



Thank You For Volunteering!

David A. Wayne, Ph.D., IAF Chair

I had the opportunity recently of meeting with the Host Team for the upcoming IAF North American Conference in Baltimore. Many IAF members have been involved in helping plan our international conferences around the world and this meeting again pushed to the front of my brain the amount of work and dedication it takes to create these outstanding events. The Baltimore conference Host Team actually only has a couple of people from Baltimore itself. Others come from several surrounding states and the District of Columbia, getting together regularly in person or using WebIQ and phone meetings to continue.

All this work is voluntary and, while there is contracted staff to assist, it is the work of these volunteers that gives the program its meaning and special feel. Among other important activities, the Program Committee for the Baltimore conference team, for example, had to carefully read about 150 submissions and select for the available 49 slots. This was a really difficult task because there were so many excellent submissions.

Again, the people who took their valuable time and effort to write proposals and then present at the conference are very important volunteers.

While the IAF has become more professional over the years, with a skilled Executive Director and other contracted staff, it is this volunteering effort that makes us special. I want to thank all of you who give of your time around the globe in making us such a unique and special Association. The same activities that I saw in Baltimore have gone on and are going on in Asia, Europe, Africa, North America, Australia/New Zealand and Latin America. It takes special, committed people to give their time so freely and the results are phenomenal.

Again I want to thank all of our members for your volunteering in conference planning and delivery, certification, publications, promotions and the many other important components that make us successful in serving all our members. I look forward to seeing about 600 of you in Baltimore June 15-17 for what promises to be an outstanding event for facilitators.

In this Issue

- New Members
- Conference Schedule
- Scholarship Support
- Question of the Month

International Association of Facilitators

14984 Glazier Ave., Suite 550
St. Paul MN 55124

office@iaf-world.org

globalflipchart@iaf-world.org

+1-800-281-9948 (toll free, US & Canada)

+1-952-891-3541

fax: +1-952-891-1800

New Look for *The Global Flipchart*

Does this issue of *The Global Flipchart* look different? You might say so if you have taken the time to download the PDF version!

During the most recent IAF ACT meeting (the IAF Board of Directors), it was suggested we make *The Global Flipchart* available in a more easily printed format. We really would like feedback from you,

the IAF members, if this change is a good one.

Creating a stand-alone publication allows us to be a bit more creative in how we present information to you. So, send us an email, and let us know what you think of the change. And, watch for more changes as we continue to develop *The Global Flipchart*.

A Warm Welcome to New Members!

As a new feature in *The Global Flipchart*, we are listing our new and returning members, beginning with 1 January 2006. (Future issues will list the new members for just that month.) We offer a warm welcome to our colleagues from around the world who have chosen to make this investment in their professional association!

Australia

John Hanley, Brisbane, Queensland
Nicola Hunnisett, Sydney, New South
Wales

Austria

Sieglinde Hinger, Vienna

Belgium

Herman Nijhuis, Brussels

Brazil

Ricardo Wilson-Grau, Tijuca, Rio de
Janeiro

Canada

Diane Abbey-Livingston, Toronto, ON
Brenda Blum, Newmarket, ON
Hugh Culver, Kelowna, BC
Francine Deroche, Winnipeg, MB
John Gelder, Gloucester, ON
Ali Grant, Vancouver, BC
Ivan Guisao Henao, Toronto, ON
Juliana Harris, Newmarket, ON
Mike Harris, Newmarket, ON
Julie Helps, Burlington, ON
Diane King, Gatineau, QC
Kathleen O'Neill, Fort . St. John, BC
Diane Randell, Lethbridge, AB
Stephani Roy McCallum, Ottawa, ON
Tuula Sillantaus, Vancouver BC
Alice Strachan, Georgetown, ON
Dan Wall, Edmonton, AB
David Wilson, Markham, ON
Rebecca Wilson-Mah, Victoria, BC

China

Glenn Wilkinson, Shanghai

Denmark

Knud Lau, Copenhagen

France

Marc Bourgois, Le Vaudoué
Lawrence Brom, Bretigny-Sur-Orge
Cedex
Bernard Brunner, Bretigny-Sur-Orge
Cedex
Alan Drew, Bretigny-sur-Orge Cedex
Fabrice Drogoul, Bretigny-Sur-Orge
Cedex
Michel Geissel, Linas
Marco Gibellini, Bretigny-Sur-Orge
Cedex
Stephane Dubuisson, Bretigny-sur-
Orge Cedex
Mary Flynn, Bretigny-sur-Orge Cedex

Rachael Gordon, Bretigny-sur-Orge
Cedex
Andrew Harvey, Bretigny-Sur-Orge
Cedex
Alistair Jackson, Breitgny-Sur-Orge
Cedex
Andreas Lipp, Bretigny-sur-Orge
Cedex
Paolo Monaco, Bretigny-sur-Orge
Cedex
Dirk Schaefer, Bretigny-sur-Orge
Cedex
Michiel Woldring, Bretigny-Sur-Orge
Cedex

