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2018 IAF Board Election candidates

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List of positions and candidates

Treasurer

Julia Donohue, Australia
Steve Lloyd, UK

Director of Professional Development

Gary Rush, USA
Gerardo de Luzenberger, Italy

Director of Membership and Chapters

Gary Austin, UK
Materne Bossou, Togo

RD Africa

Kofi Kumodzi, Togo

RD EME

Celeste Brito, Portugal

RD USA

Jonathan M. Bell, USA

RD Oceania

Sharon Honner, Australia

RD Asia

Jerlyn Tang Hwee Leng, Singapore
Farah Shahed, India

Detailed positions can be found here:

<https://www.iaf-world.org/site/sites/default/files/RD%20role%20description.pdf>



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Candidate statements

Treasurer

The Board's Treasurer ensures a high standard of financial management, governance and accountability and supports the Directors and the Board as a whole in fulfilling their financial responsibilities and to oversee and support the Association's financial management function.

Steve Lloyd (UK)

My name is Steve Lloyd and I'm applying for the role of Global Treasurer and hope that, as members, you will support me in this venture. I have been a member of the IAF since 2005 and became more active in 2014/5 when I volunteered for the role of EMENA region Treasurer. A role I still hold, but which I will relinquish if successful in this role. The experiences gained in this role alongside a lifetime of participatory and collaborative approaches to work have encouraged me to wish to end my working career as I run down my business to give something back in this Global role. My experiences encompass working in both Public and Private Sectors.

Over my career I've worked across many different cultures and will be keen, in this role, to see how we can support and promote new and developing chapters, and therefore increasing membership, through the creative and innovative uses of our finances. In EMENA we have strategically used funds to support small chapter-based projects to promote facilitation. Wherever possible this has been a mixture of meeting local needs, within the strategic objectives of the IAF Global Board.

Although by nature an innovative and creative enabling Treasurer, I am also able to do the detail and fully understand the need to work within 'the rules'. I promise that I will continue to develop agile but robust approaches to the use of the IAF resources to fully 'promote the power of facilitation worldwide' working with the IAF board and the Regional Directors.

A bit of personal me - Live in the UK in Cornwall, Married with 3 grown up children, 1 grandson (so far) – keep active and fit keen cyclist – Age 66. Love travelling, and walking and always happy with a focus to work on.

Julia Donohue (Australia)

I have been a member of the IAF since 2013 and found it to be a valuable and rewarding experience. I have met amazing facilitators from around the world and benefited from their generosity in sharing their facilitation experiences and methods within our community of practice.

My interest in joining the Board is to 'pay back' to our community of practice by volunteering my time, expertise and energy to sustain the important role the IAF plays in providing valued



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services to members, supporting the broader community of practice and promoting the power of facilitation.

I am nominating for the position of Treasurer as I believe I have the necessary skills, experience and qualifications to perform the role and add value to the Board.

- I have a Bachelor of Arts (Administration) and am a Graduate Member of the [Australian Institute of Company Directors](#).
- During my career, I have been the Director of Finance for a government organisation with responsibility for a \$38 million budget and have been running my own management consulting business successfully for the past 17 years.
- I am currently the Secretary/Treasurer of the IAF Victoria Chapter which is an incorporated association in the State of Victoria.
- I am a natural collaborator and have, as the project leader for the Facilitation Impact Awards for the past 2 years, demonstrated my ability to take a leadership role, deliver on commitments in a volunteer capacity and contribute to the effective operation of the IAF.

If I am elected to the position, I will diligently perform my role as a Board member and would pursue the following specific goals as Treasurer:

- Ensure the association maintains a high standard of financial management, governance and accountability
- Minimise operating overheads to maximise funds available to provide member benefits—for example, continuing to explore options to reduce transaction and bank fees
- Explore options to generate additional revenue to fund member services including financial support for chapter development.

