



The IAF Global Facilitator Conference Network

By Ann Epps, IAF Global Conference Strategic Initiative Coordinator



Now in its twelfth year, the IAF has organised facilitator conferences across five continents in eighteen different countries: US, Canada, Sweden, the UK, Slovenia, the Netherlands, Belgium, Germany, Malaysia, Singapore, Taiwan, Ecuador, Bolivia, Dominican Republic, Argentina, Australia, New Zealand, and South Africa. All these conferences have drawn participants from outside their borders, sometimes with as many as thirty or more nationalities represented in a single conference. While the annual conference in North America was once labeled the “Global IAF Conference,” and others, the “regional” conferences, increasingly the IAF facilitator conferences outside North America have become more and more global in terms of the number and variety of nationalities they attract. Typically the IAF Europe and Asia conferences, for example, draw participants from a dozen or more countries each year.

A common response among first-time attendees is “This conference is different!” An often appended remark is “This feels like a community.” What makes the IAF Facilitator Conferences unique? In the words of several conference participants: “It’s the spirit of professional sharing and collegial networking... the friendly cooperative atmosphere...the wide range of facilitation methods, skills and ways of being...a philosophy of a learning/contributory conference rather than a teaching/expert conference.” At each IAF facilitator conference you will not find key-note speakers at the opening session; instead there are interactive table discussions and exercises guided by the facilitator at the front of the room. Concurrent workshops feature facilitated discussions rather than panel or speaker presentations. Workshop facilitators are expected to contribute by being participants themselves in other workshops during the conference. They pay a registration fee, like any other participant, not only to demonstrate their full participation in the conference, but to help defray conference costs.

The spirit of the IAF Facilitator Conferences is one of collegiality and interchange of best practices

where participants freely exchange methods and ideas during the many concurrent workshops, “share-a-method,” “open space” or “birds-of-a-feather” sessions. They share insights and push edges of the profession as colleagues. Competition is conspicuous by its absence as is promotion and selling of products or services during the workshops.

While each global IAF conference follows a similar format and underlying philosophy there is plenty of room for innovation and local colour. IAF conferences are also known for their fun. While all conferences share the theme: “The Art and Mastery of Facilitation,” each conference generally adopts a sub-theme such as “Facilitation as Circus,” (Europe) or “The Magic of Facilitation,” (Asia) or even, “The Naked Facilitator” (Australasia).

How does one know whether these conferences make any impact or difference? Increasingly, conference participation is growing outside North America. Some conferences even limit their numbers and turn away people each year. One indication of impact is the fact that many conference participants join local facilitator networks to contribute their time and expertise in advancing the art of facilitation locally. Others, who are not full-time facilitators, express their interest in learning more about facilitation. The globality of the profession is also becoming more evident. A New Zealand facilitator, for example, has facilitated workshops at the US, the Europe, and the South African conferences. A South African facilitator shows up on this year’s agenda for the US facilitator conference in Maryland. Facilitators from Shanghai turn up at the Malaysia-hosted IAF Asia Facilitator Conference. The links between the conferences as well as between facilitators globally are becoming more evident each year. Perhaps the next frontier in these conferences is to expand the range of age participation as well as the nationality representation.

Also In This Issue

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Facilitation: What do you do to ensure success? Part 2 - a rating exercise

Submitted by: Kathleen M. Quinlan, Ph.D. and Mary Kane, M.S. Mary is CEO and President of Concept Systems, Inc. (CSI), a small consulting company that specializes in a structured group facilitation process called concept mapping. Kathleen is a Senior Consultant at CSI. You can meet them both at the IAF conference in Baltimore in June!

Dear Colleagues,

With your help, we have completed the brainstorming part of a concept mapping project on “Facilitation: What do you do to ensure success”. As you might recall we asked you to generate responses to the following statement: “A specific thing I do to ensure a successful client facilitation engagement is...” Your contributions were vital to the successful completion of this phase of the project, and we thank you for your time and participation.

We now invite you to participate in the second step, a rating activity designed to help prioritize the ideas. This step is one of the most critical and will take about 30 minutes of your time. In this step, you will help determine the relative importance and your proficiency of each idea provided during the brainstorming process.

To participate please visit the project website at: www.conceptsystemsglobal.com?iaf/rate by June 7th.

When you arrive at the project website, please self-register by creating a user name and password. By self-registering, you will be able to save your work and return later to finish. We strongly recommend that you use your email address as your user name. This will allow us to remind you of your password if you forget it and it will also allow us to communicate any important notices to you about this project and your participation in it. Please note that all information you submit will remain confidential.

