



Global Flipchart

July 2011

Member of the Month

Dr. Tom Schwarz
Sydney, Australia



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What is your name?

Dr. Tom Schwarz

Where are you located?

I live in Sydney, Australia – just 10 min drive from that iconic Bondi Beach !

How long have you been a member of IAF ?

I joined in 2003, achieved my CPF certification in 2004 at Scottsdale, Arizona (becoming the first IAF CPF in Australasia) , and became an IAF CPF assessor in 2006 in Singapore. I worked on the IAF's CPF working group in 2006, and also was Oceania's (then known as IAF ANZ region) Regional Representative from 2007 through 2008, bringing the Region's first CPF assessment event to Sydney in 2007. Currently I'm on the Oceania's Regional Leadership Team under Rhonda Tranks' leadership.

Tell us a bit about your current business...

What does it do?
What do you hope to

achieve?

I am the Principal of Kinnogene (Aus) p/l – a consultancy that works in the ANZ and Asia Pacific Region to bring about transformation through a deeply reflective facilitative stance (or philosophy) in consulting engagements in which people feel empowered and committed. These help people and organisations work with ambiguity and complexity where there may well be no right answers and where paradigm shifts are required.

These approaches are typically used in empowering leadership development, and participatory planning and change delivery modes, to achieve transformation and capacity development, and sustainable change - that builds individual's, communities' and organization's agility and responsiveness to meet changing realities amidst the complexity and turbulence of today and tomorrow.

Previous roles in Organisations ?

I am able to blend analytic thinking (courtesy of a PhD in the sciences and a post-grad Diploma in Business Administration), with organisational and business 'smarts' (from 25 years as a corporate executive over Asia Pacific, introducing disruptive and paradigm changing innovations such as the precursors to cloud computing and virtualisation in 2000) with a profound appreciation of cultures and the power of inclusive dialogue to bring about transformation (THE lesson from living and working in Asia for 10 years).

I've an extensive background in Learning and Development for over 30 years – having, for example, setup and managed the Apple Training Institute for Apple Computers (over ANZ then AP), lectured at Technical Colleges in computing, et al.

My many roles have encompassed Research Scientist, Sales and Marketing, Support, Learning

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The Global Flipchart is IAF's

monthly newsletter

Karyn Dumble CPF Editor

Member of the Month Continued:

and Development, Strategy and Foresight development and execution, as individual performer, management or senior executive – usually at the Asia Pacific regional level – where success is a team effort, where the way forward is usually by influence rather than by authority.

AND I return back to society as well – such as youth leadership sessions for the AIESEC (Mainland of China) on **‘Strategy vs. Execution’**; the **world’s first Citizen’s Parliament** at Old Parliament House Canberra in Feb 2009 (see **YouTube**); the **‘Courage to Care’** work with schools and young people around discrimination, stereotyping and bullying & harassment (see <http://www.couragetocare.com.au/>).

How do you use Facilitation in your line of work ?

For me, facilitation is a way of being – my stance if you will – in my personal and work lives, even my spiritual life!

It’s the fearless and genuine curiosity, respect for others and self, the seeking to see the world through as many lenses as possible – providing that safe space to hear and find room for all voices (including my own) – this is the paradigm in living that I consciously choose to operate from.

I deliver facilitation and facilitation capacity development to all sectors – locally and internationally – as part of creative responses to transformation and change imperatives they face, often when they sense a ‘stuck-ness’ in the changes they seek, where the organisation stumbles through poor commitment.

I am passionate about supporting the drive of the professionalization of facilitation. This finds expression through my IAF CPF Assessor work, as well, I am a founding Director of the ICA’s ToP Global Institute for Facilitative Leadership (GIFL) – where we have succeeded in having the ToP Facilitative Leadership Program (FLP)

formally accredited as a Graduate Diploma at Post-Graduate level under the Australian Qualifications Framework.

Share a recent facilitation experience

The more I work in facilitation the more I come to appreciate ‘emergent’ and doing the actual work that is needed by the group... to savour the tensions between ‘the plan’ and ‘reality as it unfolds’.

My experience that stands out is one that was unplanned. At a community conference last March, one of my colleagues was taken sick at the last minute so I volunteered to fill in with a session of my own, based upon a facilitation exploration of diversity workshop I had run two weeks prior in Malaysia.

