



The Naked Facilitator Conference Downunder

submitted by Viv McWaters

Storytelling, metaphors and making offers were common themes at this year's Australasian Facilitators' Network (AFN) Conference held in Geelong, Victoria in late November.

More than 200 facilitators from across Australia and New Zealand (and a handful from elsewhere) gathered to strip back to the basics of facilitation and bare all in front of their colleagues (figuratively, not literally!) at The Naked Facilitator Conference. The metaphor of The Naked Facilitator provided participants with the opportunity to explore the role of the facilitator when that's all there is – just the facilitator with his or her knowledge, skills, perceptions and processes.

The conference also demonstrated a strong link between form and content – exploring large-group facilitation techniques, as well as providing the space for all-comers to put their ideas and processes out there - tested and untested - either in a concurrent session or during one of the morning and evening news sessions that brought participants together as a conference community. A learning community, actually – one where everyone was encouraged to contribute (aka make offers) and learn more about ourselves as facilitators, about facilitation and its applications.

And so we immersed ourselves in techniques, such as Future Search; Open Space Technology; using story for cultural diagnosis and intervention; graphic facilitation; action methods; NLP; and vocal confidence. We explored special-purpose facilitation including cross-cultural facilitation; disaster and crisis recovery; the political facilitator; working as a team across continents; facilitating peace; and improvised facilitation. Underpinning it all was the theory of facilitation: facilitator language;

facilitator education; imaginization, gestalt and narrative; the spirit of facilitation; and facilitator archetypes. And then there were the applications: the change facilitation toolkit; facilitation essentials; conflicted groups; co-facilitation; hot spots and tricky bits; and participatory evaluation.

And it wasn't all work either! The celebration dinner provided us with a chance to celebrate our work, camaraderie, support and friendship as we danced to Chubby Rae and the Elevators. Highlights were getting every single person at the dinner up on the dance floor – and the Improvised Facilitation Blues!

Papers from the conference can be seen at the conference web site www.afngeelong06.org

We now look forward to celebrating the 10th Annual AFN Conference in Adelaide, South Australia in November 2007.



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Exciting Changes for the IAF North America Conference



The Art and Mastery of Facilitation: Bridging Ideas to Action

March 8-10, Portland, Oregon, USA

submitted by Cynthia Vance for the NA Conference Planning Team

The North America Conference this year is experimenting with some important and exciting changes – Interactive Keynote Plenary, Facilitation Academy and an Advanced Institute, just to name a few. For the first time, the Conference Team is a “Virtual Continental Team” – planning all aspects of the conference to address our North American facilitation challenges.

For a complete look at the conference offerings and dynamic features, go to www.iaf-world.org and click on North American Conference. For a behind-the-scenes look at major offerings, read on.

Pre-Conference Intensives on March 7 and 8 will offer high value, deep learning opportunities in critical topics like change management & innovation, team building, coaching, advanced leadership and consensus building. Most of these courses are available elsewhere for \$1,000 or more but IAF North America has them priced at a fraction of their market value.

The official conference start will launch in the Exhibit Hall which will open Thursday night with a Grand Reception and Opening Program. This will be a great place to network with colleagues from 25 plus countries, join the marketplace of facilitation vendors and gear up for a dynamic conference experience.

Friday morning will lead off with a dynamic and challenging speaker, **Dan Cohen**, co-author of the best selling book, *The Heart of Change*. He will bring us “edge insights” into the role of the facilitator in change management, transformation and organization development. Keying off of Dan’s insights the conference will experiment with a **Total Conference Interactive Session** -- a wonderful time of inquiry and dialogue among professionals.

Another new initiative will be the **Facilitation Academy**. These workshops are perfect for new facilitators learning the basics and they also promise results for managers and supervisors who need the skills for designing and managing meetings in order to build consensus for great decisions! The virtual team wants to attract people from all professions and

management levels to help develop their “facilitation skill sets” and make “facilitation” the norm within all organizations.

The **Advanced Institute** is also new. These sessions are tailored for seasoned facilitators and consultants wanting to dig deeper into more complex processes involving holding critical conversations, managing collaboration among disparate parties and negotiating change.

Masters of the profession will be presenting such as Roger Schwarz, Barbara McKay, Brian Miller, Doug Silsbee, Dorothy Strachen, Sam Kaner, Michael Wilkinson, Jennifer Landeau and others. Many of these session leaders are back by popular demand based upon previous conference evaluations any many have authored successful books on facilitation.