Once you have created a user ID and entered the website, you will be asked to answer a brief series of respondent questions. Once again, this information will not personally identify you. It will be used only to analyze the data by subgroups and characterize the respondent pool in the aggregate.

After you have completed the respondent questions, you will rate the brainstormed statements generated by you and other IAF members.

You will provide two ratings to each statement.

- The Importance Rating: Please rate each statement on how important you think it is for a leader or manager of a state chronic disease program to know or be able to do it. (1=relatively

unimportant; 2 = somewhat important; 3 = moderately important; 4 = very important; 5 = extremely important). Please rate each statement relative to the other ones listed, so you are using the full range of the scale.

- The Proficiency Rating: Please rate how proficient you feel you are on each statement. (1=not at all proficient; 2= somewhat proficient; 3=moderately proficient; 4 = very proficient; 5=extremely proficient). Please rate each statement relative to the other ones listed, so you are using the full range of the scale.

This process depends on you sharing your thoughts in order to reflect on your own practice and learn from others. Thank you in advance for your participation. If you have any questions, please feel free to contact Heather Freeborn, Client Relations Consultant, at 607-272-1206 or hfreeborn@conceptsystems.com. We will be presenting our results at our pre-conference workshop “Concept Mapping: A tool to expand the facilitator’s repertoire” on June 14 at the IAF conference. If you are not able to join us in Baltimore, we will be publishing the results in the July issue of Global Flipchart.

Sincerely,

Mary Kane, President and CEO

Kathleen M. Quinlan, Ph.D., Senior Consultant

Inside IAF

Web Survey

We invite you to participate in a survey about the IAF website. Just go to <http://www.surveymonkey.com/s.asp?u=189381995163>

Methods Data Base

Have you used the IAF Methods Data Base yet? As an IAF member, you have access to a special index for the site, plus the opportunity to use the RSS feeds to be notified of site updates. Go to www.iaf-world.org/i4a/pages/index.cfm?pageid=4075 for more information.

Facilitating to Lead...an excerpt from a new book

By Ingrid Bens

In today's world of back-to-back meetings, there's growing awareness about the vital role that process plays in ensuring effective interaction. The result has been the widespread acceptance of a new and important role in the workplace: that of the meeting facilitator.

While leaders have traditionally chaired meetings and exerted control over decision-making, facilitators stay neutral to ensure that group members take the lead. Until now it's been common practice for the facilitator to be someone other than the group leader and for facilitation to be thought of largely as a meeting tool.

But facilitation has a far greater role to play in today's interactive workplace than simply ensuring the effectiveness of meetings. Given the emerging trends of the 21st century, it's now time for facilitation to emerge from meeting rooms to take its proper place at the center of the leadership function.

The time for facilitative leadership has arrived!

A number of factors have converged over the last several decades to create a pressing need for the wholesale adoption of collaborative approaches to leading. The ever-expanding deployment of teams, the growing incidence of project-based work, and the rise of the Internet have each changed the structure of work. Just as the Industrial Era ushered in new management forms, the Internet Age is now setting the stage for a seismic shift in leader roles.

Where factories once needed bosses to oversee orderly production activities, today's networked workplace is in need of ways to stimulate creative thinking, spark innovation and merge the best ideas. Fortunately the tools that deliver these results have not only been developed, but are accessible to everyone who chooses to learn the facilitator's way.

Before the true value of this tool set can be realized, however, organizations need to shift from thinking about facilitation the noun, which refers to an activity that a designated person performs, to the concept of being facilitative, an adjective that describes a new state of being.

When organizations become facilitative they use the core principles of empowerment and collaboration to shape their corporate culture and their operating

principles. They engage key stakeholders in working together to achieve shared goals. They leverage the wisdom and talents of their people to create breakthrough results.

Being facilitative is based on the idea of talking with people, not at them. It's about creating environments that foster cooperation and link ideas together. It's about encouraging creativity so that people can reach higher. It's about moving people to action rather than ordering them to move.

Facilitative leaders manage their work according to six guiding principles:

Principle #1 – Empowerment – unless there are significant counter-indications, decisions are always made by those who have direct knowledge of the situation at the highest empowerment level possible. This draws out the best ideas and creates shared accountability.

In each situation the facilitative leader asks:
“What's the highest empowerment level that's effective for this situation?”