Director of Membership and Chapters

The role of the Director of Membership and Chapters is to lead the Board in developing appropriate global strategy and policy relative to membership and chapters, to monitor activities relative to membership and chapters in each region, to provide advice and guidance and to identify and propagate best practice, to provide facilitative leadership to volunteers involved in activity to build membership and create chapters, ensuring their alignment with global strategy and policy, to manage the membership operating budget.

Gary Austin, CPF (UK)

Having supported the IAF and its members since 1995 in various Board roles, and now having spent time recently supporting the IAF England & Wales Board, I believe we have a great opportunity to support our members and grow the membership through local chapters.



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I think now is the time to focus locally to grow globally, and to review and revisit our membership benefits offering. Our members and other facilitator friends are operating in many different walks of facilitation and I think we can create and build a membership offering to support ALL facilitators, in whatever field they are working in.

Having been a member since 1995, carried out previous Board roles I can carry forward the history and legacy of the IAF AND help build a membership offer that supports all facilitators in the current and ever-changing environment they work in.

I have been a facilitator, both in-house and with our own company for coming up to 30 years, with many contacts with IAF members and non-member facilitators around the globe I feel I can bring some of their needs, feedback and thinking to the Board table to help us shape the IAF and its membership moving forwards.

To see Gary's video click here <https://www.youtube.com/watch?v=KnRsXxhhBos>

Materne Bossou (Togo)

I have membership growth and development experience with a membership base non-profit organisation where I have started the organisation in 14 new countries with about 3,000 new members

I have a network in more than 100 countries and territories where I can bring IAF for the interest of facilitators and clients.

I want to grow the community of practice for all those who facilitate, establish internationally accepted professional standards, build credibility and promote the value of facilitation around the world.

We have enough room to grow IAF (at least 20 new chapters) through some key actions:

- To develop a Chapters handbook / guidelines for new chapters development and membership recruitment.
- To organise Membership recruitment campaigns in order to create new chapters and sustain the existing one in collaboration with Regional Directors and Membership and Chapters Focal Person to develop in each region.
- To set up forums and platforms to promote and share best practices in membership recruitment and chapter creation.
- To develop specific tools and communication for potential members. - To initiate the process of review of the procedures for the creation of regions and chapters.

To see Materne's video click here <https://youtu.be/D4UvtWP2cxY>



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Director of Professional Development

The key responsibilities of the Director of Professional Development are to lead the Board in developing appropriate global strategy and policy relative to Professional Development, to monitor activities relative to Professional Development in each region, to provide advice and guidance and to identify and propagate best practice, to provide facilitative leadership to volunteers, staff & contractors involved in Professional Development, ensuring their alignment with global strategy and policy, and to manage the Professional Development operating budget and contracts with suppliers.

Gary Rush, CPF (USA)

Professional Development is key to the value of the IAF. I plan:

1. *Continued Influence* – ties to other associations to recognize that the value of facilitation is important to many professions. I work with a number of associations, such as IIBA, PMI, and DAMA and want to continue this work and expand our connection and influence in defining facilitation skills following our Core Facilitator Competencies, **supporting our Vision.**
2. *Expanding the IAF Professional Development Path (Pro-Path)* – having chaired the Certified™ Professional Facilitator workgroup in 2007 and worked on developing part of the Pro-Path, instituted by Cameron Fraser, in 2017 and 2018, I fully support both the Certification Program and the Professional Development Path. I want to see it support beginners, professionals, masters, and those retired. I also want to support a variety of facilitation styles – working to include graphic facilitation, virtual facilitation, and other styles as well as see the assessment held in different languages, e.g., Spanish, Mandarin, Arabic, and Japanese. **Supporting our Ethics and Mission.**
3. *Increasing Development Opportunities* – through IAF offered programs (programs that do not compete with member offerings). Members grow through mentoring and shared advanced topics through webinars, panel discussions, conferences, and networking opportunities – e.g., topics covering business development, expanded use of facilitation, future of facilitation, tools, etc. This builds on the concepts of the mentoring program expanding it to other avenues to reach more members. **Supporting our Ethics, Mission, and Vision.**

