

Bio Kirsten Paaby, director PS Paaby Prosess – Edu-Action

Her main-field is democratic and creative methods within development studies and action research, educational institutions, public administration, with volunteer organizations and NGOs.

Since 1985 she has practiced and trained others in *the future scenario method*, invented by [Robert Jungk](#). It was developed as a tool to strengthening democracy and participation; it addresses the participants as competent and empowered human beings.

Examples of other dialogue methods she is practicing: the World Café and Open Space methods - through both direct facilitation and in training sessions. In addition to that she has developed and created dialogue methods based on her experience with aesthetical learning processes. This includes a variety of training courses with target groups like teachers, public servants, NGOs, volunteer organizations and local citizens. She has published several articles related to this.

She has a higher education in Nordic languages and literature and drama pedagogy from Denmark. As a drama pedagogue she practiced and studied among other things [The Theatre of the Oppressed](#) developed by Augusto Boal.

She has worked as project manager in Norwegian public services in Preventive Child Protective Services for 10 years, developing models for cross sectorial cooperation and how the public sector can cooperate with civil society – dialogue and participation was at the core in this work.

Since 2001 she has been working with education for sustainable community development and process management in Norway, the Nordic region and in Europe with a focus on action competence, example-pedagogy and transformative learning - from 2001 – 2015 in the Ideas Bank Foundation and since 2016 in her sole proprietorship [PS Paaby Prosess – EDU-ACTION](#). For more than 20 years the *Ideas Bank Foundation* was an active supporting player for environmental agencies, both local and national, contending with the complex of challenges that developing sustainable local communities entailed. They did this by conveying good examples of sustainable practices, and by practicing and developing methods for democratic dialogue, as well as by imparting an over-all understanding of sustainable development.

Additionally Paaby has been working at the Nordic level with education for sustainable development since 2006. Together with Nordic colleagues she developed a pilot in a further adult education course with the focus on transformative learning and example pedagogy. This group is now [one of several networks](#) in NVL (The Nordic Network for

Adult Education) Together with a group of Nordic colleagues she published a booklet [The New Nordic Education for Sustainability. Inspiration form an innovative further adult education](#). This work has since 2006 been supported by the Nordic Council of Ministers.

Both in the Ideas Bank and as self-employed she has been a partner in over 20 EEA-Grant funded partnership projects in addition to other EU-projects. The core themes and activities have been training workshops in democratic dialogues linked to sustainable community development, speeches, facilitation and organizing of study visits, articles about innovative examples in sustainable community development.

For over 10 years she has worked with democracy builders and practitioners within civil organizations through networks in Eastern, Central and the rest of Europe through the Citizen Participation University (CPU) in Kunbabony, Hungary. She contributed as part of the planning committee and executor of workshops and lectures and seminars. The CPU is an open-air, bottom-up learning and teaching place.

<https://www.cka.hu/cpu/>

Since 2017 she has – in several projects - been working with the theme: “Spaces for reversed participation and equal dialogues between citizens and the municipal planning system”. The projects has explored how spaces of participation and equal dialogues can be shaped between citizens and local authorities *grounded on the citizens` initiatives and the learning from these* as a countermovement to more traditional hearings and participatory meetings initiated “from above”. This has been in the format of “researching workshops” designed as “dialogical spaces” facilitating for *collective research and learning* between citizens` initiatives and local authorities. Additionally how this approach – which we have called “reversed participation” - can contribute to a more democratic and fair transition to a sustainable community. Her partner in these projects is Mikaela Vasstrøm, the University of Ager:

<https://www.uia.no/en/kk/profile/mikaelav>

Together with Susan Guerra she has formed [“Twin Productions – working with heart, hand and mind”](#) They offer trainings and workshops in dialogue and facilitation.

She has been a member of the Phronesis SA(<https://www.phronesis-sa.no>)since 2018. Phronesis is a non-profit co-operative consortium situated in Oslo, Norway established April 25, 2018

The purpose of Phronesis SA is to initiate and take part in activities connected to project management and project partnerships, education in a lifelong learning perspective, local community development and cooperation, community public health issues, promoting active and quality ageing, counseling and advice, presentations and lectures, workshops and study visits.

Members of Phronesis SA are mostly senior advisors and professionals with both educational and practical background and competence in adult education, pedagogy, project management, economy, sustainability issues, SME management, public health care and research.

Examples of Articles in English

Paaby K. (2011): "Citizen Education, Municipal Development and Local Democracy in Norway." The Ideas Bank. http://eduaction.no/wp-content/uploads/2017/11/Citizen-Education-Municipal-Development_Kirsten-Paaby.pdf

Paaby K. (2011): "The Future Scenario workshop – learning for democracy." in "SIGNALS - local action in sustainability" Stiftelsen Idébanken <http://eduaction.no/wp-content/uploads/2017/11/SIGNALS.pdf>

Paaby K. (2012): "Civic formation through Action – a Contribution to ESD 10" in NORDIC – Success Stories in Sustainability. Stiftelsen Idébanken. <http://eduaction.no/wp-content/uploads/2017/11/NORDIC.pdf>

Paaby K. (2021): "Eco-Community Declaration as guiding principle for municipal planning and activities in Tingvoll" in the study "Climate Change – an issue of Democracy and Relationships?" <https://cuegemer.sk/wp-content/uploads/2021/11/Study-english.pdf>

Paaby K. (2021): "See gold where others see rubbish" in the study "Climate Change – an issue of Democracy and Relationships?" <https://cuegemer.sk/wp-content/uploads/2021/11/Study-english.pdf>

Paaby K. (2021): "A Citizens' Climate Network – challenges and complements municipal planning regarding climate and urban agriculture". In the study "Climate Change – an issue of Democracy and Relationships?" <https://cuegemer.sk/wp-content/uploads/2021/11/Study-english.pdf>

Paaby K. (2021): "The Future Scenario Workshop – A democratic way of working with imagination at the centre." ". In the study "Climate Change – an issue of Democracy and Relationships?" <https://cuegemer.sk/wp-content/uploads/2021/11/Study-english.pdf>