Other workshops will emphasize: Skills, Tools & Strategies to use immediately in our work; Experiencing and Exploring professional and personal challenges and methods for special occasions; Facilitation in Action offering real-time applications for challenges such as handling crisis situations, managing virtual meetings, developing a risk management plan and decision-making.

To see the Full Program Schedule of 60 sessions including descriptions and overall conference layout, go to www.iaf-world.org, click on IAF North America Conference, click on Program and check out Full Program. We encourage you to select your sessions before they fill up – both Pre-Conference and Concurrent Sessions. Click on Registration now to get a great rate at a very high value.

If you are already registered, just log onto Registration and select the sessions you want. Please note the instructions at the beginning of the process. If you have questions, please email office@iaf-world.org.

Our wonderful IAF colleagues in Portland are thrilled to provide local support and show off their beautiful city. Come join us and tell us how you feel about our new experiments!

Sincerely,
IAF North America Conference Team

Conducting a Global Conversation on Advancing and Promoting the Profession

By Cameron Fraser, CPF, IAF Chair

This is a month of milestones for me. On the personal side, I turn fifty this month and it also marks the middle of my mandate both as Chair and being on the board of the association. It seems a good time to reflect on what has been accomplished.

The leadership of the association has been busy working on three main foci of: (1) Increasing the Value of the Association to Members, (2) Redesigning the Structure of the Organization, and (3) Advancing and Promoting the Profession. It's the latter I would like to focus here, particularly the opportunities I have had, and will have, to meet, work and converse with association members.

I've been lucky to attend many facilitators' conversations. Many of you know about the success of our Baltimore IAF conference so I will not dwell on that. I also attended the IAF Europe conference in Stockholm last October. I was struck by its growth. The last time I had attended IAF Europe, four years ago, there were about 90 participants. This year there was 225 participants, with a significant contingent from outside Europe. More importantly was the value of the sessions. For example, I came away with a new vision for computer-supported facilitation. I am as excited about this as I have been about anything I have seen in facilitation for the last five years.

When I got back I attended a one-day colloquium in my home town of Ottawa, Canada, organized by the Université Saint-Paul. This small university has had a baccalaureate program in facilitation for more than 15 years but it is virtually unknown partially because the program has been conducted exclusively in French (although efforts are being made to create an English program). It was encouraging to see that a first time event attracted 90 participants and I believe there is the potential for this to become the foundation for a Canadian Facilitators conference, if the organizers choose to pursue it.

I attempted to visit – virtually - the IAF conference in South Africa. Unfortunately the technology let us down and though I was able to connect for a while (I could see them and they could see me) we were not able to conduct the interactive session we had hoped for. The good news is that there is potential on this front and it is a very welcome addition to the ongoing conversation the IAF is having. [See the last month's *Global Flipchart* article on the success of the African IAF conference.]

I continue to visit the IAF-sponsored Group Facilitation listserv hosted by the University of New York at Albany (USA) - <http://www.albany.edu/cpr/gf/> - almost daily. It's a constant source of inspiration, education and, sometimes, frustration. Like many of you I spend the vast majority of my time working alone. The listserv helps reduce the sense of isolation and reinforces that what I am doing does make sense.

So what's next? In January 2007 I travel to Sydney to participate in the first IAF Facilitator Certification event to be held in Australia. I am a strong proponent of the certification program. I believe it is something that demonstrates to the rest of the world that we are a profession (amongst other things) and that our skills are identifiable, measurable and valuable. On the personal side the certification program has exposed me to a huge range of approaches and philosophies about facilitation. I believe that diversity makes us a stronger organization and I always look forward to opportunities to see different facilitators at work.

In March 2007 is the North American conference in Portland, Oregon. We've never been to the Pacific Northwest of the USA before and so there is another opportunity to meet, learn from and connect with another community of facilitators.

Perhaps the most exciting upcoming event for me is the IAF conference in Kuala Lumpur, Malaysia, July 2007. In addition to my turning over the chair's job to Eunice Shankland, two major events in the IAF history will occur there. For the first time the annual IAF membership meeting and the annual meeting of the ACT (the board of directors) will occur outside of North America. I think this is an important trend as an international association. It reflects both our current and future growth and the fact that many North Americans are now choosing to go to conferences in Europe, Asia and elsewhere because of the quality of the conversations, much as the rest of the world continues to come to the North American conference. As I am often reminded, all of the IAF conferences are global conferences.