To see Gary's video click here <https://youtu.be/jN8kVAZVxMs>

Gerardo de Luzenberger, CPF (Italy)

I strongly believe that **Facilitation is a practice**, and that facilitators are part of a **great social experiment** that is **promoting a change** in the way people works and live together. **In serving IAF as Director of Professional Development, my priorities will be:**



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PROMOTING THE PROFESSIONAL DEVELOPMENT OF FACILITATORS WORLDWIDE

- A lot of things are happening in the world of facilitation, **new and diverse “communities” of practitioners are flourishing**. Our statement of values says that "we value professional collaboration to improve our profession". We need to refer to all of them if promoting the power of facilitation worldwide, not only to our members. Connecting communities, sharing practices and approaches can offer great learning opportunities to the whole facilitators and **transform IAF in the home of professional development**.
- Societies are dealing with an increasing **diversity**. IAF is becoming more and more global. **Are there Cultural variances of the IAF Core Competencies?** What about our values and code of ethics? We need to open a reflection on these issues.

CONSOLIDATING THE NEW PROFESSIONAL DEVELOPMENT PATH

- The expansion of the suite of certification and the launch of the new mentoring program offer a real added value to our members. We need to carry on the work done up to now. **The IAF portfolio could become the compass for the professional development of the entire facilitators community**.
- The number of members that are not native English is increasing. We need to explore, in collaboration with the Director of Certification Operations, regional directors and other board members, the possibility of **offering more certifications in other languages**.
- We need to **cultivate the assessor community**, and support assessors in the application of the new professional development path. We need to expand the assessors' community and promote the continuous involvement of assessors in the improvement of our programs.

To see Gerardo's video click here

<https://www.youtube.com/watch?v=ql9rymf7Xyo&feature=youtu.be>

Regional Director

The Regional Director provides facilitative leadership to the membership in the region, ensuring that IAF's activity in the region is aligned with the strategy and policy of the global Association. The Regional Director leads a regional board or team and serves as a formal link between the global Board and the regional board or team, chapters, and groups, representing the regional members' interests to the global Board and vice versa.

Kofi Kumodzi, CPF (Togo)

I will continue to facilitate our existing leadership team to build on what the Africa region has been able to achieve over the last 4 years under the leadership of John Cornwell.

Our focus will be on five key areas:



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1. Strengthening the existing Internal Communication

- Helping and maintaining the regional web pages,
- Support the members efforts by publishing regular communications and information
- Creation of a translation committee in support to IAF Global Strategy to avail the IAF website in French, Arabic Spanish and Portuguese (Initiative already on course by John Cornwell. I am an active member of the committee)

2. Promoting the Regional Leadership team

- Establish and develop IAF Africa regional team
- Ensure that the region's leaders have the capacity to maintain regular contact with members in the region in alignment with IAF's global policy and strategy
- Ensure that there is appropriate succession to the role

3. Improve IAF Membership and chapters' development in Africa

- Develop a membership strategy to continue the good work done by our present regional director, especially with regards to new members
- Ensure that the regional team has the capacity to broadly seek to expand the regional membership and its involvement with the IAF,
- Inspire and engage IAF members to volunteer to play valuable roles that could keep their interest in the Organization

4. External communication and promotion within the Facilitation clients' communities

- Creation of a strategic committee on public relations with International Institutions such as African Union, ECOWAS, CEMAC, COMESA, WAMEU, etc
- Lead the strategic reflection to foster the definition of regional policies and operations for advocacy and creation of visibility for IAF and facilitation
- Promote the design of a special program for Africa and facilitation of Conflict transformation as a mean to promote peace and reconciliation

5. Promotion of facilitation events and conference

- Support countries in the region to take responsibilities in conference management
- Manage the region's finances effectively to promote more credibility
- Develop partnerships (with private sector) to promote conferences in the region

To see Kofi's video click here <https://youtu.be/ngEb9p4vHEU>

Jonathan M. Bell, CPF (USA)

I want to be your Regional Director for USA because the field of facilitation has contributed a great deal to my personal and professional life and I want to give back to facilitation at its highest levels.

