



October 2010

Global Flipchart

Introducing the New IAF Board Nominations Committee

By Martin Gilbraith
IAF Chair Elect



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Thank you very much indeed to all those members who responded to my appeal in July to consider serving on the new IAF Board Nominations Committee, or indeed on the Board itself.

I am pleased to announce that the Board has been able to appoint very strong committee, and that their work is now well underway – please see an appeal in this month's newsletter by committee Chair Julie Larsen, inviting nominations for the Board election.

We are very keen that the new Board, as far as possible, reflect the diversity of the membership and

the profession, as well as including all the necessary skills and expertise to govern and manage the association effectively, and to deliver value and growth – so please do consider to stand for election yourself, and/or nominate another member to do so.

Please note that the Board has decided to experiment with meeting face-to-face earlier next year, in January (in London, to keep costs to a minimum), instead of waiting to meet in conjunction with a conference later in the year. This is intended to give the new Board an early opportunity to form as a team and to plan its work for the year together, and so

maximise the Board's effectiveness throughout the whole year – however, Board members will still be expected to attend one or more conferences during the year as well.

On behalf of the Board, I thank Julie and the Nominations Committee members for volunteering their time and expertise to guide us through a fair and transparent election process – and I thank you all for your support and commitment to our Association and our profession.

Martin Gilbraith,
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Calling members to serve on the IAF's Global Board!

Julie Larsen, Chair, 2010 Board Nominations Committee, julielarsen@mac.com

Dear IAF Members,

On behalf of the 2010 Board Nominations Committee, I am delighted to invite all IAF members to consider nominating themselves or their peers to serve on the Association's Board of Directors.

Why should you consider investing your time and skills with the IAF? The IAF depends on its members' energy and creativity to advance its work of strengthening the field of facilitation. Joining the IAF's global Board is one way to serve the organization and to actively support its continued growth and development. The organization is as strong as its members choose to make it - here is an excellent opportunity to take part! ***

The IAF Board of Directors consists of 16 members who participate in the governance of the IAF as a whole and share equally in its legal and fiduciary responsibilities. The term of office is two years and may be extended twice by standing for re-election.

This year, the following nine positions are open to candidates:

Office of Secretary
Office of Treasurer
Director of Membership & Chapters
Director of Sponsorship & Endorsement
Director of Professional Development
Regional Director for Africa
Regional Director for Australia/New Zealand
Regional Director for Europe
Regional Director for the United States

While each post is open to all members choosing to stand for election, three presently serving Directors have indicated an interest in seeking re-election. These include the positions of Director of Membership & Chapters, as well as the Regional Directors for Europe and Australia/New Zealand.

Each position requires a commitment to IAF's values, an understanding and acceptance of the responsibilities and liabilities of non-profit governance, and good communication skills combined with sound judgment. Candidates should be willing to devote time and energy to IAF business throughout the year, both by working on one's own and with others on assigned tasks, as well as by participating in conference calls and attending at least one face-to-face Board meeting and at least one conference throughout the year.

Complete role descriptions that further detail both essential and desirable qualities for each position, and related nomination materials are available by contacting me at julielarsen@mac.com. These materials will also be posted on the IAF Forum (www.iaf-forum.org) and LinkedIn group.

Nominations are due by **October 30, 2010** and will be reviewed by the Nominations Committee to ensure completeness. Voting by IAF membership will take place by online poll over a two-week period in November 2010.

The 2010 Nominations Committee would be only too happy to provide you with more information about not hesitate to contact us for more

information or to nominate a candidate.