As the workshop progressed, it deviated from plan and developed into a full-blown psychodrama session, where one of the participants revealed that she preferred to be at the workshop and at the conference rather than with her children and relatives – the day after her mother had died.

I and the group were able to do good work for the participant. She and the group found comfort and caring in the encounter and all learned about the generalisation of the importance of finding one’s voice in the world, and of setting boundaries. It was a ‘wow’ of an experience for all of us.

What are the major challenges and opportunities for IAF in the Oceania Region?

We have fabulous opportunities opening up with making visible the professional approach to facilitation that the IAF brings with it.

In Oceania, we are looking to expand the presence of facilitation, and to raise the awareness of facilitation as a profession:

- into the developing economies – e.g. Papua New Guinea, the Solomon Isle, Fiji, Samoa;
- into the corporate and federal government sectors, and broadening beyond our traditional constituencies and roots around community engagement
- into kindred professions such as Coaching, Change Management, Project Management

As an example of walking this talk, we are going gangbusters with our formal IAF Oceania mentoring program. We now have 15 current mentoring relationships where some prior Mentees (we call them Protégées) are now Mentors, and with Mentors from IAF’s in Latin America/ Caribbean, Asia, Canada.

We are challenged as an organisation in our shifts to an IAF Chapter-based model in achieving these new outreaches and expanded presence while at the same time caring for and strengthening relationships with the vibrant and former IAF affiliate organisation, the AFN (Australasia Facilitators Network).

Share one thing I’ve learned ?

Only 1 thing? Ok, then I’d have to say to be aware of the co-creation aspects of deep and transformational facilitation. This means being wholly present for the work being done and the group, to give of my authentic self. It means sharing any behavioural risk-taking that I may be asking of the group, i.e. role modelling what I am asking of them as they go about their work within my care as facilitator.

Tom, thank you for sharing your background and work with us.

A View from the Board

**By Martin Gilbraith, IAF Chair
in Manchester, UK**



It is mid-July and half of 2011 is now already behind us - and so is a quarter of my 2-year term as IAF Chair! At the latest virtual monthly meeting of the IAF global Board on July 9th, we reviewed progress and challenges relative to our business plan for the year, so I would like to share just a few of the highlights with you here in relation to the five key strategic directions detailed in the plan. The plan itself is available on the members' pages of the IAF website, alongside the minutes of each Board meeting as they are ratified, at <http://www.iaf-world.org/AboutIAF/BoardMeetingMinutes.aspx>.

Communications

We are pleased to have the new website up and running, including new discussion forums which will, in due course, replace the existing off-site forums – please take a look, and start or join a discussion (follow the links from www.iaf-world.org). We are satisfied that the site is a huge improvement, although we are still dealing with some teething problems as Communications Director, Bill Reid, reported in last month's issue, including the former 'Find a Facilitator' function. We have stepped up IAF's social media presence, with a lively discussion group on LinkedIn and more recently on Twitter – follow us at [@IAFacilitators](https://twitter.com/IAFacilitators) and [@martingilbraith](https://twitter.com/martingilbraith). We are grateful to the many members who volunteer their time to edit and contribute to each of the regional newsletters and websites as well, and of course to this Global Flipchart.

Member retention and membership growth

We have seen a modest improvement in retention rates in the past year. While we have yet to see the impact on overall membership growth, we are excited by the rapid growth in local chapters and their potential to deliver membership growth through delivering local programming and value. Eleven chapters are already approved and getting underway (including this month in Canada, Toronto & Ottawa – congratulations and welcome!) and many more are in development all around the world. We are grateful to all those members who have stepped up to take the initiative and responsibility to lead new IAF chapters in their locations, and to those existing affiliated networks that are considering converting to IAF chapters.

Diversification of income sources for financial strength & sustainability

We are grateful to the conference committee of the recent IAF North America conference in Denver for delivering a healthy financial surplus to IAF's funds this year, in addition to delivering a well-attended and well-received professional development event. The new conference organising committee agreement developed this year should help to ensure that all IAF conferences are similarly able to generate income for local and global activities as well as direct value to delegates. Linda Starodub, Director of Sponsorships, Endorsements & Partnerships, is now seeking volunteers from the regions to work with her on developing a number of initiatives in this area.

