

The Empowerment & Leadership Program

Where your Story meets Community



PHILIA

We are Philia

At Philia we are on a mission to **foster inner strength through connection.**

Philia achieves this by **enabling leaders and teams to succeed together** through peer coaching.

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Our Core Activities

Unlocking Leadership Potential

Our program offers a unique approach to leadership development, focusing on personal, interpersonal, and societal empowerment. Through a blend of **workshops, peer coaching sessions, and community-building activities**, participants gain invaluable skills to lead with confidence and impact.



Our Programs

Designed for Impact

With a proven track record among **entrepreneurs, students, leadership groups, and workplace teams**, our curriculum is designed for impact.



Leadership Seminars

We believe in **leaders empowering leaders**, and our seminars provide a dynamic platform for just that. ▶



Entrepreneurship Programs

Our Power Triangle Model **provides entrepreneurs**, including those with a focus on social impact, with the **tools and strategies needed to thrive**. ▶



Team Building Sessions

Our approach isn't just about improving communication; it's about **transforming how teams collaborate**. ▶



Empowerment Workshops

We provide a **safe and empowering space for women** in particular to strengthen their bonds and amplify their voices. ▶

Our Locations

Global Reach

We've established **a presence that spans the globe**, for our impact transcends cultural and geographical boundaries.



Our Purpose

Working Better Together

We believe in the **power of peer support and collaborative learning** to create a more resilient and connected world. Guided by three stages, we ignite personal growth, facilitate peer synergy, and drive community engagement. The ultimate outcome of our collaborative journey: working better together.





Our Leadership Labs

Philia Curriculum

Our Trusted Method

Layered Learning for Success

The Philia Method is a **structured, peer-to-peer coaching approach** that encourages participants to explore their personal stories, reflect on their experiences, and engage in deep, meaningful conversations. Our method has successfully been applied in diverse cultural contexts, including in conflict zones.





Beginner Stage



Powerful You

Level: Personal Level

Goal: Leading Yourself

Task: Introspection & Self-Reflection

Tool: Philia Progress Sheet

Outcome: Resilience, Clarity and Confidence



Empowerment on the Personal Level

The first stage of the Philia Program has an impact on each participant's personal development. In the Philia Workshop, "Powerful You," participants learn how to use the Philia Progress Sheet, which is a **weekly tracking mechanism that leads to more self-awareness**. Self-awareness and resilience are important leadership qualities. In a weekly practice of reflection, these traits can be developed consistently.



Module 1

Intuition and Inner Dialogue

Participants understand how to self-reflect to identify inner voices and create a constructive inner dialogue

Personal

Module 2

The Philia Progress Sheet

Participants understand how to track progress and determine their energy levels towards making progress

Personal

Module 3

Goal Setting and Aha Moments

Participants understand how to set goals efficiently and effectively

Personal

Module 4

Working towards Goals

Participants understand the basic mindset required for peer coaching. They track progress, identify barriers and set intentions

Personal

Module 5

Interpersonal Relations (Intro)

Participants understand positive and negative interpersonal dynamics through the Philia Fairy Tale

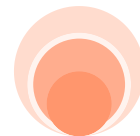
Peer

Module 6

The Philia Method (Intro)

Participants understand the basics of the Philia Peer Coaching Method

Peer



Advanced Stage

Powerful Peers

Level: Relational Level

Goal: Symbiotic Leadership

Task: Peer Coaching

Tool: Philia Method

Outcome: Companionship & Connectedness



Module Overview

Empowerment on the Relational Level

Participants learn the Philia Peer Coaching Method and develop **essential communication skills for meaningful, supportive conversations**. They practice coaching sessions together. Modules focus on interpersonal dynamics, fostering stronger relationships with oneself and others. These conversations help participants tap into their resourcefulness, unlocking their potential for growth and self-confidence.



Module 1

Feeling Philia

Participants understand Peer Coaching as an addition to Mentorship, Coaching and Therapy

Personal

Module 2

The Philia Method (Advanced)

Participants understand the Philia Peer Coaching Method in detail

Peer

Module 3

Empowering Conversations

Participants understand the power of the Fixed and Growth Mindset in Communication

Peer

Module 4

Communication and Conflict

Participants understand how different parts of the brain respond to stimuli and how to deal with them

Peer

Module 5

Transformative Listening

Participants understand the power of transformative listening

Peer

Module 6

Accountability Partnerships

Participants understand the core of supporting one another through accountability partnerships

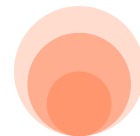
Community

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Expert Stage



Powerful Community

Level: Societal Level

Goal: Co-Creative Leadership

Task: Collaboration

Tool: Global Philia Network

Outcome: Community, Impact & Leadership



Empowerment on the Societal Level

Participants learn how to **evoke societal change by working together collaboratively**. We focus on how groups respond to changes in society, emphasizing that transforming communities is the first step toward broader societal impact. Participants walk away with a road map for building the powerful community they want to be part of and generating a sustainable societal impact that shifts power dynamics for equality and justice.



Module 1

Vision Quest: Exploring your Legacy

Participants understand
Personal and Professional
Goals: How far have we
come? How far yet to go?

Personal

Module 2

Community Deep Dive

Participants understand the
power of community
building

Community

Module 3

Leadership: Us and the Group

Participants understand
authentic leadership and
learn how to address groups
with charisma

Community

Module 4

Identify and Transform Rivalries

Participants understand
societal group dynamics
focusing on conflicts for
mobilization towards peace

Community

Module 5

Power and Solidarity in Communities

Participants understand the
science of solidarity

Community

Module 6

Impact Creation and Collaboration

Participants acquire and
manage power through the
lens of the Power Triangle
Model

Community

Key Learnings

Benefits for Participants

- Self-efficacy & Goal setting
- Transformative Listening Skills
- Practicing Solidarity
- Community Building
- Impact Creation
- Accountability



Testimonials




- Mirco Günther, FES Asia Director

"Incredibly proud of our truly inspirational Afghan female young leaders and enormously grateful to the Philia Team for delivering one of the best workshops I've witnessed in a long time"

Our Participants

Testimonials

Don't take it from us. Many are already on the Philia Journey! 

“

Philia gave me tools to relate with myself differently and in so doing, relating with others differently.



Michela

Malta

“

With Philia I feel more empowered and part of a positive and supportive community.



Laetitia

France

“

Philia helped me find my inner voice, my power and my community.



Frohar

Afghanistan

Our Partners and Clients

Supporting Teams and Leadership

Our programs are **designed for corporates** seeking to enhance team dynamics and leadership capabilities, **as well as aid agencies** working to teach capacity and leadership skills in the development sector. **We tailor our workshops** to meet the unique needs of these groups, focusing on building resilience, improving communication, and fostering a sense of community.



Contact Us

Get in touch and book your Session

The Philia Team is comprised of experts from various backgrounds. The material can be **taught in a variety of languages taking into consideration context-specific sensitivities**. Intercultural understanding and communication are key within the global Philia Team.

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