Your 2010 IAF Board Nominations Committee: Consisting of Ulla Wyckoff, Linda Mather, Cameron Fraser, David Wayne, Gary Austin and Julie Larsen)

****** If you are ready and willing to increase your involvement in the IAF, but a role on the Global Board of Directors does not suit your fancy, contact us anyway! There are plenty of opportunities to become involved. Many IAF regions are building their leadership teams, or perhaps you could help with one of the IAF's special initiatives, such as the Methods Database. Whatever your willingness, let us know! The Nominations Committee, the Regional Directors and other Board members are happy to discuss your interest.***



The Virtual Connection

Technology is one of the new constants in the world of facilitation practice. This year at the 2010 IAF Conference in Chicago, we witnessed the ability to use Skype to enable colleagues, unable to attend in person due to the volcano eruption in Iceland, to join the event.

Our colleagues in Europe and other countries continue to explore new ways to use technology to support virtual facilitation events. LCD projectors and various methods of screen-sharing through internet communication are becoming the “new normal” in our practice. In a nutshell, our daily work includes the use of technology as we support groups with great designs and facilitation experiences.

I proposed to the editors of the Global Flipchart that it would be beneficial to hear from colleagues from around the world about how they use technology as part of their facilitation practice. I’m not sure what I got myself into when I made my proposal; however, I think this the time to start a creative conversation on technology, practice, and our collective learning.

I’ll be sharing some ideas on technology and facilitation practice in upcoming editions of Global Flipchart, along with some insights from others in the global facilitation community. To help make the conversation as grounded as possible, I will sort the articles around the six IAF Core Competencies. For example, next month I will explore the use of virtual office software to support “Competency A – Create Collaborative Client Relationships”.

So keep an eye out for a few short articles in the coming months on the emerging use of technology that supports our practice as facilitators. If you have an idea or a piece of technology that supports great facilitation practices, drop a line to globalflipchart@iaf-world.org.

Until next month, I’ll see you on-line!
Jerry Mings.

Have you had a (mis)adventure in facilitation that you’re willing to share? Send it to globalflipchart@iaf-world.org and help prevent a fellow facilitator from making the same mistake.

IAF Member Viewpoint – Book Review Request

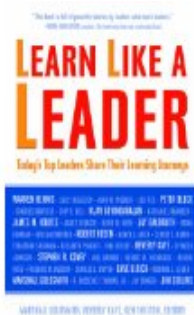
Many excellent books speak to the different aspects of and perspectives on facilitation. It is important to keep the IAF community informed on the resources available to them.

Authors (and publicists) approach us to have their new books highlighted in Global Flipchart. We are going one step further and asking you, the IAF community, to review these books.

If you are selected to review a book, it will be sent directly to you and you get to keep the book as a thank you for taking the time to submit a review of it.

This community review method will provide the readership with a relevant and current review, foster community discussion and provide the most current information directly to the IAF community. Reviews should be approximately 250 words in length and may be edited for clarity.

If you are an IAF member and are interested in reviewing the book highlighted below, please send your name to the Global Flipchart Editors at globalflipchart@iaf-world.org. The chosen reviewer will be notified by email. This month's book is *Learn Like A Leader*



Shining a light on everyday leadership

Annual gathering of iconic leaders invites readers to join the conversation

Nicholas Brealey Publishing,

August 2010,

\$19.95,

ISBN: 978-1-85788-557-3

Marshall Goldsmith wants to you to teach him a thing or two about being a leader. William Bridges is eager to hear how you battle through obstacles. Jim Kouzes wants to know how you motivate your team so well. Wait...what?

These well-known leaders are part of a group known as The Learning Network, made up of bestselling authors, thought leaders and management experts, who meet each year in Del Mar Calif., to swap stories and learn from each other.

To extend the conversation outside their core group, they are releasing ***Learn Like a Leader: Today's Top Leaders Share Their Learning Journeys*** (Nicholas Brealey Publishing, August 2010, \$19.95, 978-1-85788-557-3), edited by Marshall Goldsmith, Beverly Kaye and Ken Shelton, featuring 35 succinct leadership lessons.