Principle #2 – Participation – wherever possible stakeholders, (team members, customers and suppliers) are actively engaged to ensure that their ideas are harnessed, that they are committed to key decisions and that they play a responsible role in implementation.

In each situation the facilitative leader asks:
“How can I involve people to harness their ideas and ensure that they own the activity?”

Principle #3 – Collaboration – all important decisions are made in a way that synergistically blends differing ideas, into courses of action that all parties can live with and commit to implementing.

In each situation the facilitative leader asks:
“What are the tools that will help us bring together the best ideas? What's the highest quality outcome that everyone can live with?”

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Ingrid Bens is a consultant and trainer with over 25 years experience in group facilitation. She is the author of the best-seller Facilitating With Ease! and the recently released Advanced Facilitation Strategies. Ingrid is based in Sarasota, Florida.

Facilitative Leadership

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Principle #4 – Transparency – relevant and important information is openly and honestly shared with staff so that decisions are based on sound information. The work of the team is also communicated in an open and forthright manner with those who need to be informed.

In each situation the facilitative leader asks:
“What information do team members need in order to do their jobs effectively? What information do we need to share with others?”

Principle #5 – Feedback – feedback loops are built in everywhere to ensure that every aspect of both the operation and personal performance are continuously assessed and improved. The team routinely debriefs its actions to identify lessons that can be used to make improvements.

In each situation the facilitative leader asks:
“What are we doing well? What could we do better? How can our operation be more effective?”

Principle #6 – Development – training and coaching are made available to each member to encourage their personal growth. Teams engage in regular team building activities to ensure overall effectiveness.

In each situation the facilitative leader asks:
“What are your learning goals? What skills do you need to acquire? What will make each of us more capable? What will improve the team?”

The key step in creating a facilitative workplace is rethinking and reshaping the role of leaders. This begins with realizing that the talents and behaviors that worked in the past are not likely to be the same ones that will work in the future. The leader who will be most effective in the networked world is the one who can connect with people and spark collective action.

Excerpt from *Facilitating To Lead*, by Ingrid Bens, M.Ed. Jossey-Bass 2006. Reprinted with the permission of the author.

Question of the Month

Last month, we asked: What tools, techniques, or materials have you found useful when facilitating a session with ‘at-risk’ youth?

Here are the response we received:

- Use lots of kinesthetic activities -- do a walkabout of flipcharts rather than verbal reports, for example. The more grounded the question in their real lives, the better. And use something like the consensus workshop method to get their ideas, in their own writing, up on the wall and visible. This is a big message that they've been heard and their ideas are included in the result, no matter how off the wall they are. Building toys on the table provide an outlet for kinesthetic learners and general nervousness.
- Touching their inside emotions has been important for me. I then get them to go into an emotional thinking about the deepest values in life and their responsibility to take the heritage forward. Not panicking them has been important whilst letting them take out the hot feelings early in the process has also been very important.
- One of the best approaches to build youth/adult partnerships we have found is the ICA's "Youth as Facilitative Leaders" course. Training youth themselves in facilitation skills, along with adults, opens up all kinds of opportunities for rich communication and capacity-building. The Focused Conversation (ORID) method is a great way to share awareness among any group, and when youth are taught the method, it also allows them to participate in dialogue in a very productive way.

And now for this month's Question of the Month:

A small trade association is losing members because of consolidations and changes in the industry it represents. Volunteer leaders are stuck in old thinking. Exercises to create a new vision have not helped them get “unstuck.” The association’s executive director believes the volunteers need to be shocked into the new reality.

What techniques or exercises would you use to help this group face its rapidly changing environment?

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

And, if you would like to pose a question for a future issue, send it to globalflipchart@iaf-world.org.

Historical Perspectives on Participation

By Jim Campbell, IAF Europe Representative

Modernism, which dates from the late 19th century, is associated with mass production, uniformity and predictability; post-modernism with flexibility, choice and personal responsibility.” Michael Prowse, “Post Modern Test for Government.” *Financial Times*, April 21, 1992.

The sub-title of the book, *The Age of Participation*, is “New Governance for the Workplace and the World.” Participation is about governance. However, what is governance?

Every human group has governance. Whether it is a family, a community, a nation state, or just a group of friends trying to decide what to do on a Friday night—governance is happening. Governance is about how people organise themselves to make decisions. We organise ourselves because we want our decisions to enable the group’s security, to be fair and to provide for the common good in the community or nation state, we call this governance the “Political Dynamic.” However every group, organisation, or family has a “political dynamic” we just do not usually think of it that way.

