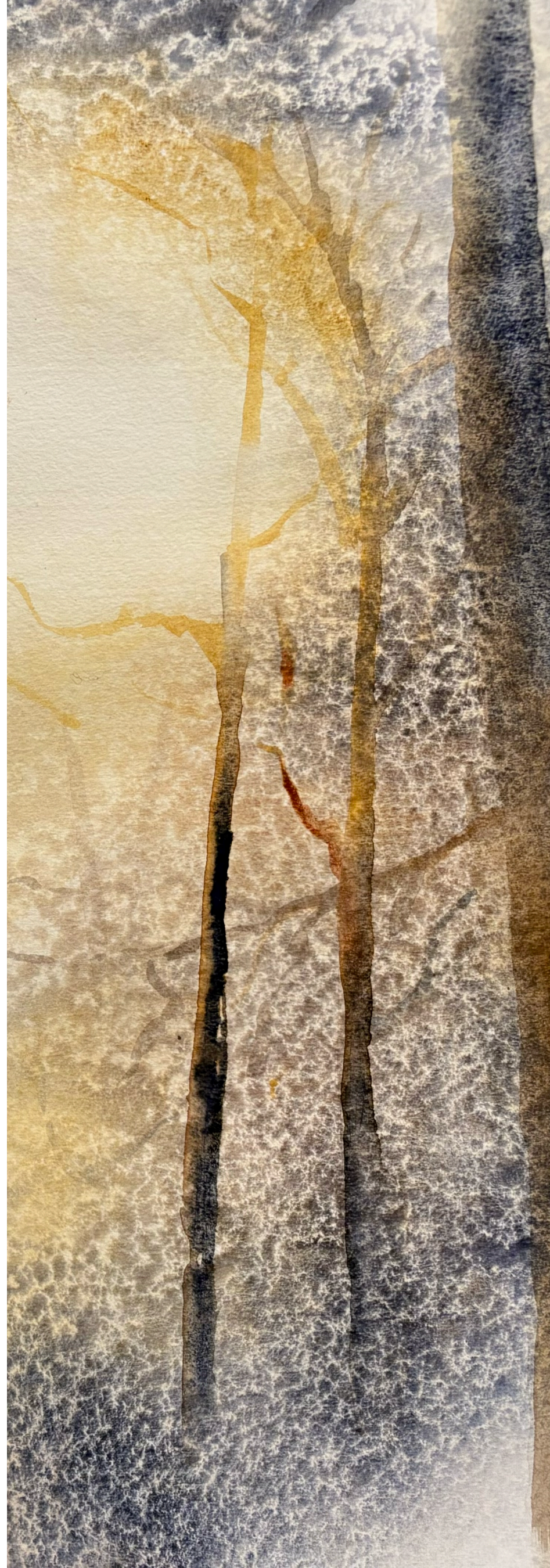
ORANDIA

DIALOGIC PROCESS
CONSULTING PROGRAM

Dialogic process consultation overview

Developing the capability to support shared thinking, learning and renewal in organizational life.

- Expands and strengthens organizational capacity to navigate complexity through dialogue, shared inquiry and the co-creation of new possibilities.
- Builds reflective and adaptive organizations by facilitating meaningful dialogic processes rather than providing ready-made solutions.
- Integrates dialogic, systemic and narrative approaches into the experiential learning journey.





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Key Focus Areas

Dialogic Practice in Organizations

- Develop advanced skills in facilitating dialogue that enables shared meanings and multiple perspectives.

Systemic Understanding of Organizations

- Apply systemic thinking to understand complexity and dynamics and building together common ground

Narrative Meaning-Making

- Work with organizational narratives to explore assumptions, open alternative interpretations, and support transformation.

Process Consultation in Practice

- Strengthen the capability to facilitate reflection, learning and sustainable change as a process consultant.

Capabilities You Will Strengthen

- facilitate dialogic processes in complex situations
- understand and work with systemic dynamics
- support narrative meaning-making and identity development
- create conditions for reflection, learning, and renewal
- grow awareness of consultants own role and impact in organizational processes



Who Is This Program for?

- Organizational consultants and development professionals
- Work supervisors
- Human resource people
- Facilitators, coaches and advisors
- Leaders and managers seeking more dialogic and systemic ways of working



Program

The program is a process-oriented learning journey where conceptual understanding, reflection, dialogic practice and real-life application are closely integrated.

Learning will be deepened through peer group processes and a development project rooted in the participant's own organizational context.

Experiential seminar in Italy will be co-hosted by Luca Mingarelli.

Schedule

Opening Seminar (Finland)
21.1.-23.1.2027

Online Learning Periods
5.-6.3.2027
23.-24.4.2027

Experiential Seminar (Italy)
16.-19.6.2027

Online Learning Periods
3.-4.9.2027
12.-13.9.2027

Closing Seminar (Location open)
13.-15.1.2028

Trainers and contacts



Jorma Ahonen

MSc (Social Psychology)

Co-founder, Dialogic Co.

Specialist in dialogic practice, organizational facilitation and international Open Dialog trainer.

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Riitta Malkamäki

International Senior Training Psychotherapist,
Supervisor,

Executive Coach in HR, work ability and
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Specialist in narrative and strength-based practices

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Risto Puutio

PhD (Psychology), Specialist Psychologist,
Organizational Analyst

Co-founder, Metanoia Co.

Expert in systemic and psychodynamic approaches to
organizations.

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Program fee

8400 € +alv/VAT, will be paid in two parts
travel and accommodation costs are not included

Financial and technical administration will be held
by Metanoia Institute (www.metanoiainstituutti.fi)

Kindly submit your application
using the attached form no later than **November 30th**
[https://www.metanoiainstituutti.fi/tapahtumatarjonta/
orandia-dialogic-process-consulting-program-2027-28](https://www.metanoiainstituutti.fi/tapahtumatarjonta/orandia-dialogic-process-consulting-program-2027-28)

Discover more

Zoom sessions with our trainers

13.7.2026 at 5 pm (FI), 4 pm (CET)

[https://us06web.zoom.us/j/84954126353?](https://us06web.zoom.us/j/84954126353?pwd=Ips8YAa5gQ8iXOLIL4KGaUmxTyZasz.1)

[pwd=Ips8YAa5gQ8iXOLIL4KGaUmxTyZasz.1](https://us06web.zoom.us/j/84954126353?pwd=Ips8YAa5gQ8iXOLIL4KGaUmxTyZasz.1)

Meeting ID: 849 5412 6353 Passcode: 228596

22.9.2026 at 5 pm (FI), 4 pm (CET)

[https://us06web.zoom.us/j/85829343522?](https://us06web.zoom.us/j/85829343522?pwd=KDqkM284tPH8b8lO07bV9KjbhTDfwl.1)

[pwd=KDqkM284tPH8b8lO07bV9KjbhTDfwl.1](https://us06web.zoom.us/j/85829343522?pwd=KDqkM284tPH8b8lO07bV9KjbhTDfwl.1)

Meeting ID: 858 2934 3522 Passcode: 535554