Introduction: highlighting our failures to discover treasures

- La Croisée des Chemins (2014-2020), a democratic school in France
- Challenges in adult empowerment
- What is trauma and what effects in groups?
- A new approach to the process of building shared power

1. The challenge of recruitment and integration
   - Some precise shared goals
   - Formal definition of roles and responsibilities, mutual commitments in team
   - Be clear about personal responsibility in the group

2. The challenge of the internal training of members to sociocracy
   - The strategy and the constraints
   - Some results
   - Taking trauma into account in in-house learning: titration

3. The challenge of sharing leadership and responsibilities
   - Taking into account the diversity of people to hold the frame & support empowerment
   - Naming trauma and privilege
   - Sharing responsibilities

Conclusion: Creating a culture of regeneration

1. New skills toward real empowerment in a circle.
2. Trauma have an impact on the group.
3. Organisation can bring resources for co-regulation.
4. Recognize limitations: privileges and deficiencies.

Ressources

- A book from Peter Levine: *Awakening the tiger*
- A film from Gabor Maté: *The wisdom of trauma*