Some thirty years ago, the Institute of Cultural Affairs conducted a research project to enable its concern for effective social change. We asked ourselves what is the social process. What is the process that has to go on in every human community if that community is going to survive? Not only that, we said that this should be a universal and history long process. The product of that research we called simply, “The Social Process.”

We discovered that every human community has three dimensions. One is foundational (that without which the community will not survive.). One is relational (how we organise ourselves and all our relationships.). And one has to do with meaning (what is significant, what are our values and how do we communicate these.). These are, of course, the Economic, Political and Cultural dimensions of society.

Now I am not going to spend time on the details of these three dynamics but I do want to talk about them in terms of what has happened in the last several hundred years and the category of participation. In the last few centuries, there has been a fundamental revolution in each of these areas. The first was the political. In the 18th century, the principle that “every human being

had the right to participate in the decision-making processes that are determining the destiny of his or her community” was articulated and got into history. Of course, we have been working on the practical implementation of this ever since and still have a long way to go. But what is important is that the principle is there and is globally recognized.

In the 19th century, we had the economic revolution. Economics was invented in the 19th century—Marx, Engles, and others invented it and analyzed the economic dynamics in human society. The principle was that, “every human being has the right to participate in and secure the well-being of his or her self and family.” Again, we are still working out the practical implications but it has become a universally recognised principle.

Finally, we have the cultural dimension in the 20th century. I was born in 1940 into a world that is gone forever. The last half of the 20th century saw a Cultural Revolution sweep the world. Much of what has happened and is happening in the world today is the working out of this Cultural Revolution. I do not think we are even sure what the fundamental principle of this revolution is. However, I would want to suggest that it is something like “Every human being has the right to freely participate in and practice the cultural gifts and wisdom of all the world’s communities.”

Together these three revolutions have delivered us into a new world where participatory processes have assumed inordinate importance. However, we have to look deep into our history to find the true roots of this reality.

A good place to start in western history is with Plato’s *The Republic* where he articulated a system of governance based on carefully limited and defined participation—male citizens of property. For centuries after that, you have little development or change. In the Roman Republic you have a system of representational governance but also limited to male citizens of property. The Magna Carta in the middle ages again articulated the right of participation for a limited group and put some restraints upon the authority of the monarch. With the coming of the Renaissance, the Reformation and Counter Reformation, we see the emergence of a fundamental principle that would change the question of participation. The Renaissance’s



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focus on the human in this world and the divine in the mundane forced a reconsideration of the significance of every human being. The Reformation's focus on the individual as made in the image of God and in a personal relation with God and the Counter Reformation's concern for the integrity of the individual again recognized the worth of EVERY individual. This shift raised questions about the suppression of people and the superiority of the ruling class. The Age of Reason was a secular form of the Reformation, which led directly to The Rights of Man and The Bill of Rights, the great political thinkers and revolutions of the late 18th Century and the 19th Century. The American and French Revolutions invented liberal democracy. They gave structural form to the radical concept that sovereignty resided in the governed rather than in the governing. This was a participation revolution in that it placed participation at the centre of the governance challenge. Much of what has happened since has been a working out of who can participate—from male property owners, to all males of a certain age, to including women, etc. Today in Europe we are looking at the question of is it only citizens or all those resident in the governed area who may participate in the governance process?

The same thing has happened in our organisations. The classic organizational form we have used for the last several hundred years was invented in the late 17th and early 18th Centuries. Its model was the monarchy based on the Divine Right of a monarch who was accountable only to God for his/her rule. Our organisations are structured hierarchical systems, which are designed to enable command and control from the top, not participation from the grassroots up. Dee Hock in his book *Birth of the Chaordic Age* points out, "An institution is a manifestation of and inseparable from the social environment from which it emerged, and on which its health and existence depend." Because of the three great revolutions mentioned earlier the social environment from which the classical organizational form emerged has disappeared. According to a report in *The Financial Times* at any one time one third of the large corporations in the UK are restructuring. This means that we can anticipate that every major corporation will undertake restructuring every three years. The problem with organisational structures is not going to be solved with any amount of restructuring. One of the things that will happen in this century is the invention of a new organizational paradigm.

In addition we have a crisis in our societal governing systems at all levels. We are experiencing the collapse of confidence in our representational systems. People no longer trust the representational process. They vote for one thing and get another. No doubt these systems will also be reformulated in this century.

All of this is to say that the power of participation and the drive to find participatory processes in every dimension of our life is not just the "flavour of the month." It is a deeply embedded historical trend that even with all of the set backs is slowly moving us toward a more participatory society in our personal, organisational and community life.