Growth & diversification of certification programmes

Consultation is ongoing in relation to a proposal to develop and pilot a more accessible CPF process in the Latin America & Caribbean region, and discussions are underway to bring forward plans for accreditation of facilitation training and to offer materials and support to members and CPFs to more widely promote the designation in their own locations and industries. A three year schedule of CPF assessment events is in development, and in relation to Professional Development more widely, a committee has been established to undertake a strategic review of the IAF Methods Database (www.iaf-methods.org) and is seeking to appoint an additional two volunteer members.

Continued on Page 4

Good governance & management, including succession planning and role definition

In June, Kimberly Bain was appointed to serve as Vice-Chair for 2012 (and so Chair for 2013-14) and Julie Larsen was appointed to chair the Board Nominations & Elections Committee again this year. Seven global Board positions will be open for election this year, so please do consider nominating yourself or another member to stand for election – more details are included in this issue of Global Flipchart with an announcement from Julie that the nominations process is open. We have initiated a comprehensive review of IAF policies and procedures, and revised and developed several important policies - including last month a new policy on policy development and member consultation in the process. As a result of which we will be inviting a number of members to join a policy review and development committee. An external review of IAF's accounting records and procedures (an 'audit-lite') is now underway by a firm of independent examiners.

I am enormously impressed and gratified by the commitment, energy and professionalism that our team of volunteer Board members are dedicating to fulfilling their Director roles. It is a demanding role, but I think rewarding in equal measure. Equally I am humbled by the enormous volunteer contribution of so many members to the life and work of our Association. One of our challenges as a Board is to more effectively track, support and recognise those volunteers and their contributions, and enable all members to play their part.

Please do get in touch with any one of us with question or feedback, or better still to get involved! See <http://www.iaf-world.org/AboutIAF/BoardofDirectors.aspx> for who to contact and how. In addition to the various vacancies for global volunteer roles mentioned above, we would be glad to help you to get involved in a local chapter, or in your region – for example there are current vacancies for mentors in the Oceania region's facilitator mentoring programme.

Regional Update

Oceania

We have a fabulous venue lined up for the IAF Oceania Conference to be held in Melbourne 7-9 March 2012.

The Melbourne Town Hall is a magnificent heritage building located right in the centre of the city and an ideal location for our theme of **Building Capacity Through Facilitation**. Pre-conference workshops of 1 or 1.5 days duration will be on offer, as will a CPF event. An enthusiastic and committed conference organising team is working on developing a fabulous conference for you. There will be a variety of great workshops that relate to our themes and streams. We expect to offer workshops led by our IAF colleagues from around the world as well as locals from this region. A conference webpage will be up on the IAF Global website shortly.

Keep your eyes out for Expressions of Interest to present at the conference. We invite you to come to our marvelous city and build your personal capacity as a facilitator at the conference. By the way – we will have a wonderful program of activities to make the conference experience even more fun. So why don't you Come On Down ...under!

For more information contact Rhonda Tranks at rep.oceania@iaf-world.org

On another note, the second Regional Mentoring program is about to kick off. This has been a wonderful initiative for members in our region and we expect to continue the program in the future.

Method of the Month

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

Ritual Dissent/Assent

This is a workshop method designed to test and enhance proposals, stories, ideas or whatever by subjecting them to ritualised dissent (challenge) or assent (positive alternatives). In all cases, it is a forced listening technique, not a dialogue or discourse. It can be used on its own, or linked to story construction, social construction of the Cynefin framework and a broad range of methods.

Preparation

The technique is normally used in a workshop with a minimum of three groups with at least three participants in each. Ideally, the number of participants should be higher, but no higher than a dozen, and the larger the number of groups; the more iterations and variety.

Each group should be seated at a round table (or a circle of chairs), and the tables should be distributed in the work area to allow plenty of space between them. If the tables are very close, then there will be too much noise which will restrict the ability of the spokesperson to listen the dissent/assent. The tables should be set up so it is easy (and very, very self evident) to give an instruction to move to the next table in a clockwise or anti-clockwise fashion. The technique has been used successfully with groups in separate rooms opening off a central space, although this makes the facilitator's job more difficult.