The second important event in Kuala Lumpur is that the board of directors



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will be looking at the structure of the organization. This will be the culmination of a year long project and I expect will continue the push towards an association with greater benefits for members that are readily accessible no matter where you live. It should help build an organization that can provide support and assistance to conferences everywhere. We have even better conversations to look forward to in the future.

In short, the year is filled with rich and varied conversations that enhance our individual abilities and the profession as a whole. Of course, the risk is that we end up talking to ourselves and that we become insular.

So, I would challenge you to enrich the conversation even more. Think of someone who is not an IAF member but is interested in facilitation either as a profession, or as a skill they use within their work. Send them this issue of the Global Flipchart and a link to an IAF web site – www.iaf-world.org - and let's see where we can take this global conversation next.

PROMOTING THE PROFESSION

Letters to the Editor

compiled by Jim Troxel, Global Flipchart Editor

In the October issue of the Global Flipchart I published an editorial in which, among other things, I raised the question, "How can the IAF increase the level of awareness and need for quality facilitation throughout our respective marketplaces?" I bemoaned the lack of references of our profession in such journals as the *Harvard Business Review*, for example. I also asked, "How can we address the (not so) subtle application of the term 'facilitator' to lots of activities that are almost diametrically opposite for what good group facilitation stands for?"

We're grateful for all the thoughtful responses and we'd like to share excerpts of some of the ideas that came back to us with you.

IAF Member, Dr. Dale Hunter of Zenergy, Ltd., in New Zealand suggested the following:

Criticism of facilitation may be different from one country to another. In Australia and New Zealand facilitation seems to be well thought of in the main. Facilitation is taught in a number of tertiary institutions (universities or technical institutes) at under graduate and post graduate level, and through some well established facilitation training companies.

Using the term group facilitation can be helpful here. Distinguishing between a generic term such as "planner" and "city planner" and "facilitator" of anything and "group facilitator" helps. Sometimes I would use "process facilitator". When I first became a professional facilitator in 1990 I did meet the blank stare and was asked "facilitator of what" but rarely now.

Facilitation is in its development stage as a profession (compared with mediation) and it needs to be promoted and at the same time we must continue building quality and standards. Our world is insecure at present and very troubled as you say. Can we make a living? Some of us are and have for up to 15 years. For me facilitation is a source of hope for the future and although my ideals are dented, they are not dashed.

IAF Member Kristin Arnold, of Quality Process Consultants, Inc. in the United States, commented:

Ah, isn't that the holy grail? Being quoted by the *Harvard Business Review* or the *Wall Street Journal*. I can tell you from experience that these mentions are more about who you know and timing. If media exposure is your goal, you can do it, but it will take a concerted plan and lots of effort. And I could tell you all kinds of strategies to support that goal - as a member of the National Speakers Association.

But frankly, being cited in the *Harvard Business Review* is not my primary goal on this planet (even though I have been). When you prioritize this goal among the others in my life (engage/facilitate people, raise two kids, be financially secure etc), "mentions" is not my measure of success. It takes a lot of hard work, dedication and perseverance for this kind of exposure, which is just too costly for a small firm like mine. Perhaps IAF might want to take that on.

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I firmly believe good work begets good work. If we all do good work, all facilitators benefit. Fourteen years ago when I started my company, no one knew how to spell “facilitator” no less understand the benefits. We’ve come a long way, baby! Granted, lots of people call themselves “facilitator” but good facilitators generate good buzz.

Bad facilitators make people skeptical. I was recently hired by a CEO who challenged me, “Why should I hire you? We told the last facilitator to sit down because he was facipulating us to go where we didn’t want to go.” (check out www.buzzwhack.com for the definition of “facipulate”). I can’t overcome that objection, other than to assure and perform. That’s the best buzz going.

And, lastly, Robert Bacal, an IAF member affiliated with The Strategic and Business Planning Resource Center in Canada, questioned whether or not “facilitation” is an emerging profession at all:

I would modify your comment a bit. I think it would be helpful if facilitators apply more critical reflection to the ideology underlying most facilitation as it exists today. It’s probably a quite fine ideology (or ideologies), and I think the distinction between ideology and theory (and related research) needs to be made.