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A Warm Welcome to New Members!

We offer a warm welcome to our colleagues from around the world who joined IAF in the past month. (We are only listing 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).

Argentina

Edmundo Baron, Buenos Aries

Australia

Raymond Ginn, Adelaide, SA
Grahame Murphy, Sydney, NSW

Canada

Toke Adams, Vancouver, BC
Edgar Allain, Moncton, NB
Tony Bean, Ottawa, ON
Richard Berg, Ottawa, ON
Judy Birdsell, Calgary, AB
Denis Blanchet, Ottawa, ON
Mike Bohemier, Ottawa, ON
Sean, Borg, Ottawa, ON
Gary Branscombe, Moncton, NB
Earle De Passe, Ottawa, ON
John Dick, Ottawa, ON
Naomi Fleury, Ottawa, ON
Julian Griggs, Vancouver, BC
Neil Hughes, Richmond, BC
Richard Law, Ottawa, ON
Susan McIntyre, Ottawa, ON
Laurieann Norris, Ottawa, ON
Brian Oattes, Ottawa, ON
Anne Ostrom, Nolalu, ON
Pierre-Laurent Samson, Ottawa, ON
Sherry Scully, Toronto, ON
Nick Taylor, Ottawa, ON
Nora Vallee, Ottawa, ON
Medin Velasco, Vancouver, BC
Poppy-Alexandra Vineberg, Ottawa, ON
Jennifer Walsh, Ottawa, ON
Robert White, Ottawa, ON

Costa Rica

Nora Galeano, San José

Germany

Christian Rieckmann, Fuldataal

Denmark

Lise Bonde, Kokkedal

France

Beatrice Bettignies-Thiebaut, Bretigny sur Orge Cedex
Marc Bisiaux, Bretigny sur Orge Cedex
Patricia Cauwenbergh, Bretigny sur Orge Cedex
Garfield Dean, Bretigny sur Orge Cedex
Susan Donnan, Toulouse
Brian Hickling, St. Michel sur Orge
Andrea Penchhacker, Bretigny sur Orge Cedex

Nadine Pilon, Bretigny sur Orge Cedex
Rodolphe Salomon, Boulogne Billancourt
Nigel Sylvester-Thorne, Samois sur Seine
Jean-Paul Zabka, Courcouronnes

Luxembourg

Peter Alderson

Malaysia

George Aveling, Kuala Lumpur
Anne Munro-Kua, Selangor Darul Ehsan

Nigeria

Daniel Lordis, Lagos

Norway

Elling Hamso, Sandnes

Puerto Rico

Amado Zudaire, Cayey

Sweden

Tommy Wester, MØldal

Singapore

Ong Chong Kai
Pau Choo Foo
Chris Holmes
Vaz Cecilia Anne Hugela
Kuan Keng Lam
Eric Ezra Goh Khong Hui
Henry Koh
See Toh Kok Kwong
James Lee
Lim Seng Yong
Delphinia Tam-Lower
Alex Tan
James Tan
Samuel Tan
Jerlyn Tang
Andy Wee
Ho Mee Yin

Slovenia

Alenka Planinc, Smartno pri Litiji

Spain

Joan Seix Salvat, Barcelona

Thailand

Brenda Bence, Bangkok
Marie Sicat, Bangkok

Taiwan

Elizabeth Tsai, Taipei

United Kingdom

Humphrey Harrison, London
Linda Macaulay, Manchester

Kirsteen Purves, Berwickshire
Mikka Styles, Solihul
Lyn Taylor, Somerset
Caroline Webb, London

United States

Larissa Barry, Little Rock, AR
Emily Braswell, Houston, TX
Amanda Burbage, Norfolk, VA
Michael Crawford, Red Bank, NJ
Tammie Jean Damrei, San Francisco, CA
Rich DeMasi McLean, VA
Lisa Dixon Little Rock, AR
Roger Dowdy, Richmond, VA
Elizabeth Elango,, Little Rock, AR
Sarah Fischer, Monterey, CA
Cynthia Futrell, St. Louis, MO
Angela Govila, Stamford, CT
Suzanne Hammer, Denver, CO
Jon Hockman, Arlington, VA
Gaelle Jehane, San Francisco, CA
Terri Kaminski, Germantown, WI
Stephanie Kavanaugh, Washington, DC
Susanna Kemp, Washington, DC
Pam Lature, Jonesborough, TN
Nanci Luna Jimenez, Portland, OR
Marian Methner, Seattle, WA
Terry Minnen, Nashville, TN
Marilyn Murphy, Little Rock, AR
Jerome Paige, Washington, DC
Jamila Rashid, Atlanta, GA
Carolee Riley, Little Rock, AR
Lisa Rohland-Dokos, Moon Township, PA
Sunny Sabbini, San Francisco, CA
Lois Saboe, Norristown, PA
Thomas Schneider, Pontiac, MI
Janet Schutty, Miramar Beach, FL
Pearl Seidman, Columbia, MD
Jane Silverman, Princeton, NJ
Shae Simoneau, Little Rock, AR
Melissa Stevens, St. Cloud, MN
Terri Thames, Trumbull, CT