Having worked closely with our current Regional Director for USA, Don Kerper, for the past several years I am excited about the growth our region has enjoyed and look forward to new and exciting opportunities for us in the near future. It is important to the success of our region



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that there be opportunities for our membership to participate and be engaged as much as they desire. To ensure our regional members have that opportunity, my goal for my tenure as Regional Director for USA is to not only be open to input and support from you, our members, but to proactively reach out to the membership seeking your opinions and feedback.

As a CPF my strengths lie in fostering collaboration, building consensus and encouraging participation. I will bring these to my tenure on the IAF Board of Directors. In addition, my time working in the technology field in both software support and development helps me understand the technical environment our profession must adapt to in order to thrive and evolve in the professional world on the horizon.

The USA Region of the IAF is a leading, vibrant community of facilitators and I look forward to representing you on the IAF Board of Directors.

Sharon Honner, CPF (Australia)

As a Certified Professional Facilitator with a background in training and competency based models I welcome robust discussions driving continual improvement. Facilitation is a self-managed industry and I highly regard IAF's work in setting internationally accepted industry standards creating valued benchmarks for clients and members.

I thrive on developing networks and fostering relationships and keen to build on the following initiatives:

- Identifying and building strategic alliances with relevant associations in the region
- Fostering networks and support for new and existing members
- Rotating regional locations and setting regular opportunities for CPF candidates assessments
- Creating a variety of professional development delivery methods
- Support global initiatives at a regional level

I am passionate about Mentors and Mentees participating in professional development to:

- Have clear understanding of roles and responsibilities
- Understanding what is formal and informal mentoring
- Develop formal agreements
- Have tools to transfer wisdom effectively
- Evaluate the success of the relationship
- Build their professional network

As a lead in the global Mentoring program, I am excited this election will give me the opportunity to continue working on the program.



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I will also draw on my experience as past National Chair for a not for profit organization and International Coach Federation Australasian Board member. I bring an understanding of the challenges of working in a virtual team and geographical spread membership base.

As a graduate of the Australian Institute of Company Director's Course I have sound knowledge of the responsibilities and governance required as a Director. I also have a clear understanding of the IAF Director roles and responsibilities and IAF Articles of Incorporation.

I look forward to the opportunity to serve the facilitation community as Regional Director for Oceania.

Jerlyn Tang Hwee Leng, CPF (Singapore)

Jerlyn started facilitation in 2000 as an internal consultant with the Ministry of Defence of Singapore (MINDEF) and attended her first IAF Conference in 2003. With more than 15 years of corporate experience in OD, HR, Management Consultancy, Change Management and IT Project Management, she had held the appointment of Head Change Management where she led a multi-service team in managing and executing one of the largest HR transformation efforts in Singapore. Being passionate about facilitation and how that brings about group collective wisdom and meaningful outcomes, Jerlyn was the first in MINDEF to promote facilitation by setting up the Defence Management Group Facilitators Network where she nurtured a group of facilitators in designing and delivering different types of facilitated sessions between 2007 to 2009.

Jerlyn is one of the founding members of the IAF Chapter (Singapore) around 2012 and organised the IAF Asia Conference (Singapore) in 2014. She was the Chapter's President (2015-Mar 2017) and Vice President, worked with a good team of Council members in developing and operationalising member development and networking initiatives, and collaborative partnership with organisations to create more facilitation opportunities for IAF members. She had also worked closely with IAF Asia Regional Team in shaping and supporting the growth of facilitation community in Asia.

