



Jim Troxel, Editor. globalflipchart@iaf-world.org

STATE OF THE ASSOCIATION

Comments by IAF Chair, Cameron Fraser

As part of the North American conference in Portland, Oregon, Cameron provided an update on the state of the association. What follows is a summary of Cameron's presentation with some additional material added where it was thought to be useful.

Also In This Issue:

The Future of Facilitation

Upcoming Asian Conference

Congratulations to New CPFs and Assessors

North American Conference Images

My roots in Facilitation go back to George Prince, one of the founders of Synectics, in Boston. From them I learned the value of facilitators. The vast majority, 95%, of new products never succeed in the market. I suspect the same is true of ideas in general, and that is where facilitators come in. No one has a better appreciation of how to bridge that gap between getting an idea and putting it into action.



IAF Chair, Cameron Fraser, giving his "State of the Association" address at the North American conference last month in Portland, Oregon.

Of course, we have many ideas about how to make the association more useful to the membership. Since the 2006 North American conference, the Association Coordination Team (ACT - the board of directors) has been focusing on three key items when thinking about their efforts. These are:

Value to members

The structure of the organization

Advancing and promoting the profession

Our association has grown over the past year. We currently have 1427 members, which is a 14% increase since last year at this time. We have members in 63 countries and conferences

in 5 regions. There have been a considerable number of highlights in the regions during this past year. Here are just a few.

The European region has been a leading light in how the association works, taking the initiative on many fronts but still remaining supportive and consistent with the overall organization. In the last year they launched a new regional website (<http://www.iaf-europe.org>) with both a very clean look and a clear visual link to the main IAF website. Europe is also the source of the Methods database so ably

(Continued on page 2)

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

News-Letter Design and Layout by AccuEdit Writing Services
www.accueditws.com

(Continued from page 1)

established and run by Jon Jenkins.

I had the great pleasure of attending the IAF Europe conference in Stockholm and marvelled at its growth. I should also say that the conference was very rich in content as well. The next European conference will be held in Edinburgh this October.

Africa is the IAF's newest region and already they have held their second conference with 76 people from five African countries attending. I "attended" briefly as well in the form of a Skype video call. They are currently working on their next conference to be held in Johannesburg, and I look forward to the day when I can attend in person.

Australia held their first certification event last January and there are now 12 new IAF Certified Professional Facilitators there with some initial plans in place for another certification event later this year. It was my great pleasure to be there for that event.

One of the challenges of any volunteer organization is to get people to volunteer. Australia and New Zealand certainly led the way on this front this year. The current regional rep's term ends next July; and she had not one, but three volunteers ready to step into the work. Their next conference is in Adelaide next November 28-30, but look soon because their last conference in Geelong sold out quickly and was a big success.

Asia has clearly raised the bar in conference planning and geographic diversity. They expect to take their conferences to such diverse locations as Thailand, India, Shanghai, and Nepal. The next conference host in Asia will also play host to the first business meeting of the ACT outside of North America.

Latin America is, regrettably, a relatively quiet region. The good news is that we are on the verge of being able to offer certification in Spanish, and there may well be a first event before the end of this year. I also hope that the continued presence of Remedios Ruiz on the board will help inspire the region.

Association wide, we have a number of projects that are well underway. Amongst the key ones are:

The revision to the by-laws. The update to the bylaws was an effort to bring them more into line with what is expected of an association in the jurisdiction where we are currently incorporated.

In the area of website and publications, we have undertaken a small refit of the association's website. We have also recently signed a contract for wider distribution of the Journal.

We continue our partnership with Jossey-Bass Publishers. This has resulted in the publication of two news books this year.

Probably the most critical project is evaluating possible new struc-

tures for the organization. Our structure has evolved in a unique way which we (the ACT) have come to believe is no longer serving us well. We have, in essence, one structure for North America and another for the rest of the world. Our association office cannot support the regions outside North America as we would like.

Consequently, we have engaged a consulting firm which specializes in the management of international associations. They will be interviewing association members in the coming months and, at our meeting in Kuala Lumpur, will be making recommendations on possible new structures that may serve us better.

