

# PHILIA

*We are Philia*



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## Powerful from the Inside Out

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Philia is an Empowerment Hub that combines technology with a human approach that is at the forefront of global change. In our fast-paced, interconnected world, the significance of personal growth by building meaningful connections is more paramount than ever. Catering to both the development and corporate sectors, Philia emerges as a key player in promoting sustainable growth and addressing global inequalities. Our approach, known as the Philia Method, is a unique blend of transformative listening and peer-to-peer coaching designed to resonate across various industries and communities. This method reflects a deep understanding of diverse needs and aspirations, emphasizing a human-centric approach that sets us apart. Taught all around the world, including in areas of conflict like Afghanistan and Northern Nigeria, the Philia Method demonstrates remarkable resilience even in the most challenging settings. Our vision is bold: to shift mindsets and behaviors globally, across cultural divides, by empowering individuals and communities through the power of meaningful connections and empathetic understanding.

**“Philia gives you a tool to understand how to be your own resource for growth.”**

- Michela Fenech, Ashoka

# Empower yourself, others & society

The Philia Project fosters resilience, connectedness and solidarity through powerful tools. The programme addresses three layers of empowerment:

**Powerful You - Introspection:** The art of introspection is key in the first part of the programme. Participants learn the application of the Philia Progress Sheet. After completion, they start gaining clarity on their goals, barriers and on setting new intentions.

**Powerful Peers - Communication:** Empathic and authentic communication skills are fostered in the second part of the programme. Participants learn the Philia Method, which is a peer coaching technique. After completion participants know the art of transformative listening and learn how to share your needs and wants effectively.

**Powerful Community - Collaboration:** Strengthening collective capacities for change and implementing newly gained insights on a large scale is the goal of the third layer of empowerment.



"GOALS ARE LIKE OXYGEN TO OUR HOPES AND DREAMS. SETTING GOALS IS LIKE SETTING DIRECTIONS FOR YOURSELF WHERE YOU WANT TO HEAD IN ANY ASPECT OF YOUR LIFE."

Nargis Ehsan, Philia Workshop Participant  
from Afghanistan



## Online & Offline Teaching Methods

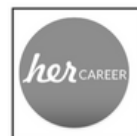
The Philia Online Material gives participants the chance to learn the Philia Method autodidactically while weekly practising the Philia Peer Coaching Method. Philia also teaches Leadership Workshops globally. Philia Workshop formats are interactive and feature in-person face-to-face interaction and in-depth exercises.

## Benefits for Participants

The Philia Process is impactful at any stage of people's careers. Philia Participants discover their individual journey, yet the framework that supports them is the same. Philia provides the structure - participants determine what to focus on.

- Enhanced Self-efficacy & Goal Achievement
- Advanced Communication & Listening Skills
- Accountability, Non-judgmental Engagement, and Solidarity
- Community-Building Both Online & Offline
- Navigating Power Dynamics & Resolving Rivalries
- Contributing to Peace & Creating Impact

## Featured Clients & Partners



## Programme Setup

Weekly modules structured across three levels of engagement, designed to be interactive and collaborative, foster team building and collective growth, whether learned over a period of 4-8 weeks each, or embraced as a comprehensive package. Teams commit to a timed team sessions each week, cultivating skills and insights critical for cooperative success.

## Global Leadership

The Philia Method has been effective in a variety of cultural contexts. It is deeply rooted in psychological research and can be applied by participants independently after completion of the course. They become part of a global network of individuals passionate about their personal growth as a foundation towards active leadership in their communities.



# Philia Course Structure

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## Personal Level

Participants realise a measurable impact on their personal development. Self-awareness and resilience are important leadership qualities enhanced on the personal level. In a weekly practice of reflection, these traits are developed on a consistent basis.

## Interpersonal Level

Through the Philia Peer Coaching Technique, participants learn to support and coach one another effectively in their weekly engagements. This method enhances communication, facilitates mutual growth and extends its influence into the broader community.

## Community Level

Philia aims to catalyze lasting societal change by promoting equality and justice. The transformation fosters empowering exchanges that encourage members to draw upon their collective resourcefulness, benefiting the wider community.



# Team & Contact

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The Philia Team is comprised of experts from various backgrounds. The Empowerment Workshops can be taught in a variety of languages taking into consideration context-specific sensitivities. Awareness of global power dynamics affecting women and intercultural understanding and communication are key within the global Philia Team.

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