Each table or meeting room should be provided with a clipboard and pen for the spokesperson. This is not vital, but spokespeople frequently forget to take pen and paper, and the clipboard smoothes the process somewhat.

Steps

1. Each group is asked to select a spokesperson after they have been working for some time. The requirement is for the spokesperson to have "*a resilient and robust personality and not bear a grudge*". A time deadline is set for them to be ready to present (minimum 5 minutes). Three minutes before the deadline, you stop the work and explain exactly what is going to happen to the spokesperson.
2. Advise the spokesperson that they will have three minutes to present their idea. Resist any temptation to make the process a surprise at this stage, to do so is a serious breach of ethics. At the end of the deadline, ask the spokesperson from each group to stand up, but not to move.
3. Now tell the spokespeople to move to the next table in a clockwise direction and take the vacant seat, but to wait for your instruction before saying or doing anything.
4. Announce the instructions as follows. The spokesperson will present their idea for 3 minutes facing the group. At 3 minutes a time check will be announced by the facilitator. If the group are happy to listen for more time they may do so, but from this point onwards the spokesperson can be asked to stop and to turn around to have their back to the group, finished or not. During the presentation time, the spokesperson presents to silence (the group may not comment or interact with the spokesperson in any way).
5. When the spokesperson is facing away from them, the group attack the ideas with full and complete vigor (dissent) or else come up with a better idea (assent). The idea here is not to be fair, reasonable or supportive, but to attack, or else to provide a better alternative (often more painful than being attacked). The spokesperson uses the clipboard to take notes on what they hear.
6. Once the dissent or assent is complete, the spokesperson must not talk with the group but leave to a central area, away from the groups that are working, until all the spokespeople are complete. This is important and a recent addition to the method. When spokespeople talk with the group they start to explain or compromise their learning.
7. Once all the spokespeople are in the central area or if enough time has elapsed, then you send the spokespeople back to their groups to talk about what they have learnt. They then get ready for the next iteration. The cycle can be repeated many times to increase learning, enable multiple perspectives to be taken into account and refine the final outcomes.

From Cognitive Edge at: www.cognitive-edge.com

Update on the 2011 Global Board Nominations

Dear IAF Members,

I am delighted to serve as 2011 Chair of the Board Nominations & Elections Committee. I am especially looking forward to building upon last year's inaugural process and ensuring that as many IAF members as possible take part in the election process – either by joining the Nominations & Elections Committee (it is not too late!), by nominating themselves or excellent IAF colleagues to stand for election, and/or by casting their vote when the elections are announced later this fall.

Are you waffling on deciding how to become further involved with the IAF, perhaps as a way to learn more about the Association or to grow your network with fellow members? Here's your chance, so let me recap!

1) Consider joining the 2011 Board Nominations & Elections Committee

To date, I am pleased to confirm the appointment of the following IAF members to the 2011 Board Nominations & Elections Committee: Ulla Wyckoff, Linda Mather and David Wayne. We welcome additional members. Because we work together as a team, the time commitment is shared among us and therefore not onerous for any one of us! As Committee member Ulla Wyckoff notes, "Being a member of the Committee in 2010 gave me first exposure to work with other IAF members on a global level. It was an excellent opportunity to learn more about our association, its structure and purpose..."

So if you have a few hours to spare each month between now and November, please be in touch to join the 2011 Committee.

2) Nominate yourself or an IAF colleague to stand for election

It is essential for the IAF Board to attract all the necessary skills and expertise to govern and manage the Association effectively, as well as to reflect the diversity of the membership and the profession.

The IAF Board consists of 15-16 Directors who participate in the governance of the Association 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. In 2012, the following positions are open to all IAF members:

- Secretary

- Director of Communications & Publications
- Director of Conferences
- Director of Sponsorships & Endorsements

Three Regional Director positions on the Board, which are elected by the members of those regions, will be open as follows.

- Regional Director for Asia
- Regional Director for Canada
- Regional Director for Latin America & the Caribbean

Descriptions of these roles are available on the IAF website at: <http://www.iaf-world.org/AboutIAF/BoardofDirectors.aspx>

Please think carefully about whom you know who may be an excellent candidate. I look forward to hearing from you!