Jerlyn is an English and Mandarin CPF Assessor & CPF who also contributes actively as a Presenter in IAF Asia Conference (2014, 2017 and 2018). Currently the Managing Director of Change@Werk and Professional Facilitators Alliance, Jerlyn has keen interest to see and shape the growth of professional facilitation in Asia and in bridging a tighter connectedness with Global IAF. She is experienced in strategic and leadership roles with volunteer groups and in bringing people to see the common vision and goals. She aspires to share the value of IAF with others who believe in being a catalyst to bring about group wisdom, and hence the motivation to engage and connect people to share on Chapter's experiences and help each other grow as a community in Asia.



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Farah Shahed, CPF (India)

I look forward to serving IAF with a clear purpose and with my previous experience and strengths, if I am elected to the role of **Regional Director for Asia**. As a member of the IAF Board, I believe I can add value to our vision for the future with a fresh perspective and the tenacity to manage the strategy forward.

IAF and facilitation are part of my DNA since 2011. Over the last 3 years I have been involved with the India Chapter Core Committee and Lead the Bangalore city hub in developing and promoting facilitation. I am also a member of Methods Database Revival team. I have worked across boundaries and gained invaluable exposure collaborating with a few IAF members across regions.

“With tenacity, create brilliance”. As I live my life with this clear purpose, I continually and consistently develop and facilitate the growth of myself and others. I wish to stay true to this and continue the amazing work of the previous RD and the team for enhancing the collaboration across regions towards “One Asia” with commitment and focus. This is perfectly timed as well, as I move into a space when I can contribute with more time and effort. I believe ‘your actions, not your words, what really matter!

Specific to the Regional Director for Asia role, I wish to utilize my top 5 strengths to ensure the regions strategy is co-created and executed successfully.

1. **Activator** – can make things happen by turning thoughts into action. There is very little mystery about me! So we can easily work together.
2. **Input** – I like to broaden my perspective and yearn to learn a lot more. Therefore, I will be 100% involved in the understanding the issues specific to each region.
3. **Includer** – I am inclusive and non-judgmental and this helps me tap into the best potential in others. This will help us build a strong and collaborative network across Asia
4. **Maximer**- I like to transform something strong into something superb. My focus is on strengths and talents and this is how I lead in my daily life.
5. **Achiever** – stamina and work hard is my second name. Everything is possible to achieve with this mantra!

I do believe I can make a difference as the IAF Board member and as Regional Director for Asia.

To see Farah’s video click here https://youtu.be/Kr9_QucJujo

Celeste Brito (Portugal)

I decided to apply to this position while at the EME Regional Directors Meeting in Milan, on Sept. 7. During this meeting we had the opportunity to debate IAF Europe and Middle East accomplishments as well as challenges ahead; also, how we are committed to continue on



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developing local chapters, to have a diverse and holistic approach to facilitation and about how we can all continue to live and spread the vision and the leadership provided for the region in the last years.

By having this conversation as a team, and having had my F2F with Mirjami, it became clear to me that I could be a natural leader for EME. I am enthusiastic about Facilitation. I truly believe and act upon the code of ethics and conduct of IAF. On top of this, I am driven by a purpose of serving the community within the scope of Facilitation - in the last couple of years I've been coordinating the SIG (Portuguese Speaking Facilitators) and IAF Portugal Chapter and seeding Facilitation in Portuguese Speaking Countries, with some developments in African Portuguese speaking countries and Brazil. I am also supporting the creation of the Francophone Facilitators SIG in Africa.

I see the role of EME Director as an opportunity to continue the great work the previous Directors did and also move forward in building partnerships with relevant stakeholders, supporting the development of local chapters, nurturing the creation of additional chapters in other EME countries and building on the diversity that this region brings – diverse experiences, diverse cultures and environments, different needs and opportunities to put facilitation into action and contribute for a better world.