One possibility is moving our headquarters to a country with laws that are friendly to international associations. Among the benefits would be simplified international funds transfers.

Our Executive Director, Betty Kjellberg, has left due to an illness in her family which required her considerable attention.

We have redistributed the work that would normally be done by Betty to contractors wherever it is possible to do so under the terms of an existing contract. Any remaining work I have taken on myself or delegated to a member of the ACT. In the interim, the contractors will work directly for the ACT reporting through the chair.

(Continued on page 3)

(Continued from page 2)

The key message here is that the work of the association is going on and being managed. Our current plan is to operate in this interim structure until the conference in Kuala Lumpur this summer.

One of the great things about the IAF conferences is the ongoing conversation about our profession and the association.

A few days before the Portland conference, I was talking with a member who was telling me about an astounding discovery. Their website has a statistical function which can tell them from where people have linked to them. The interesting bit is that the third highest rated link is the IAF website. Potential clients are finding you from the IAF website, and I find that very encouraging.

The last underappreciated benefit which came to my attention had to do with return on investment for individuals going through the certification process. Nearly 50% of my business over the last four years has been with a client who identified the CPF as a requirement. I assumed this was a pretty unique situation, but I have heard enough people say to me that they had very quickly earned, in new business, the cost of doing the certification that I have begun to think my experience isn't unique at all. I think this bodes very well for the association and speaks to the strength and credibility of our certification.

I do have four concerns about the association:

Financial basis: As an association we are dependant on membership dues and income from our North American conference. We need to find a wider range of predictable and stable sources of income, preferably not built on the backs of our existing members.

Organization size: I believe we should be a bigger organization. I believe we should be promoting the profession not to those of us who are already members, but to those who would benefit from using facilitators in their work. I suspect there are literally tens of thousands of facilitators out there who don't know we exist. Finding them could well make us a much richer association intellectually, while helping them be better facilitators.

Conference attendance: World wide there are many people who attend our conferences who are not members. There is nothing wrong with that, of course, and we are grateful for the attendance and participation. We must, however, ask ourselves why we have attracted them to a conference but have not been able to attract them as members.

How we treat consensus: I have seen incidents within the association of us not treating each other very well. In short, I think we do not manage consensus as well for ourselves as we do for others, and I hope that we'll find ways to do this better.

sider these concerns negative things. They simply are things that I have observed. In the grand scheme of things the things that get me excited far outweigh my concerns.

As always, I invite you to remain in touch with me directly about what gets you excited, your concerns, ideas, and desires. I can be reached as shown below and look forward to hearing from you.

V +1 613 761 9598
E cameronf@sympatico.ca
S cameronfraser (Skype)

Please understand I do not con-

The Future of Facilitation

By Gary Rush

Gary Rush is not only the founder of the firm, MGR Consulting, but he is also one of the founders of the field of facilitation. He conducted his first training seminars in 1985. Gary has been a frequent presenter at the IAF's North American conferences and recently received his Certified Professional Facilitator designation from the IAF.

In his company's April 2007 e-newsletter, Gary wrote an article titled "The State of the Facilitation Profession." We have excerpted the conclusion of that article. To view the complete article as well as the entire e-newsletter, go to: <http://www.mgrconsulting.com/>. The views expressed by Gary are not necessarily shared by the IAF and the Global Flipchart but are offered here to prompt critical thinking on the part of all IAF members about the future of our profession. Your comments and feedback are welcome and may be forwarded to the Editor at globalflipchart@iaf-world.org.

The Future of Facilitation – A Crossroads

Today, the profession of facilitation is at a crossroads. Like many adolescents, the industry has gone through its rebellion and its inability to make clear decisions. We are struggling to define who we really are and what we really want in life. We talk about being a profession and being professionals. I think that we should be a profession; given the history we have evolving from clinical psychology, sensitivity training, ecumenical work, creativity research, and systems development. The world is in great need of collaboration. Collaboration is key. After listening to the attendees at the IAF North American conference in March 2007, I thought that I'd give my list of proposals as to where the facilitation profession should be headed:

The IAF as the official industry association must define *Facilitator*. If this is our profession, we need to have an industry standard definition of

what we do and what we are. Many definitions exist. The IAF needs to establish the standard.