The reason I say this is that facilitation (like OD in its traditional form) is highly ideological. Both are based on sets of VALUES that often remain unexamined -- a set of assumptions. I happen to think those values and assumptions regarding facilitation are probably good signposts, but it worries me that they remain unexamined (by many people who claim to practice facilitation).

We thank everyone who wrote in and if you have additional ideas to contribute to the general discussion of how the IAF can best promote the practice of quality facilitation, which is one of its objectives, then drop us a line at: globalflipchart@iaf-world.org.

Canadians are “At Home” with Facilitation

By Carol Good, Canada Regional Representative

In my capacity as the Regional Rep for Canada, I was asked to submit an article for the Global Flipchart. I experienced the brain freeze that used to hit when asked to do creative writing in grade school. The coping strategy that I have developed over the years includes “just doing it” and being amazed at what emerges. So here I go.

We are coming up to the holidays and there is lots of “buzz” around the idea of being “at home”. Images of comfort and acceptance and warm welcomes are everywhere. That triggered reflections about how facilitation and networking with other facilitators has become a “home” for me after all these years (thirteen years of self-employment after seven years with a small consulting firm).

Recently, I did two informal facilitation “gigs” with volunteer groups where I am a member. I was not “hired” to do the work – I did it because I just cannot not facilitate when the need is there (did you catch the double negative?).

Another interesting “hmmm” about being at home with facilitation has been the discernible trend of friends, family and neighbours to ask me for my perspective on “organizational life” issues – I have come to realize that people do not see what I see when they look at how a group behaves. Again, I cannot help but ask those probing questions about what is going on, why is that so important and what is going to happen next. Most folks are relieved to be heard, believed and supported.

These experiences really do make me feel “at home” with facilitation – it has become something I am, more than something I do. I believe that facilitators make an awesome contribution with this amazing skill, both professionally and personally, as they move through their lives. Even more importantly, I believe that facilitation is an essential ingredient in figuring how we can be “at home” on this glorious planet.

Do you have news about facilitation in your part of the world? We’d love to hear from you. Send your update to: globalflipchart@iaf-world.org.



Naming Process Suggestions

compiled by Ester Mae Cox



One of the benefits of your IAF membership is to keep active a vibrant conversation amongst facilitators in identifying the field's best practices through its sponsorship of the GRP-FACL Listserv (GRP-FACL@listserv.albany.edu). Each month in your IAF Global Flipchart we will provide a sampling of what IAF members can find on the Listserv. It is compiled for us by Ester Mae Cox, EMGA Enterprises, Madison County, IA (estermac@i-rule.net), an IAF member since 1990 (and a self-proclaimed happy, semi-retired grandmother!).

IAF provides support to this Listserv moderated by Sandy Schuman. If you aren't a regular subscriber to this Listserv, make it a "gift to yourself" to subscribe and enjoy multiple conversation threads from facilitators globally. Subscribe at <http://www.albany.edu>

A recent request for help came from Suzanne Bader suzbader@easystreet.com where she asked:

I am working with a group in its formative state that is struggling to come up with an organizational name. They have not yet conducted a strategic plan but are under the gun to put together a marketing/funding proposal for an opportunity they couldn't pass up. They have drafted a mission statement, vision and program goals. Does anyone have any processes, guided visualizations, etc. that might help?

Here is a sampling of some of the responses to her question:

Reply from Mitch Owen Mitch_Owen@ncsu.edu

What hope or dream (that their customer has) will they uniquely address through their product. (i.e., Apple helps create what their imagination sees). Figure out that hope and dream and then tie the name to that.

Reply from Jan Lelie janlelie@wxs.nl

Suggestions in Will McWhinney's book, *Creating Paths of Change*, pages 138 - 139

1. List major stakeholders (10 -20)
2. Create stakeholder 'pseudo quotes': what would the stakeholder say or feel or think about the organization. Write down (on cards). Add your own name and add your own quote.
3. Identify themes: organize quotes into themes. Look for surprises. Reformulate themes into neutral terms.
4. Match the pseudo quotes with Realities (unitary, social, mythical and sensory). Rewrite on cards and put in a matrix. Reality check: Does the chart match with the perspectives of the founding members. If not, you're in trouble.
5. What the names say. Look at the quotes in each quadrant and summarize what the name (will) say(s) coming from that reality.
6. Names and realities: Make another matrix / quadrant and brainstorm on names - without judgment! - According to what the names should say (from 5)

7. Choose a name, Test the names against the

themes from 3. Check for undesirable acronyms, legal constraints, already in use ... etc. The choice should be unanimous. Leave time for emotional doubts.