While these leaders are frequently asked to share their stories on an international stage, they believe that many of the best leadership lessons don't come from the most famous leaders; they come from those leaders that aren't in the spotlight. In an effort to bring more of those stories to light, leaders around the country are being invited to submit their leadership story on the book's website, www.learnlikealeader.com, which has a live link from the e-book, allowing readers to extend the conversation.

"The best leaders are always learning," says bestselling author Marshall Goldsmith, one of the editors for the book. "With this book we wanted to show readers that leadership is not simply an innate trait, it's something learned through hard work, determination to overcome obstacles and, most importantly, the willingness to keep learning. We hope readers can help us do just that."

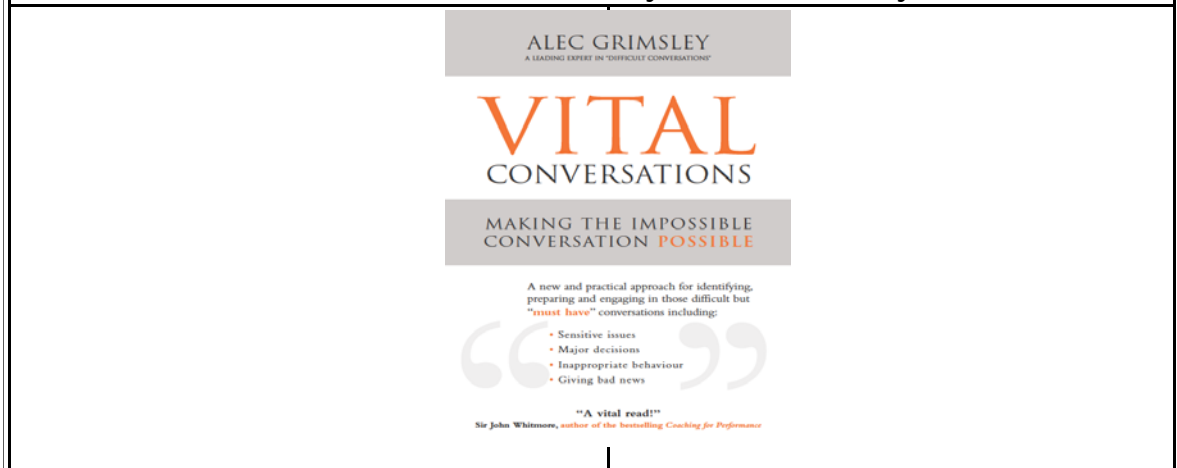
Each person who submits their leadership story on the website will have the opportunity to win a free registration to the ASTD 2011 International Conference & Exposition in Orlando, FL, May 22-25, 2011.

Learn Like A Leader offers powerful lessons reflecting key learning moments in the lives and careers of each of the contributors, highlighting the power of storytelling in teaching, training and mentoring. The proceeds of the book will benefit the Leader to Leader Institute (formerly known as the Peter F. Drucker Foundation).

MARSHALL GOLDSMITH (San Diego, Calif.) was ranked by the *Wall Street Journal* as one of the top 10 consultants in executive development. He is author or co-author of many bestselling business books, including *What Got You Here Won't Get You There* and *MOJO*.

BOOK REVIEW

Vital Conversations by Alec Grimsley



This book covers the basics of engaging in Vital Conversations. It includes standard topics such as listening, the ladder of inference, emotions, testing assumptions, interests and positions. It includes practical aspects such as breathing, practicing, and how to start and stop a conversation.

I wanted to like this book. The topic, Vital Conversations, is relevant and important; however, the theories about having such conversations are not new and the presentation didn't instill easy adaption – for me.

Let me start with several minor points: there is no bibliography – even the quotes are not referenced. Several of the quotes I found intriguing and would like to get more information about the author but that was not available in the book. There is an attempt with visuals but they are not particularly striking. For example, there's a template in the back of the book to use in analyzing the vital conversation. However, it is produced in small font and is therefore difficult to read. All the examples are also printed in a smaller font.