All facilitators should join the IAF and become a Certified Professional Facilitator (CPF). This is in the best interest of everyone. In other professions, this is virtually required and has improved quality, increased awareness, and helped those in the profession advance their skills.

The IAF should look at the model of a successful association such as the Project Management Institute (PMI) or the American Culinary Federation (ACF). **For instance:** *PMI has grown tremendously in the past 10 years and has thousands of Project Management Professionals (PMPs). This has become a de-facto requirement in the project management field. This has raised quality of project management and made organizations look at project managers with more respect.*

The IAF needs to expand the CPF program. This must include the addition of a number of levels up to an advanced or master facilitator certification. This must be a true master certification. A *master facilitator* must know the history of facilitation from *charrettes* to today, understand academic concepts behind our profession such as clinical psychology and group dynamics, and be able to **demonstrate** the ability to facilitate different workshops such as dealing with community crisis, strategic planning, requirements gathering, team-building, and diversity sensitivity using a variety of tools such as conversation modes, agenda structures, group exercises, and graphic facilitation. That would make becoming a *Master Facilitator* important, honorable, and truly masterful. **For instance:** *In the ACF, becoming a Certified Master Chef requires knowing the history of chefs from Carême and Escoffier to today. They take a 5-day intensive test to demonstrate their abilities to produce not only the classic French sauces and techniques, but also techniques from around the world such as a Mexican Mole, a Thai soup, and Indian*

(Continued on page 5)

(Continued from page 4)

curries. In other words, they can't mail in their resume, a menu, and a video of them cooking – they must **demonstrate master quality** (one out of three pass the test making becoming a Certified Master Chef a major accomplishment and honor).

The IAF also needs to certify trainers and training programs. This requires that the IAF evaluate the programs to ensure that they are in line with the IAF competencies and ethics. This enables new entrants into the profession to seek appropriate training.

Facilitation training should be expanded to schools and universities. You don't have to be out of college before you can learn facilitation skills. This helps meet the requirement for academic study.

1300 ATTEND IAF CONFERENCES IN 2006

Reversing a five-year trend, IAF conference attendance worldwide has rebounded from the pall over airline travel occasioned by the 9/11/2001 terrorist attacks in the USA. In 2006, for the first time since 2001, participation in IAF conferences hit nearly 1300. The 2001 mark was 1366. The highest global attendance was seen in 2000, with 1523 participants attending 5 different IAF conferences around the world. The 2006 attendance represented a 200 participant increase over 2005.

Globally, in 2006, the average conference attendance was 259 participants, also the highest average attendance since 2001. This is especially significant since IAF Europe, Asia, and Australia/New Zealand generally put an upper limit on the number of participants due to venue limitations. All three conferences have at times turned away facilitators seeking to register due to an already filled capacity. IAF conferences occur annually in North America, Europe, Asia, Africa, and Australia/New Zealand. Conferences have also been held in Latin America.

Conclusion

If it sounds like this is on the shoulders of the International Association of Facilitators – it is. The IAF is the **only** international, nonprofit, official industry, professional association we have. It has the only non-commercial certification process. Certification must remain nonprofit, association-based to be effective.

A major increase in facilitation occurred when the IAF was formed. There is a reason for that. We took the first steps towards becoming a profession. To shape our future effectively, we must work as a profession collaboratively. The *International Association of Facilitators* is the only vehicle with which to do this.

This upward global trend was off-set somewhat by the downward North American trend in conference attendance, which reached a nine-year low with only 450 at the Portland, Oregon conference last month. The short, nine-month recruitment season between it and the previous North American conference was probably a major factor in the decline. Next year's conference in North America will be in April in Atlanta, Georgia, allowing for a 13-month recruitment effort that should result in an increase in attendance.

Also on the rise is the number of countries represented at every conference, underscoring the fact that every IAF conference is truly a global conference. At the beginning of IAF's history, most facilitators from outside North America journeyed to North America for its conference. Now, there are conferences happening around the world and throughout the year, which draw attendees from the local area and from America and Canada.