3) Make a commitment to vote in the 2011 IAF Election

We anticipate holding the elections for the global Board of Directors in September 2011. The Nominations & Elections Committee will do our utmost to make this an efficient, easy and effective process. Not only will the elections be announced in the Global Flipchart, via the IAF LinkedIn group and the IAF Forum, each member in good standing will receive an email with a direct link to the elections site.

As a member, you share in the leadership choices of the Association. Last year, in the first-ever global elections process for the IAF, just over 30 percent of the membership voted. This year, let's aim to at least double that! I count on you to do your part, so please stay tuned.

Should you wish to discuss any of these opportunities, or have additional thoughts and suggestions regarding the IAF's Global Board elections, please do not hesitate to be in touch.

Warmest regards,

Julie Larsen (julielarsen@mac.com)

Chair, 2011 IAF Board Nominations & Elections Committee.

From Your Global Flipchart Editor

I've been doing a countdown for the past few months. I made a decision late last year to leave my full-time regular pay cheque behind and venture out into the world of facilitation full-time. My initial one-month of notice offered to my employer expanded into eight-month's notice as I agreed to assist the organization through an impending transition. (A transition that kept being held off and held off. It's actually going to take place about two weeks after I leave. Oh well, best laid plans and all that.)

I've spent much of the past eight months learning and talking to people about what their experiences have been working for themselves and working in a smaller consulting shop. I'm sure there are many of you who are in similar situations - trying to figure out whether to get out there on your own or stick with the safety of the steady pay cheque. Here are three things I've learned so far that I'd like to share with you.

1. **At some point you just have to jump.** There will probably never be a perfect time to start your own business. Plan - for sure. But don't expect the perfect time to come up and tap you on the shoulder to announce its arrival.

2. **Fellow facilitators are great at sharing.** For any of you who have attended an IAF conference, you've experienced the vibe. We are generally not a group of people keeping our cards close to our chests. We willingly share how we have approached situations and what we've learned about working with groups. I've found that just about every facilitator that I have approached for advice has been forthcoming and very encouraging.

3. **Push your comfort zone.** Explore new opportunities to grow your network. For me, although I can work a room when I have to, my natural state is observing from the sidelines. I know that I'm going to have to step out of my comfort zone in order to approach people I don't know to tell them about the benefits a facilitator can bring to them.

Much of the last few months has been spent looking at the countdown and vacillating between "What have I done?!" and "How many days left??" By the time you read this, my countdown will be done. I'll have jumped. And I'll still be trying to soak up every lesson I can from those who have gone before me.

So - to that end, what lessons have you learned about going it on your own? I welcome you to share your gems of wisdom. Email me at globalflipchart@iaf-world.org. They will be included in an upcoming edition of Global Flipchart.

Yours in ink stains,

Karyn Dumble

Editor, Global Flipchart

Getting Started with Twitter

By Bill Reid

Director of Communications



Wondering about Twitter? Why is the world a-twitter? Should you have an account? How much time does it take? What does it do for you?

It is easiest for me to describe Twitter as a river (sorry, it is the English teacher in me, hence the metaphor). Twitter is a river of information that flows long and wide, 24 hours per day. Do not think about stopping the river or looking at every drop of water. More comes along instantly. But do think of dipping into the river from time to time, to get a feel for the water, to test the temperature. And please consider throwing a drop into the river yourself.

Getting started with Twitter is easy. Go to <http://www.twitter.com> and open an account. Determine your interest. If your interest in Twitter is professional, create an account with your name as I did, BillReid74. If your interest is personal for fun, then be creative with your account name.

For the IAF, we have created a Twitter account that is very clear about the organization: IAFacilitators. After you create an account, your Twitter name is the one you chose with a character in front, the ampersand: @. So my twitter name is @billreid74 and our organization is @IAfacilitators.

From your account, you can post a message, or 'tweet.' However, the message may only be 140 characters long. This calls for a bit of creativity. You quickly learn to take shortcuts such as eliminating the word "the." Your message may be about anything: a book you suggest, an idea to try, a question regarding a problem you are working on, a facilitation technique. Use your imagination. What can you tell people that would interest them?