8. Example: mind@work - Together Deciding Better Resolutions

Reply from Bonnie Koenig b-koenig@sbcglobal.net

When I helped to create a new international organization a few years ago, here is the process I facilitated:

- 1) The full group (of approximately 30 people) brainstormed names. We had a list of approximately 30-40 generated.
- 2) We took that list and added any other permutations you could construct with similar words - Alliance - Society - etc.
- 3) We discussed the meanings and perceptions of each of those words.
- 4) We looked at the acronyms and ease in translating worldwide.
- 5) From the remaining list, we conducted a private vote.
- 6) When we tallied the votes, the few names that received the highest vote counts were discussed and voted on again, until we received near unanimity on one name, and asked if there were any remaining concerns. After those were aired, the group agreed to the name.
- 7) After that meeting, the name then was checked for any other organizations using it, legal issues, etc. and everyone given time to think about it, until a final decision was made within two weeks.

That name still holds 3 years later and counting, as the organization was incorporated, has held three more annual meetings and is growing in membership!

Reply from Ned Ruete nruete@ct.metrocast.net

I recently visited a church that was a combined congregation of two churches. Their naming process involved

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The Method of the Month

By Jan Coerts, Peter Bootsma and Jon Jenkins

Each month we highlight a method from the IAF Methods Database. This month's favorite:

Buzz Click

Buzz Click is a fun energizer that requires dome attention, thinking and coordination. It would be a good introduction to change management with the right groups. Here's how it's done:

Context

1. Explain why you are doing this game. For example, in a time of change we are often asked to do things that are unfamiliar and this exercise is a way of practicing adapting to the unfamiliar.

Steps

2. We will count up to the number of people in the room (if there are 10 participants then count to 10, you might go around twice or three times with fewer participants).
3. Every time someone reaches the number 3 or a multiple of three (3, 6, 9, 12, etc.) instead of the number say "Buzz" so it will be one, two, buzz, four, five, buzz, etc.
4. Do one or two round like this.
5. Now we are going to add to the fun. Now when the number four is reached we will say "click". Naturally, when you get to twelve you say "buzz click".
6. Do a couple of rounds. Practising
7. You can do a debrief of the game focusing the experience of this kind of change.

Any thoughts? Post them on the Buzz Click method page. You'll find it here: www.iaf-methods.org, log in, go to the Methods section, query for "buzz".

We're now looking into operational planning. Do you have a story about your experience with this? Perhaps it is something funny, sad, inspiring or victorious. We love to hear from you!

Tips of the Month

Thought you mastered flip charts? Check this and see if you find anything new.

Flipchart tips

- Never have a flipchart with fewer than 3 colours.
- Black and blue stand out and should be used for emphasis. Red and green tends to fade into the back ground and so are best used as highlights.
- Wedge tips markers are best for writing and pointed tip markers are good to highlights.
- Use flipchart graph paper (the kind with squares) to keep the size of writing consistent. Try out the size of the letters before the session to see if the person farthest away can read them.
- Pre-drawn in pencil illustrations you want to use and then draw over the pencil lines with markers in the session as needed.

Do you have facilitation "tips" to share with IAF members? Send them to editor@iaf-methods.org

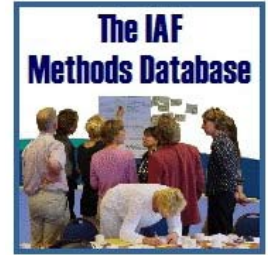
Naming Processes...

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creating a list of criteria for their name. It had to convey the basic values of the church, translate well into Spanish and other languages (the combined congregation is highly multicultural), provide an image that could be visualized, and be short and catchy. They had a couple of other criteria. They started off with a name that said what they were about and then wordsmith it until it met the other criteria. Then, as Bonnie said, they went away and thought about it for a while.

Reply from Orrin D. Judd orin.judd@verizon.net

One thing I have found helpful, as a final test for a name is to ask people to list seven descriptive adjectives that come to mind when they think of the name. This taps into emotional connotations that might other wise is unconscious.



