



22 Beech Road  
Bristol, BS7 8RP  
Mobile: +44 (0)7840 056 289  
Email: [info@seedofpeace.org](mailto:info@seedofpeace.org)

## INTRODUCING SEED OF PEACE CIC

Where is your team struggling at the moment in relation to communication training, conflict transformation and decision-making? Seed of Peace is a Bristol-based Community Interest Company (UK reg. No. 10470528) offering:

- Nonviolent Communication (NVC) facilitation and training, in-person, online and self-paced.
- Restorative approaches to conflict transformation, in-person and online.
- Consent decision-making: facilitation and training, in-person and online.

Here are some of the observed benefits to teams and organisations:

### BENEFITS OF NONVIOLENT COMMUNICATION (NVC)

- Colleagues show an increased capacity to empathise with each other and clients/customers.
- Colleagues deal more effectively with 'difficult' customers/clients.
- Less time wasted on conflict with values-based feedback.
- Improved relationships in the workplace, less absenteeism, and less staff turnover due to job dissatisfaction.

### BENEFITS OF RESTORATIVE APPROACHES

- Break the deadlock of current conflict.
- If we leave conflicts unattended to - if we do nothing and walk away from them - they may fester, slowly grow more painful in many small and large ways, and create broader structural problems.
- When we sit together in dialogue we are much better able to gather all the information that we need to see the conflict more holistically, to learn what is working and what is not working, and discover solutions that work for everyone.
- This can lead to time-saving shared agreements about how to deal with conflict in future.

### BENEFITS OF CONSENT DECISION-MAKING

- Everyone's voice is valued, at the same time, we still get to make decisions, provide a service, run a business.
- A clearer process for making decisions and less time spent means more effective team-working.

## OUR CLIENTS

### Healthcare clients include:

- BrisDoc (Bristol),
- Southmead Health Centre GPs Partnership (Bristol),
- Great Bay Services (NH, US)

### NGO clients include:

- GIZ (German govt. Overseas Aid Dept.),
- ProPublic (Nepal),
- Centre for Communication Training (Colombo),
- Manuski Institute (India),
- WWOOF International,
- EcoME (Israel),
- Leg4Africa (Bristol)
- Camphill Communities (UK),
- Okehampton United Charities (Devon),
- Tor Support Services (Devon),
- Tiny House Housing Association (Bristol),
- SHAL Housing Association (Taunton),
- Friends Housing Association (Bristol).

### Educational clients include:

- The University of Bath,
- Plymouth State University (NH, US),
- Dover High School (NH, US),
- Ruskin Mill (Stourbridge).

For our 2024 training programme, see our [Seed of Peace website](#).

Find us on:

[Youtube.com/c/seedofpeac](https://www.youtube.com/c/seedofpeac)

[Instagram.com/seedofpeace.nvc](https://www.instagram.com/seedofpeace.nvc)

[LinkedIn](#)

## TESTIMONIALS

*I have grown to deeply appreciate the capacity to embody empathy and mindfulness that Shantigarbha exhibits when facilitating NVC trainings. His ability to hear from his heart creates a safe space for those attending to open to their own pain and suffering. Once they are open, he gently guides them to a place of deep personal awareness that allows for healing and personal growth.*

Gerry Griffith, Chaplain at [Hamilton County Sheriff's Office](#), and Trainer for the [National Organization for Victim Assistance](#).

*Shantigarbha from Seed of Peace has worked with our organisation to provide tailored training for staff at all levels in order to improve communication skills for staff. The training has focussed on dealing with conflict and difficult situations and has emphasised the real need to address conflict in the moment. He has taught some practical tools to help with some real day to day issues that arise and also the more knottier problems that can occur between staff and our service users. I would not hesitate to recommend Shantigarbha to those who would look to develop their staff in this area.*

Frank Burge, Head of Nursing and Allied Healthcare Professionals Integrated Urgent Care. [BrisDoc](#)

# FOUNDER, DIRECTOR AND CHIEF TRAINER: SHANTIGARBHA

## SKILLS

Shantigarbha is an experienced teacher of Nonviolent Communication (NVC), with a background in meditation and non-violence.