One of the areas that presented problems was the firing conversation. The material actually works but by happenstance it was hard not to think of the movie Up in the Air and match the various episodes to the techniques described. And because the movie presented a variety of responses it did a better job of illustrating the problems of pitfalls of such conversations.

I also found myself jumping around the definition of Vital Conversation. Many of the examples are from work situations – which are often governed by their own legal and company policies. For instance, the author advocates sharing how you contribute to the situation. That makes sense but may not be helpful in a disciplinary conversation.

I remember the story of a friend of mine who read one of Ury's books and passed it on to her son who liked it and tried to use the techniques with his father. The c

conversation didn't go far until the son said to his father, "here read the book and then let's talk." I know we have to start somewhere and I know that we need models of good communication but I also would like more information on how to proceed when the other person doesn't "know how to play fair."

I found myself thinking of past conversations I have had. For example, Grimsley mentions in passing three critical factors: the other person's competence, how much you trust them, and the risk factor in what they are about to do. The first two factors were critical to vital conversations I have had and derailed most of the techniques he advocates. I wish he had included how to respond to those factors.

I stress that the book did not work for me, but it may for others. Grimsley himself notes in the introduction that many of the standard texts do not work for him. Unfortunately, the same happened for me with his book.

Linda Mather

Linda Mather, president of Beacon Consulting Associates, is a communications consultant, specializing in group dynamics, facilitation and leadership.

Clients include the New Jersey Policy Forums on Health and Medical Care for whom she developed Informed Contemplative Dialogue, a communications model that engaged public policy decision makers in talking about issues, learning new perspectives and sharing information with others. She has also facilitated public hearings and other community stakeholder meetings as well as strategic planning sessions for clients in the private and public sectors.

She is certified by the International Association of Facilitators serving as an assessor and process manager and recently completed two terms as treasurer of IAF.

Message from your Global Flipchart Editors

I had conversation with a fellow facilitator recently about the IAF - more specifically about membership in the IAF. The gal with whom I was speaking was not yet a member. Her reasoning? She has not immediate plans to become a Certified Professional Facilitator. Hmm. This may as well have been me two years ago.

Before I began the journey to CPF, I didn't see the value of an IAF membership. Consider me a changed woman. Within days of joining, I was welcomed by the Canadian representative, receiving numerous documents by email that immediately made me feel a part of "something bigger". Add to that the Methods Database, the Group Facilitation discussion board and I felt that my membership was a great value for the money spent.

Back to my conversation with Ms. Facilitator: I admit it; I went into sales mode. I shared all of the wonderful things that I have access to as a member, including everything I mentioned above, plus discounts on conference fees and the occasional gig coming my way because someone found me through the website.

How is it that our membership levels aren't much much greater? Don't we all know Facilitators? More specifically, don't we all know Facilitators who are not members of the IAF? Can we each take up the challenge to share with them all of the great things that membership provides for us?

Sharon and I would like to issue you a challenge. Turn one of those Facilitators you know into a member of the IAF. It's easy. We know you can do it. (If I can do it, anyone can. Believe me.) Afterwards, share with us your story. We'll share it back out to the readership.

Yours in ink stains,
Karyn Dumble CPF
Sharon Cathers
Editors
globalflipchart@iaf-world.org

Method of the Month

The Method of the Month is a monthly feature of the Global Flipchart.

Recipes for Teamwork

Aim:

To allow a diverse group to combine their ideas, and by doing so to get better acquainted with the way one another think and work.

Preparation:

Create cards on which are printed common ingredients for main dishes; for instance: rice, tomatoes, ground meat, onions, carrots, noodles, etc. Ensure that there is one ingredient for each member of the group and that at least 1/3 of the ingredients are a little unusual for main dish ingredients, such as potato chips, fresh peaches, beer, etc. (Do not make cards for ingredients that would be highly unlikely to show up in a main dish, such as marshmallows or ice cream.)