Hong Kong

Vivien Pau

India

Pallassana Krishnan, New Delhi
Gregory Xavier, Chennai

Italy

Francesco Mondora, Berbenno Di
Valtellina

Jamaica

Ursula Wyckoff, Kingston

Malaysia

Jack Nan Tan, Kulim
Patricia Nunis, Subang Jaya,
Selangor
John Thomas, Kuala Lumpur

Mexico

Beatrice Briggs, Cuernavaca

Nigeria

Abolade Durojaiye, Lagos

Phillippines

Sally Jane Chua, Manila

Puerto Rico

Gary Rush, Viejo San Juan

Saudi Arabia

Abdullah Turkistani, Jeddah

Singapore

Michael Boey
David Chai E C
Shoba Chandran
Geok Bee Chew
Tan Chris
Caleb Chua
Lim Hock Ming
Lau Kiat Meng

Albert King
Poi Shan Lai
Edward Lee
Chye Ling
Chris Low
Masni Mah
Duncan McKee
Anthony Mok Seak Hoe
Paul Ow
Peter Peter
Yong Kiat, Peter Seah
Lee Wee Chee
Chia Serth Yoo
Moo Yoong Shu
Anne Yeo

South Africa

Chris Klopper, Secunda,
Mpumalanga
Craig Strachan, Cape Town
Lois Strachan, Cape Town
Nico Van Der Neut, Secunda

Sweden

Jerk Perés, Gothenburg Jonas
Pettersson, Gothenburg
Cecilia Rosengren, Stockholm

Taiwan

Amy Chen, Taipei County
Paulina Chu, Taipei
Jessie Hsiao, Taipei

Thailand

James Engel, Bangkok
Andrew Osborne, Prajuabkirikan

Turkey

Zeynep Ozbil, Mersin

United Arab Emirates

Ramakrishna Movva, Dubai

United Kingdom

Jean-Claude Audergon, London
Sue Banjo, Saxmundham
Angela Hayes, Nottingham
Bobby Moore, Newtownabbey
Christine Partridge, Glasgow
Gordon Stewart, Aberdeen
Ayleen Wisudha, London

USA

Ginger Adams, Fort Collins CO
Michael Adams, Fort Collins, CO
Anne Aden, Quincy PA
Gary Beasley, Pittsburg, CA
Brian Benjamin, Fairport NY

Charles Birkhead, Oklahoma City, OK
 Carol Blaha, Longmont CO
 Patricia Bradley, Baltimore MD
 Ramona Buck, Silver Spring, MD
 Julia Burns, Jacksonville FL
 Laura Butcher, Roswell, GA
 Dick Carlson, Redmond, WA
 Peg Carlson, Durham, NC
 Marina Cobb, Monterey, CA
 Kathleen Conway, New Haven, CT
 Lisa, Cowart, Jacksonville, FL
 Jessica Dafni, Brunswick, ME
 Timothy Danko, Mechanicsburg, PA
 Lynn Davidson, Los Angeles, CA
 Sharon Defur, Richmond, VA
 Margo, De Ley, Chicago, IL
 Dawn DePasquale, Greensburg, PA
 James Devlin, Arlington, VA
 Gary Donaldson, Silver Spring, MD
 Gene D'Ovidio, San Francisco, CA
 Debra Dunlap, Brunswick, ME
 Janette Edwards, Monterey, CA
 Stephen Farmer, Midlothian, VA
 Allison Fink, Fort Collins, CO
 Fred Flanders, Huntsville, AL
 Joseph Foran, Yarmouth, ME
 Craig Freshley, Brunswick, ME
 Lila Gracey, Denver, CO

Jennifer Graham, Minden, NV
 Alfred Grigg, Berlin, WI
 Phyllis Grummon, East Lansing, MI
 Darin Harris, Madison, WI
 Olivia Herriford, Walnut Creek, CA
 Nancy Hess Hummer, Danville, PA
 Margaret Holahan, Abingdon, MD
 Dan Huck, Washington, DC
 Jane Ippolito, Gaithersburg, MD
 Bruce Jacobson, Boston, MA
 Jennifer Jones, Falls Church, VA
 Laura Jones, Bethesda, MD
 Mandy Knievel, Mesa, AZ
 Trula LaCalle, Sebastopol, CA
 Ben Lanius, Brownsburg, IN
 Kay Malone, Strasburg, VA
 Terry Mason, Aurora, CO
 Kathryn McCarty, Arlington, VA
 Kathleen McGraw, Metairie, LA
 Linda McChristian, Oakland, CA
 Melissa McQuarrie, Virginia Beach, VA
 Peg McQuarrie, Phoenix, AZ
 Christie North, Salt Lake City, UT
 Nancy Pavona, Virginia Beach, VA
 Karen Peterson, Vancouver, WA
 Karen Porterfield, Norwalk, CT
 Jay Rapp, Washington, DC
 Rebecca Reeves, Atlanta, GA