Although there has not been a Latin American conference since 2004, when 150 participants met in Argentina, there is an expectation that one will occur in this region in 2008.

ASIAN IAF CONFERENCE REACHES TENTH ANNIVERSARY

Ann Epps, on behalf of the organizing committee
annepps@pd.jaring.my

The 10th Annual IAF Asia Facilitator Conference will be held in Kuala Lumpur, Malaysia, from 25-27 July 2007. This year's theme is the "Gems and Jewels of Facilitation." The Malaysia Facilitator Network is serving as the local host and sponsors of this event.

Features of this popular conference will be:

- Twenty-one concurrent workshop gems and five, full-day, post-conference, workshop jewels with confirmed facilitators representing 12 different countries, from Australia to Austria and Thailand to Taiwan
- Five-star resort hotel accommodations economically priced at only \$70 per room per night including breakfast
- Great workshops, all designed to demonstrate IAF facilitator core competencies in exciting subjects ranging from Aikido for facilitators to facilitating difficult conversations
- Inexpensive registration fees at only \$160 for two days if paid before 15 May

You'll find more topics listed on the initial conference flyer on the IAF website: www.iaf-world.org. Details for hotel reservations are included on this website as well. On-line registration for both the conference and specific workshops will be up and running in about 10 days. Don't be left out, register early as the Asia conferences have a cap on numbers of participants and almost always are over-booked. Check the IAF website regularly for updates.

The 4th annual IAF facilitator certification event (CPF) will be conducted on 23-24 July.

If you are interested in becoming a CPF at this conference, note that 28 April is the deadline for initial submission of intent. Contact certify@iaf-world.org for details.

Last, but not least; to tickle your fancy, check out all the interesting tropical paradises you can visit from Kuala Lumpur before and after the conference for a pittance: We're talking roundtrip airfares below \$50 to Bali, for example. Check www.airasia.com for great deals on airfares and holiday packages.

See you in July for the great, 10th anniversary IAF Asia facilitator extravaganza!

IAF Quiz

The following cities have hosted an IAF conference. Name the country in which they are located.

1. Cochabamba
2. Geelong
3. Kuching
4. Magalliesburg
5. Penang
6. Portoroz
7. Singapore
8. Soesterberg
9. Staverton
10. Utrecht

For information on the next IAF conference happening near you, visit the IAF website home page for details. Next up is the IAF Asia Facilitator conference in Kuala Lumpur, Malaysia; where, for the first time in IAF history, the global IAF annual general meeting will be conducted. Participants are expected from more than 15 countries with workshop facilitators already confirmed from 12 countries

Answers:

- | | |
|-----|----------------------------------|
| 1. | Bolivia |
| 2. | Australia |
| 3. | Malaysia |
| 4. | South Africa |
| 5. | Malaysia |
| 6. | Slovenia |
| 7. | Singapore (it is a city-country) |
| 8. | Netherlands |
| 9. | United Kingdom |
| 10. | Netherlands |

The Facilitation Library

We are pleased to offer the Facilitation Library in each issue of the Global Flipchart. We will provide you with an annotated selection of books about facilitation. We will also post these briefs on the IAF website ([resources / facilitation booklist](#)) for your continued review.

If you have a book you would like to have featured in The Facilitation Library, send your selection and annotation to the editor, Jim Troxel, at globalflipchart@iaf-world.org.

Requirements by Collaboration: Workshops for Defining Needs, Ellen Gottesdiener

IAF member Ellen Gottesdiener is the principal of EBG Consulting, Inc. Her book, **Requirements by Collaboration: Workshops for Defining Needs**, explains how facilitators can design and conduct productive requirements workshops and build the right product. These carefully organized and facilitated workshops are a proven method for getting the right requirements, fast, while building a positive and healthy project community.

Requirements by Collaboration provides facilitators with the essentials of workshop design and delivery including how to get started ingredients for successful requirements workshops, specifics for planning and design; numerous workshop facilitation techniques, tips, and resources, and useful case studies on what to do next to implement workshops.