Instructions:

Divide the group into teams of 5 - 7, shuffle the cards and distribute the same number of cards to each team. Tell the participants: " Take 20 minutes to create a recipe for a main dish using all of the ingredients on your cards and any two ingredients you as a team wish to add. Write out the recipe on a flip chart, including quantities of the ingredients and the cooking process. Don't forget to give your dish a title."

Reporting:

Have each team report their recipe to the rest of the group, and then ask what they have learned about one another during the recipe creation. You may have the group vote on the recipe they would most like to eat.

Variation: *you can focus the exercise on sweets, salads, cocktails, whatever the group is most likely to know something about cooking.*

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

Welcome New IAF Members!

We extend a warm welcome to our colleagues from around the world who joined or returned to IAF from September 14 through October 12. (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.)

Current Membership from 70 countries: 1223±

Australia

Dee Brooks, Callaghan, NSW
Lynne Cazaly, Albert Park, VIC
Robert Hewat, Daylesford, VIC
Belinda Lowing, Melbourne

Canada

Jessica Delaney, Vancouver, BC
Benoit Hubert, Ottawa, ON
Josina Vink, Richmond Hill, ON
Mary Anne Roche, Toronto, ON
Helen Break, Whitby, ON

Denmark

Hans-Joren Andersen, Korser
Mie Dovelung Andersen, Holbek
Lis Balleby, København NV
Steen Beck-Hansen, Kbh.N
Marianne Fish Loenee, KR Hyllinge
Birgitte Frandsen, Soroe
Karen Gjesing, Copenhagen
Trine Hacke, Kirke Hyllinge
Mie Wulff Hemmingsen, Roskilde
Bensaid Vincent Jilil, Galter
Anette Kjaerager, Tastrup
Michael Kvist, Odense C
Lisbet Lentz, Ejby
Anette Moeller, Nykoebing Sj
Helle Noerlev, Roskilde
Malene Ruber-Petersen, Vanloese
Louise Seibaek, Hvidovre
Toke Trolborg Jensen, Farum
Anette Wintlev-Jensen, Ballerup

France

Sandrine Delattre, Les Houches
Raj Rana, Les Houches

Poland

Tomasz Gorecki, Warszawa

Russia

Anna Gribanova, St. Petersburg

Singapore

Filomena Lok

Sweden

Malin Hallman, Onsala

Swaziland

Mawira Chitima, Siphofaneni

Switzerland

Christiane Amici Raboud, Versoix
Johanna Grombach Wagner, Le Muids

Taiwan

Vincent Chen, Taoyuan County

USA

Sophia Liang, Walnut, CA
Peggy Ruscitti, Boca Raton, FL
Marilynn Mobley, Marietta, GA
Joan Esgro, Aechbald, PA
Tricia Steege, Way, PA
Emily Asmus, Alexandria, VA
Paula Wilder, Blacksburg, VA
Anna Bremmer, Bellevue, WA

UPCOMING IAF EVENTS

Conferences

22 November 2010 - Australia
Hobart, Tasmania

12-15 April 2011 - North America
Denver, Colorado

Certification Events

30 - 31 October 2010 - Certification Event
Kennesaw Georgia

12 - 14 November 2010 - Certification Event
Ottawa, Canada

22 - 23 November 2010 - Australia
Hobart, Tasmania

13 December 2010 - Certification Event
Geneva, Switzerland

12–13 April 2011 - Certification Event
Denver, Colorado

26 May 2011—Certification Event
Rossum, The Netherlands

***Congratulations to our newest CPF's
Certified in Seoul, Korea
August 23—24, 2010***

China

David Yau, CPF

Hong Kong

Douglas Gerber, CPF

Japan

Loïc Garçon, CPF

Korea

Hyun-Hee Ju, CPF

Jwa-Seop Shin, CPF

SangGyu Chon, CPF

Singapore

Yeo Eng Hou, CPF

Taiwan

Jackie Chang, CPF