After you send a few messages, you may find that people are 'following' you. This is a good thing. Well, at least on Twitter it is. The power of Twitter is in you following people and having them, in turn, follow you. Voila, instant friends! One simple way to find people to follow is to look at who is following someone else. To get started, and since you are reading this as a facilitator in the IAF, take a look at who is "following" @IAFacilitators and then click to 'follow' each one yourself. You will find that many will follow you in turn. If there is a person on the list who resonates with you in terms of the work they do, then look at their list and follow them too.

Take a look at my list and you will find an eclectic group of people in education, facilitation, leadership, and so on. You will also see that I follow my local newspaper, my favourite hockey team and my two daughters (got to keep up with the kids, right?). Feel free to follow anyone who interests you on my list. Also check @MartinGilbraith's list of followers. Be secure in the knowledge that if you follow, most will reciprocate.

If you have a Smartphone, download an "app" and use Twitter from your phone.

On Twitter, you can send a photo, link to a blog, link to a website, do a search, feed a facilitating session, etc. From start-up to first tweet is about 10 minutes. So, have some fun starting an account if you do not already have one. Get a feel for the program. Give it a try and next month, I will cover some advanced techniques with Twitter. I'll also talk about how I facilitated a room full of 100 educators with a Twitter feed running on the side. Bet you can't wait to hear about that!

Chapter Updates

Exploring an IAF Chapter in New York

We are pleased to share the beginnings of a New York City Facilitators' Group! The group has been meeting regularly over the last year and welcomes people from New York City and the tri-state area. We are open to people of all levels of facilitation expertise, who are committed to mutual learning. Through bi-monthly meetings and an online platform, the NYC Facilitators' Group offers people the following:

- opportunities to learn and practice new techniques, tools, methods, best practices and other insights in facilitation

- peer-to-peer networking and information sharing

- occasions to support each other's problem-solving and tap into the group's expertise in matching facilitation techniques to desired outcomes, either at in-person meetings or online

- possibilities for hands-on facilitation practice, partnering on projects and collegial feedback

The group has approximately forty members to date, from a diverse range of fields, and now has its sights set on becoming an IAF Chapter. **If you or someone you know is located in the New York tri-state area** (namely New York, New Jersey or Connecticut) and would like to tap into a local community of facilitators, please visit our webpage (<https://www.bigtent.com/groups/nycfg>) or contact Julie Larsen (julielarsen@mac.com). Aside from offering an "on the ground" facilitation community, we are keen to support the IAF and expand its reach and profile.

Thank you!

Julie Larsen & Deb Seidman

Joint coordinators of the NYC Facilitators Group

Launch Meeting of Chicago Chapter of the IAF Scheduled for July 26

The inaugural meeting of the Chicago Chapter of the International Association of Facilitators (IAF) will be held July 26, from 3:30 to 5:30 pm, at the DePaul Club on the 11th floor of the DePaul Center, One East Jackson Blvd. at State Street, Chicago, IL. It is anticipated that current IAF members and volunteers will make this Chicago Chapter a rewarding opportunity for professional development and networking. Group Facilitators, Project Managers, Business Analysts, and others who use facilitation skills in their work are welcome. All aspects of facilitation are encouraged to participate so that everyone can learn from each other.

At the first meeting, such topics will be discussed as:

- Timing, location, and frequency of future meetings
- How to involve others who use facilitation skills in their work.
- Volunteers for the needed positions.

If you are interested in participating in this exciting opportunity to develop an organization that helps enhance your professional development and networking, plan to attend this kick-off. For details about the meeting, please contact Gary Rush at grush@mgrconsulting.com or call him at 773-330-2064.

Attention Greater Toronto Area IAF members!

An "Interim" Chapter Start Up Committee has been formed. On behalf of local members, we have agreed to:

- put forward the necessary paper work to IAF for approval
- set up a LinkedIn group as a subgroup of IAF
- develop a contact list for all IAF members in the GTA
- communicate with local members
- survey local members to understand interests for chapter programming and events
- plan an official launch meeting of the Chapter in September where Committee representatives can be chosen democratically.

This summer you can expect more information and a survey about your interests.

Please save the date! The official launch meeting of the Chapter will be on **Wednesday, September 14th**. Location to be announced. There will be information sharing, the development of a chapter vision, networking, and peer learning.

If you have an interest in becoming more actively involved in the Chapter start up and leadership please let me know. The more the merrier! For example we will need help with phone tree calls in the summer to make sure we have been in contact with each member. Able to make a few calls??