Published in 2002 by Addison-Wesley, the book helps those responsible for requirements — including analysts, project managers, product owners, and facilitators — elicit high-quality requirements in a collaborative workshop. For information, sample chapter, reviews, and assets related to the book, please visit: <http://www.ebgconsulting.com/Pubs/reqtcoll.php>.

Leading from the Eye of the Storm: Spirituality and Public School Improvement, Scott Thompson

Scott Thompson, IAF member and assistant executive director of the Panasonic Foundation in New Jersey, has published **Leading from the Eye of the Storm: Spirituality and Public School Improvement**. It has a foreword by Margaret Wheatley, author of *Leadership and the New Science*.

Leading from the Eye of the Storm explores the spiritual dimensions of leading a social system, such as a public school district, through the complexities of change. Topics include: core values, moral purpose, building shared trust, ownership, and vision. This book is intended for school superintendents, central office directors, school board members, principals, teacher leaders, and those who facilitate or provide technical assistance on systemic educational improvement.

Parker J. Palmer, author of *A Hidden Wholeness*, *The Courage to Teach*, and *Let Your Life Speak*, among other books, wrote the following endorsement of this book: "The America I love now suffers from a toxic brew of fear, cynicism, and false bravado that is taking a terrific toll on everything from individual to institutional life. If we are to deal with the spiritual emptiness behind all this -- and find responses that honor the needs of a pluralistic democracy -- our public schools must become places where questions of meaning and purpose are taken seriously. Here is a superbly written book that will help educational leaders step up to that challenge. Using tools ranging from poetry, to social analysis, to interviews with changes agents, to case studies of transformation, Scott Thompson makes a powerful contribution to our understanding of the spiritual depths that are hidden, but not lost, in our individual and collective lives."

Published 2005 by Rowman and Littlefield Education). ISBN: 1-57886-211-6.

Mediation Survivor's Handbook, Peg Nichols, Edited by Thos. Britt Nichols

IAF member Peg Nichols is a former small claims mediation program coordinator and Kansas Supreme Court approved mediator/trainer. She was editor of a mediation association newsletter, and frequently speaks about mediation.

Her **Mediation Survivor's Handbook** is a beginner's guide to mediation. Parties who choose mediation to seek resolution of a dispute, or have been ordered to mediation by a court, can use **Mediation Survivor's Handbook** to guide them through the basics. Separate chapters cover civil, divorce/family, victim-offender, peer, and probate mediation. The final chapter is a set of guide-lines parties can carry with them into the mediation session.

Facilitators and mediators borrow so readily from each other's bag of strategies it is sometimes difficult to determine the differences between the two processes. Reviewer Mike Smith of Atlantic Book Review writes: "If you're getting ready for mediation, do yourself a huge favor and pick up a copy of this handbook."

Brief explanations will help interested readers understand the difference between the facilitative, evaluative, and transformative styles of mediation. A short chapter explains some of the initial steps individuals can take if they wish to prepare themselves for offering mediation services to the public or to the courts.

Mediation Survivor's Handbook can be ordered online at <http://www.mediationsurvivorshandbook.com>.

Around the North American Conference

Images from the March 8—10, 2007 conference in Portland, Oregon



The bookstore drew a crowd at every break, successfully divesting conference participants of their spare change



Dan Cohen, co-author with John Kotter of *The Heart of Change* provided the keynote address for the conference.



Conference Steering Committee member and Improv Master Izzy Gesell led the opening and closing festivities at the conference.



Conference attendees dialogued one-on-one about Cohen's remarks.



Using play dough and pipe cleaners, participants built bridges at the opening night gathering in tribute to the conference's theme: "Building Ideas to Action."

Ideas For Activities During a Conference Reception

Excerpted from the GRP_FACL Listserv.

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 (GRPFACL@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 (esterm@irule.net), an IAF member since 1990 (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 conversations and threads from facilitators globally. Subscribe at <http://www.albany.edu>

Izzy Gesell izzy@izzyg.com February 16, 2007

Has anyone used any kind of kickoff or mingling activity during a reception? I am designing an opening-kickoff event for a conference of about 400 people. There is a 30 minute welcoming reception in the foyer right before they go into the ballroom.