"The Method" is a monthly column in the Global Flipchart by the team that created the IAF Methods Database: Jan Coerts, Peter Bootsma and Jon Jenkins. The IAF Methods Database (www.iaf-methods.org) is run independently under agreement with the IAF. If you have any questions about the Database, please contact editor@iaf-methods.org

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Coming Events

IAF Conferences

- 8-10 March 2007** – North America
Hilton Portland
Portland, Oregon, USA
- 25-27 July 2007** – Asia
Kuala Lumpur, Malaysia
- early October 2007** – Europe
Edinburgh, Scotland
More information to be announced soon
- 18-19 October 2007** – Africa
Johannesburg, South Africa
More information to be announced soon
- November 2007** – Australia/New Zealand
Adelaide, South Australia
More information to be announced soon

For registration information, go to www.iaf-world.org and click on the conference of interest.

Certification

- 11-12 January 2007** – The first CPF event in Sydney, Australia
 - 15 February 2007** – A Dutch event in the Netherlands
 - 5-6 March 2007** — Before the North America conference in Portland, Oregon, USA. (Please note the corrected dates)
 - 7-8 May 2007**—Brussels, Belgium.
 - 23-24 Jul 2007** — Kuala Lumpur, Malaysia, in conjunction with the IAF Asia Conference.
- Early application and an early start on document preparation is highly recommended. If you are interested in participating in certification events, please go to www.iaf-world.org and download the forms and information about the assessment process and submit them to the office as directed on the web site. If you have questions, please contact IAF at certify@iaf-world.org.

Other Conferences of Interest:

14-17 May 2007 - Group Decision and Negotiation Meeting, Mt. Tremblant, Quebec, Canada (near Montreal)

Keynote speakers are: Steven J. Brams (New York University), Ralph L. Keeney (Duke University), Bertrand Munier (GRID), Suzanne Rivard (HEC Montreal), Rudolf Vetschera (University of Vienna), Christof Weinhardt (Karlsruhe University) and Michael Wheeler (Harvard Business School).

More information, including instructions for proposal submission, is at <http://gdn2007.concordia.ca/>.

The RFP for the OD Network Conference 2007 in Baltimore is now available at www.odnetwork.org/conf2007. Proposals are due Jan. 8.

Interdisciplinary Network for Group Research (INGRoup) Call for Papers

Using research to advance the understanding of group behavior, dynamics, and outcomes

Second Annual INGRoup Conference, on the Campus of Michigan State University, July 12-14, 2007, Lansing, Michigan, USA

Submission Deadline: Monday, January 22, 2007 (10 p.m. EST). For more information: www.ingroup.info

Call for Papers for the 22nd European Conference on Operational Research, Prague 8-11 July 2007. <http://euro2007.vse.cz/>

You are invited to submit a title and abstract for consideration in the Facilitated Problem Structuring and Decision Analysis Stream at EURO XXII, Prague. The stream welcomes contributions from researchers and practitioners engaged in the development and/or use of problem structuring methods and decision analysis, in isolation or combination, to assist individuals or groups in their decision making. Contact Stream organizers Alberto Franco (alberto.franco@wbs.ac.uk) or Gilberto Montibeller (g.montibeller@lse.ac.uk) or visit the conference website to submit an abstract online. Include ‘problem structuring methods’ as a keyword when submitting your abstract. Submission deadline is February 28, 2007.

Welcome to New Members!

We offer a warm welcome to our colleagues from around the world who joined or returned to IAF from November 11th through December 10th. (We only list those members who have chosen to be listed in our online membership directory. If you are concerned about having been included in this list, please contact the office via email at office@iaf-world.org).

Australia

Rajeev Dewan, Newington
Colma Keating, Shelley, WA

Canada

Adrea Jolyn, Calgary, AB
Toni Lashbrook, Edmonton, AB
Jennifer Shepherd, Ottawa, ON

Columbia

Carlos Jaramillo Campuzano, Bogota

Jamaica

Georgia Donaldson, Kingston

New Zealand

Michelle McCormack, Wellington
Tom Shannon, Palmerston North

Singapore

Poh Berg
Loo Choo
Chia Chun
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Lee Cher Heng
Png Gek Lee
Dennis Ng
Terence Quek
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Caren Lederer, Knoxville, MD
Deanna Maio, Portland, OR
Lorraine Manary, Boyne City, MI
Paul Manley, Pennington, NJ
Neysa Nennemann, Phoenix, AZ
Elizabeth Sadlon, Glendale, CA
Lauren Tobey, Corvallis, OR
Gladys Vint, Hector, AR
Roemer Visser, College Station, TX
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