News from IAF Affiliates

Facilitators' Learning Network Ireland Offers Workshops and Public Lectures

As part of its programme to provide training for facilitators, FLNI has invited Brenda Peddigrew to return to Ireland for three workshops in June 2006. She is an experienced facilitator and trainer from Canada and has offered workshops on Process Facilitation, Transformative Dialogue and the Leader as Facilitator in Dublin in recent years.

This series of two-day workshops offers an immersion into learning as a doorway to transformation. They will be held at All Hallows College, Drumcondra, Dublin 9.

Workshop I: Creating Circles of Trust

June 19-20, 2006 9:30 – 4:30

There is a hunger for meaningful connection and trustful community among all of us living in a frenzied, fragmented and hurried world. Parker Palmer, a Quaker teacher and speaker for over twenty-five years, has developed a way to do "individual soul work in community" which he calls "Circles of Trust," a structure for groups which is being used throughout North America in educational and other professional workplaces. This workshop offers participants an introduction to establishing Circles of Trust and a firsthand experience of engaging them for your own "soul work in community," as well as an exploration of what situations might benefit from their use. Cost: €130 or £95

Workshop II: Facilitating Circles of Trust

June 22-23, 2006 9:30 – 4:30

Participants must have completed the first workshop, "Creating Circles of Trust." In this second part, emphasis will be placed on the skills necessary to facilitating Circles of Trust in your own situation. This process may be used with a number of groups ranging in size from two/three up to twenty-five in a group, wherever individuals are willing to do what Palmer calls "the work before the work;" i.e., to try new ways to hear one's own soul and the souls of others. From this deep listening, new insights are facilitated for both individuals and groups. Cost: €130 or £95

Workshop III: Leadership as Facilitative and Organic *June 28-29, 2006 9:30-4:30*

This growing approach to leadership invites participants – those who readily identify themselves as leaders in a variety of interpretations – to shift their perception towards seeing a leader's role as one that draws on what is already present in their groups, rather than imposing conceptual plans and corporate strategies. Thus leaders facilitate their own group's process. Organic Leadership is person-centred rather than structure-centred, yet values and uses structure as necessary to a well-functioning group. Organic Leaders use five lenses through which to view their role in an organization: the Sacred, the personal, the relational, the intuitive and the transformational. Through these lenses the work of an organization of any kind is tended and cultivated. Cost: €130 or £95

Public Lectures:

Tuesday, June 20, 7:30 – 9:00pm: Dr. Brenda Peddigrew RSM will speak about the development of her thinking on the theme of her doctoral dissertation "Original Fire" which she presented in 2004. She will speak about the particular resonance her findings are having with women who have no experience of religious life. She will also talk about differing paradigms she sees operating within religious life.

Wednesday, June 28, 7:30pm – 9:00pm: The Power of Paradox – An Institutional Psychoanalysis. Dr. Liz Murphy RSM will outline some key concepts from her doctoral dissertation in Depth Psychology which focused on an analysis of the institution of religious life.

How to register: If you are interested in attending, contact Anne Kavanagh at annekavanaghssl@eircom.net.

2006 IAF Conferences

15-17 June 2006 - North America
Creativity, Communication, and Connection
Baltimore, Maryland, USA

31 Aug-1 Sept 2006 - Asia
Sailing the Seas of Facilitation
Orchid Country Club
Singapore

28-29 Sept 2006 - Africa
Weaving People Into Performance
Spier Conference Centre
Cape Town, South Africa

6-8 October 2006 - Europe
A Facilitator's Smorgasbord
SAS Radisson Royal Park Hotel
Stockholm, Sweden

29 Nov-1 Dec 2006 - Australia/New Zealand
The Naked Facilitator Conference
Deakin, University
Geelong, Victoria, Australia

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