## EXPERIENCE

### **Centre for Nonviolent Communication** – *Certified Trainer*

2004 – PRESENT

- [Shantigarbha's trainer profile on CNVC.org.](#)
- Delivering Nonviolent Communication trainings in-person and online.
- Specialising in healing and reconciliation events in post-war areas such as Israel/Palestine, Sri Lanka, Nepal.
  - See for example the Nepali documentary [In the Eyes of the Good](#).
- Trainer on CNVC's flagship [International Intensive Trainings](#) in Germany and India.

### **Seed of Peace CIC** – *Director and Chief Trainer*

2015 – PRESENT

- Creating Nonviolent Communication, Mindful Communication and Restorative Circles trainings.
- Delivering trainings in workplace, healthcare, and educational settings.
- Designer and facilitator for our NVC Year Training, now in its tenth year:
  - Year One: Knowing, Living and Sharing NVC.
  - Year Two: Building Community.
- Mediation and restorative dialogues with couples, communities and companies.

### **Triratna Buddhist Order, worldwide** – *Dharmachari*

1996 – PRESENT

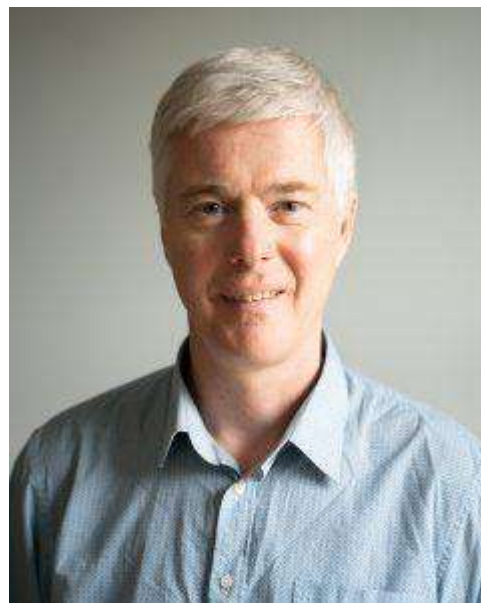
- Member of the International Council 2018 – 2022.
- Founding member and facilitator for the Restorative Coordinating Group 2016 – PRESENT

## EDUCATION

**Keble College, Oxford** – *BA in Classics and Philosophy, 1985–1989.*

## RELEVANT PUBLICATIONS

[I'll Meet You There: a practical guide to empathy, mindfulness and communication](#), Windhorse Publications, 2018.



## DIRECTOR AND TRAINER: GESINE SCHRADER

### SKILLS

Gesine Schrader is an experienced teacher of Nonviolent Communication (NVC), with a background in Montessori teaching.

### EXPERIENCE

#### **Centre for Nonviolent Communication** – *Certified Trainer*

2016 – PRESENT

- [Gesine's trainer profile on CNVC.org.](#)
- Delivering Nonviolent Communication trainings, in-person and online.
- Specialising in educational settings and 1:1 coaching.

#### **Seed of Peace CIC** – *Director and Trainer*

2015 – PRESENT

- Delivering trainings in workplace, healthcare, and educational settings.
- Co-facilitator for our NVC Year Training for seven years.
  - Year One: Knowing, Living and Sharing NVC.
  - Year Two: Building Community.
- Mediation and restorative dialogues with couples, communities and companies

### EDUCATION

#### **Flensburg, Germany** – *Teacher Training 1987 – 1992.*

- Subjects: Education, German, Sport, Home Economics in Primary and Secondary schools.
- Supporting children with learning difficulties.

#### **Lübeck, Germany** – *Further teacher training 1992 – 1994*

#### **Hamburg, Germany** – *PEKiP teacher training for mother-child groups, 1998 – 1999*

#### **Hamburg, Germany** – *Montessori certification course, 2007 – 2009*