I realize folks will be balancing plates, drinks & business cards so I don't want to add to the stress of that....just wondering if anyone has done anything during reception time that adds to the meeting experience.

Julia Denny

JuliaDenny@aol.com February 16, 2007

The issue is always those who come alone and may not know anyone. In a room with 400 people you can feel very alone.

We've put colored dots on nametags and then encouraged people as they pick up their registration packets or nametags to go up to someone who has a different colored dot and introduce themselves. Then at least they know ONE person.

Jim Wiegel jfwiegel@yahoo.com February 16, 2007

Free drink if you find someone with your same birthday???

The bingo thing can work but can get a bit frenetic, as well . . . where everyone has a card with 16 or 25 interesting, somehow related characteristics to give an excuse to go round and find others . . .

Viv McWaters viv@thereef.com.au February 16, 2007

I heard of a great way to help people mix in large groups using a few decks of playing cards. Hand one card to each person as they arrive. Then at various intervals call different combinations e.g. find a pair (same suite) - four of a kind - straight - flush etc. You get the picture.

Loretta Donovan Loretta.donovan@gmail.com February 16, 2007

Take a wall-sized map of the world and cut it into 5-6 strips from top to bottom. Place these on the wall at even intervals around the room with a supply of sticky dots near each. An

LCD projector provides the instructions to answer the question "Where Were You Born?" by placing a dot on the map, and then to find the person who was born in the location nearest to you. Makes for interesting conversation.

Lisa Heft lisa-heft@openingspace.net February 17, 2007

Everyone gets 2 post-its -- a big wall is divided (and labeled as such) into 2006 / 2007 or some other labeling of recent past and future. Or 'Last Year' and 'This Year', 'Recent Past' and 'Near Future' or whatever may be relevant to your event.

The hosts pass out post-its and give them instructions - during chatting and sipping people write a significant event that occurred (last year or whatever is your definition for them of the past)-- something that really impacted/affected them in past -- it can have been a good thing or a difficult thing. On the other post-it they write something they envision/hope/yearn for happening in future. They are to affix their post-it to the appropriate part of the wall. No names are used.

You can 'seed' this by starting it yourself. Eventually more and more people will attach their post-its, then stand and look at the wall as they talk about it with whomever they are standing with, then note patterns and so on.

Note that I saw this done with 100 people - for 400 you may want to have them draw on full-sheets of paper with marker and tape those papers to the wall (instead of post-its - for maximum visibility).

(Continued on page 10)

(Continued from page 9)

At the event I attended I saw everything from notes about products people had designed to babies being born to overcoming life-challenging illness to leaving their evil supervisor (or boyfriend/girlfriend). Some people then spontaneously started drawing lines on the wall connecting ideas and people, just for the fun of seeing the patterns.

Joseph McIntyre joseph@akous.com February 18, 2007

This is a place where the intersection of Web 2.0 tools and face-to-face exercises can really work together. Check out a tool called Attendr (<http://attendr.com>). This is a pre-meeting people connection tool that lets folks know who is attending the conference by geography and area of interest (using 'tags,' essentially keywords). It then allows users to identify conference participants they already know and who they would like to meet. It also allows folks to upload id pictures and bio, so people can begin to match faces and names before the event.

Now take that and marry it to face-to-face tool like others have described. Dots for geographic location or perhaps better for most used tags (all the multi-stakeholder facilitators go to the north corner...).

Tools like Attendr require support from organizers--reminders to login and put info up in particular, but they can create the conditions for much deeper first connections.

Mike Kiska mkiska@jefferson.lib.co.us February 19, 2007

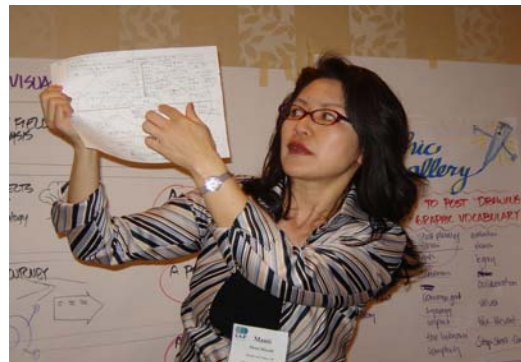
Get a number of easel paper sheets and print boldly one statement on each sheet. Tape (if the convention site will allow it) these sheets to the walls far enough apart (and high enough up) so groups can gather under/in front of each sheet. Statements are commonalities. Examples:

I have traveled to South America (or wherever...Africa is always fun)
I was born & raised in this town (convention city)
Performing music is a hobby of mine
I have an interesting connection to the Super Bowl Champs

You get the idea...People don't have to put down their

stuff, just gather in front of a sheet and share their stories...and folks with more than one interest can cross-pollinate!