Contact: Tamara Eberle at tamara@tractionstrategy.ca or call her at

p 647-347-3356

Best Facilitation Venues Ever!

What's the best facilitation venue you've encountered?

The Cree School Board of Northern Quebec was holding a series of strategy sessions a few years ago. One of them was held in a Cree community, near the shores of James Bay. Part of the day was spent visiting a bush camp where kids having difficulty in the regular classroom program could spend some time with elders, learning bush skills and working on their school assignments in a different setting. In one of the small lodges on the site, the Board held an afternoon facilitated session. The ground was covered with freshly-cut spruce boughs, and the sunlight was filtered through the canvas walls of the lodge. I cannot remember what we covered that day in the session, but I shall never forget the wonderful smell and the lovely atmosphere in which we worked - although balancing a flip chart on spruce bows is a challenge.

John Butcher
IAF Certified Professional Facilitator
Associates In Planning Inc.

The best facilitation venue in my local area is the Victoria Executive Centre (www.vecmeetingspaces.ca). It was purpose-built for meetings and training events in 2009 by Michele Breuer, whose mission is to support facilitators and create a space for truly excellent learning and growth. There is plenty of natural light in both of the meeting spaces as well as ample wall space for hanging charts or murals (I'm a graphic facilitator). The staff are well-trained and make it their personal mission to make my job easier as a facilitator, from the easy audio-visual hookups to the uncomplicated booking process. When I work in hotels it seems there's never a staff person around when you need them, but at VEC the staff is very attentive and thoughtful. As an independent facilitator it's so nice to work at VEC because I feel like I've got a whole backup team there to support my group.

Susan Low
Principal Consultant
Directis Consulting

Welcome New IAF Members!

*We extend a warm welcome to our colleagues from around the world who joined IAF from
June 14 thru July 19, 2011*

(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: 1176

Argentina

Gabriel Pardi, Buenos Aires

Australia

Andrew Huffer, East Victoria Park

Barbados

Bentley Beckles, St. Michael

Hadlee Sobers, Bridgetown

Brazil

Rafael Nascimento, Niteroi

Canada

Michelle Colussi, Victoria, BC

Dawn Sutherland, LaSalle, QC

Denmark

Peter Grumstrup, Frederiksberg

Finland

Aki Koivistoinen, Helsinki

Germany

Trevor Stewart, Ottobrunn

India

Neeraj Bansal, Mumbai

Italy

Richard Aiello, Rome

Jamaica

Christine Brown, St. Andrew

Robert Gregory, Kingston 8

Alicia Lyle, Kingston

Russia

Alexandra Martynova, Moscow

Saudi Arabia

Michael Austin, Ras Tanura

Teresa Doxen, Thuwal

Singapore

Wing Wu

Trinidad & Tobago

Helene Wilkie, Cunupia

Trinidad

Toanya Rahim, Longdenville

Nigel Wall, Port of Spain

United Kingdom

Annette Bonar, Glasgow

Elaine Clark, Edinburgh

Andrew Harrison, Birmingham

Nick Henderson, Glasgow

Avril McColl, Lanark

John McCormack, Glasgow

Karen McLean, Edinburgh

Tom McManus, Edinburgh

Lucy Mulvagh, Glasgow

Janet Sanders, Edinburgh

Linda Swift, Glasgow

Rupert Ward, Edinburgh

United States

Laurie Dougherty, St. Charles, IL

Thea Goldin Smith, Houston, TX

Rosanna Ortisi, Alameda, CA

Mario Peniche, Chicago, IL

Roy Tiley, Laurel, MD

Steven Weitz, San Francisco, CA

UPCOMING IAF EVENTS

Conferences

IAF Asia: 8—9 September 2011—Bangalore, India

IAF Europe: 14-16 October 2011—Istanbul, Turkey

IAFNA: 9 -12 May 2012—Halifax, Nova Scotia, Canada

IAF Oceania: 7—9 March 2012—Melbourne, Australia

Certification Events

5—6 September 2011—Bangalore, India

12—13 October 2011—Istanbul, Turkey

29-30 October 2011—Kennesaw, Georgia

17 November 2011 -The Netherlands (Dutch)

4—5 March 2012—Melbourne Australia