Adrian Roberts, Monterey, CA
 Alan Schwartz, Washington, DC
 Gene Scott, Allen, TX BL
 Lisa Silverberg, Silver Spring, MD
 Robert Silverstein, Washington, DC
 Sid Smith, Charlotte, NC
 Nancy Starr, Dallas, TX
 Joan Steinkuller, Washington, DC
 John Storm, Norman, OK
 Leslie Straw, Richmond, VA
 Andrew Tait, Alexandria, VA
 Jana Telfer, Atlanta GA
 Howell Thomas, Los Gatos, CA
 Linda Tillman, Stamford, CT
 Elaine Timlin, Virginia Beach VA
 Cynthia Todorich, Mountaintop, PA
 Valerie Tonus Fairfax VA
 Brian Underhill Springfield MO
 Dina Unrath, Pittsburgh, PA
 Jane Walk, Tucker, GA
 Michael Walker Gambrills MD
 Dee Wallace New York NY
 Angela Watts, Glen Burnie, MD
 Laverne Webb St. Michaels MD
 Jeffrey Wilcox Long Beach CA
 Chris Wilsey, Pittsburg CA

Zambia
 Eugène Kemenade, Lusaka

2006 IAF Conferences

IAF members around the world are hard at work, planning exciting and informative facilitator conferences for you. As those who have attended multiple conferences can attest, each region's conference is unique and highly individualized. We encourage you to attend!

15-17 June 2006

North America
Creativity, Communication, and Connection
 Baltimore, Maryland, USA

6-8 October 2006

Europe
A Facilitator's Smorgasbord
 SAS Radisson Royal Park Hotel
 Stockholm, Sweden

31 Aug-1 Sept 2006

Asia
Sailing the Seas of Facilitation
 Orchid Country Club
 Singapore

29 Nov-1 Dec 2006

Australia/New Zealand
The Naked Facilitator Conference
 Deakin, University
 Geelong, Victoria, Australia

28-29 Sept 2006

Africa
Weaving People Into Performance
 Spier Conference Centre
 Cape Town, South Africa

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

Support for Conference Scholarships Sought

Did you know that IAF supports the attendance at its conferences by granting registration fee scholarships? Our partner in this effort is the Global Facilitator Service Corps, a US 501(c)(3) charitable organization. By contributing to the GFSC fund, you help facilitators around the world to attend conferences outside their home regions. We encourage you to help fund this important educational opportunity. For more information on how you can help, please go to <http://www.globalfacilitators.org/> and click on "your donation helps".

Question of the Month

Betty Kjellberg, IAF Executive Director

One of my favorite facilitation books is one that is no longer in print (sorry!). *Facilitating Uphill*, by Ingrid Bens, contains a series of challenges that facilitators often confront, and interventions that might be useful in those situations. This month's question is one that came to me as I was looking through Ingrid's book.

Here is the scenario: the person who has brought you in has asked the participants to give you their total support, but some group members have ignored that request. Through negative body language, challenges to your design, and comments, you feel your role is being undermined.

How do you handle situations where you feel your role, as facilitator, is being undermined?

To respond to this issue's "Question of the Month," just go to www.iaf-world.org and click on Global Flipchart.

And now, for the responses to our last "question of the month."

In our last issue, we asked, "Beyond designing the process itself, what is one thing you do to mentally prepare yourself for your facilitation work?"

Here are the responses we received:

- I remind myself about who the people in the group 'are' and why what work they do together is important.
- I read as much literature as I can find concerning the client.
- Get my energy level pumped up and get excited about the work we are going to perform. It is contagious with the client.

- Get a good night's sleep!
- Ask myself what it would be like to be one of the participants. I think through each of several participants and ask what she or he might be going through right now -- what she's feeling, anticipating, dreading, strategizing, being distracted by, etc. I, of course, don't know the answer but it helps me to tune in to the group and primes my mind to be attentive to participants' needs. It also has the effect of calming my nerves and focusing my attention away from worries about my performance.
- Mentally walk through the facilitation task and process to make sure I have internalized what has to be done and what the required outcomes are that will indicate success
- I remind myself that there is magic in facilitation when the wisdom of the group is trusted and accessed fully.
- I spend time thinking about the group. Reflecting on what I know and do not know. Reflecting on the journey we have been on together if any. Preparing myself to let it all go to be fully present to what is when we begin.
- I sit back, take 4 deep belly breaths and ask..."What is needed here?" or "What can I contribute here?"

Do you have a question you would like us to pose?

Send your questions to globalflipchart@iaf-world.org