More From Around the North American-Conference



The session on graphic facilitation was one of the more popular ones at this year's conference.



Noontime "Birds of a Feather" and "Share-a-Method" were once again big hits at the conference.

Methods Database

By Jan Coerts, Peter Bootsma and Jon Jenkins

The Methods Database is a monthly feature of the Global FlipChart developed and written by the three people who created the database. In a few months we will be asking for suggestions about the name of the feature.

Method of the Month

Each month a method will be highlighted and links will be made to relevant sites.

Title: The Brick Team Exercise

Intent: This is a team building exercise and can be used as a part of project management preparation exercises.

Procedures:

1. Each team has to build a structure using index cards, masking tape, and wooden sticks.
2. This structure must be able to support – unaided – a brick (facilitator will provide details). The heights of the structure must be at least 25 centimetres (10 Inches). The brick must be placed at the top of the structure.
3. This structure must be built at the lowest possible costs and the material can only be bought from the facilitator.
4. No other material can be used.
5. Teams have 20 minutes to build their structure. No “rewards” will be given if a team completes the structure in less time. A time penalty of 1.000 Euros (Dollars, Yen, Pounds, etc.) will be incurred for every minute taken beyond 20 minutes.
6. No team will be able to test their structure with the brick until all teams have finished.
7. The team building a structure that meets the specifications at the lowest cost wins.
8. Debrief the exercise.

References:

Isabelle Guetta for Trapeze Global
iguetta@trapezeglobal.com.

Do you have a story about your experience with strategic planning? The story could be funny, sad, inspiring, victorious, etc.?

The Tips of the Month

Each month we will suggest one or two tips for facilitators. If you have a suggestion for a topic please contact the editor@iaf-methods.org.

Have you ever been frustrated at tearing off pages that simply have pre-drilled holes in them and never come off neatly? Have you ever felt that time is standing still as you tear off pieces of tape to put the flipchart page on the wall?

I have found that 3M make a giant lined yellow easel pad that makes my life considerably easier. First, they are lined so you can keep your text straight. Second, they are perforated to tear off neatly. Third, they have the same stuff on the back as the little Post-it Notes so they will stick to almost any surface without removing paint and no more tearing off little strips of tape. They are a bit more expensive but we have found them to be invaluable. They come in plain white and a blue grid as well. ***Note - small sticky notes will only adhere to the paper surface - they fall off the top 3 inches of the page that has the same sticky stuff on the back of it.
Submitted by Cynthia Cousens at ccousens@chipworks.com.

Do you have facilitation “tips” that you would like to share with IAF members?

The IAF Methods Database is run as an independent organization under agreement between the IAF and the IAF Methods Database. If you have any questions about the Database, please contact editor@iaf-methods.org

2006-2007 Board of Directors (ACT)

Cameron Fraser, *Chair*

Eunice Shankland, *Chair Elect*

David Wayne, *Past Chair*

Dale Hunter, *Vice Chair International*

Linda Mather, *Treasurer*

Remedios Ruiz, *Secretary*

Tammy Adams, *Communications & Publications Strategic Initiative Coordinator*

Mary Sue McCarthy, *Community Outreach Strategic Initiative Coordinator*

Ann Epps, *Conference Strategic Initiative Coordinator*

Mark Pixley, *Membership & Affiliations Strategic Initiative Coordinator*

Ruth Siguenza, *Organization Futures Strategic Initiative Coordinator*

Barbara MacKay, *Professional Development Strategic Initiative Coordinator*

Jerome Passmore, *Africa Regional Representative*

Prabu Naidu, *Asia Regional Representative*

Carla Rogers, *Australia/New Zealand Regional Representative*

Carol Good, *Canada Regional Representative*

Jim Campbell, *Europe regional Representative*

Elias Dinzey, *Latin America Regional Representative*

Michelle Golden, *USA Regional Representative*

Welcome to New Members

We offer a warm welcome to our colleagues from around the world who joined or returned to IAF from March 11th through April 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.

Canada

Leslie Rodgers, New Westminster

China

Ray Wang, Beijing
Rhett Farber, Shanghai

Ireland

Martin Coffey, Dublin

Israel

Iris Stein, Ra'anana

India

Avik Roy, Kolkata

Italy

Alex McCafferty, Bregano (VA)

Malaysia

Azim Pawanchik, Kuala Lumpur

Sweden

Siv Osterlund, Vallentuna

Singapore

Loh Teck Kwang

United Kingdom

Anne Rowlands, Stockton on Tees
Bridget Doogan, Glasgow
Dorothy Graham, Kilmarnock

Duncan Gotobed, Grays
Edward Andersson, London
Jean Balfour, West Sussex
Judy Allison, Glasgow
Julie Thomson, Greenock
Kirsty Rice, Glasgow
Lesley Smith, Dumfries
Lynda Bahamondes, Ashford
Matthew Nunes, Widnes
Murray MacMillian, Bridge of Allan
Penny Walker, London
Robert Noakes, Glasgow

United States

Anne Smith, Las Vegas
Charlie Golden, Los Altos
Donald Landis, West Lafayette
Jody Shields, Cheyenne
John Scalici, Birmingham
Kathleen Beckman, Miami
Kathy Edwards, Austin
LaJuanna Russell, Alexandria
Liz O'Connor, Jamaica Plain
Mary Springer, Colorado Springs
Nick Siddoway, Laveen
Raytheon Rawls, Athens
Scot Marken, Miami

lands, British Columbia
Phil Aldrich, West Vancouver, British Columbia
Susanne DiCocco, Ottawa, Ontario
Jill Geddes, Ottawa, Ontario
Ruth Gmehlin, Ottawa, Ontario

Jamaica

Frances-Marie Coke, Kingston 10

United States

Lori J. Lewis, Oakland, CA
Madeline Brane, San Mateo, CA
Lisa Kimball, Washington, DC
Richard Pernel, Bunnell, FL
Marilynne Rodgers, Champaign, IL
Karen Snyder, Chicago, IL
Diane C. Decker, Mt. Prospect, IL
Tom Kornbluh, Crownsville, MD
Caren Lederer, Knoxville, MD
Brian B. Egan, Corvallis, OR
Cynthia Ray, Eugene, OR
Nanci Luna Jiménez, :Portland, OR
R. Gene Scott, Allen TX
Christie North, Salt Lake City, UT
Frances VanHouten, Jackson, WY

Congratulations to New Certified Professional Facilitators



New Certified Professional Facilitators being recognized by the North American Conference attendees. Congratulations to all!

Canada

Catherine Rockandel, Garibaldi High-

Well-Done to New CPF Assessors

To receive your CPF designation, you must demonstrate to the Association's assessors your knowledge and experience in the facilitation profession. Worldwide, there are only 45 assessors. The following individuals were added to those ranks at the Portland, Oregon conference. Well done!

Ruth Siguenza, CPF, Mill Creek, WA, USA

Gary Rush, CPF, San Juan, PR, USA

Coming Events

IAF Conferences

25 - 27 July 2007

Asia

Kuala Lumpur, Malaysia

5 – 7 October 2007

Europe

Edinburgh, Scotland

18 - 19 October 2007

Africa

Johannesburg, South Africa

28 – 30 November 2007

Australia/New Zealand

Adelaide, South Australia

For registration information go to www.iafworld.org and click on the conference of interest.

Certifications

7 - 8 May 2007 – Brussels, Belgium.

23 - 24 July 2007 – Kuala Lumpur, Malaysia in conjunction with the IAF Asia Conference.

Early application and an early start on document preparation are 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@iafworld.org.