IAF
International Association of Facilitators

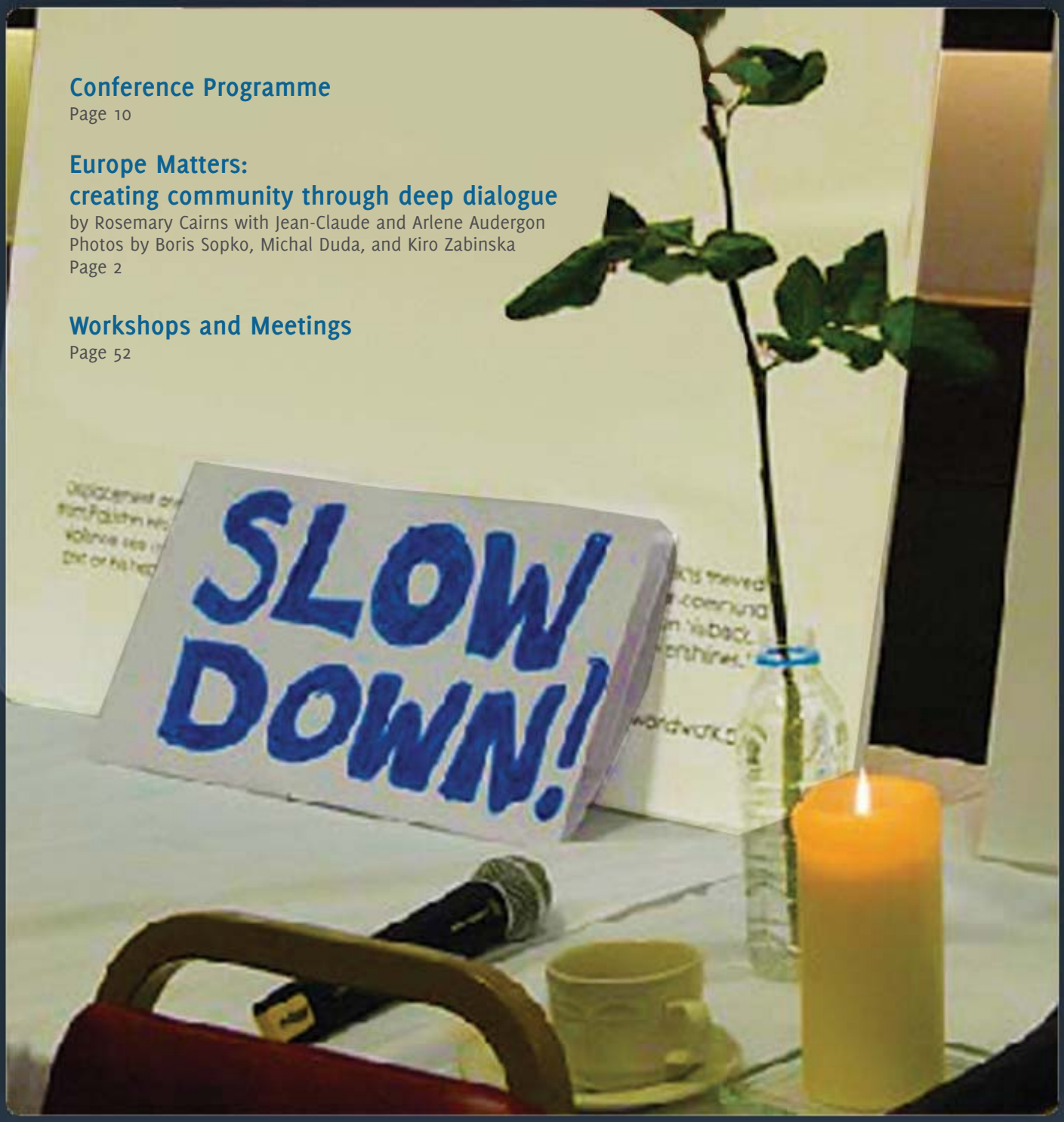
IAF Europe Newsletter

May `09

Conference Programme
Page 10

Europe Matters:
creating community through deep dialogue
by Rosemary Cairns with Jean-Claude and Arlene Audergon
Photos by Boris Sopko, Michal Duda, and Kiro Zabinska
Page 2

Workshops and Meetings
Page 52



2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

IAF Europe Newsletter May `09

Group work in the centre of Worldwork 2008, London

Europe Matters: creating community through deep dialogue

by Rosemary Cairns with Jean-Claude and Arlene Audergon
Photos by Boris Sopko, Michal Duda, and Kiro Zabinska

Ending wars by stopping physical violence is one thing. Having people trust each other, and be willing to live together again in peace, is something else again. Rebuilding relationships destroyed or fractured by conflict needs dialogue, which can bring up deeply felt anger, hate, pain and bitterness that may have been buried for decades.

While some peacebuilders focus on the future because they fear that encouraging people to talk honestly about the past will re-ignite conflict, a unique approach known as Worldwork takes a different approach. Worldwork sees the tension itself, manifested through people's individual behaviour, as the source of transformative power. "In the new paradigm, conflict itself is the fastest

2008 © Copyright Stichting IAF Europe. All rights reserved.

way to community," Arnie Mindell explains in his 2002 book entitled The Deep Democracy of Open Forums. "Conflict is its own healing."

Organizations, explains Mindell, are "living organisms whose lifeblood is composed of feelings, beliefs, and dreams" but much of our usual organizational and political life ignores that lifeblood. "Deep Democracy is the principle behind a community building process that hears all voices and roles, including our collective experiences of altered states, and subtle feelings and tendencies," says Mindell.

And just as personal awareness work pays attention to how we interact with ourselves and others, consciously and unconsciously, Worldwork focuses on seemingly small behaviour indicators and on those who are not present but are influencing what happens (known as "ghost" roles).

In a forum in Ireland some years ago, for example, it was the reddening necks of two men, one Protestant and one Catholic, that made visible the hidden anger that fuelled their deadly high blood pressure – and a conflict that had killed and injured thousands over many years – and changed the room's emotional temperature dramatically. By drawing attention to that one small indicator, even as the two groups of people were shouting angrily at one another, the Mindells helped facilitate a changed atmosphere in which reconciliation and understanding could occur.

By helping people notice such signs, explore the underlying feelings, and helping the powerless and the powerful to speak for them-

Jean Claude Audergon (centre).

Arnie Mindell facilitates at Worldwork 2008.

2008 © Copyright Stichting IAF Europe. All rights reserved.

More than 420 people attended Worldwork 2008, London

selves, "a moment arises when growing together become possible", Mindell says. "Whenever war is the issue, the polarized positions are often avoiding conflict on one side and grief and frustration on the other. Without facilitation, frustration leads to anger, rage, and retaliation...The solution to war is not peace but growing together."

In many situations, Mindell says, that process brings to life the pain of the past for those who have been marginalized – and the facilitator must hear and grieve that past history. "Go into the history, not around it," he says. "There you find the hope for a better future. Even ask the dead what kind of world they would create today. The dead can be wiser than the living."

Part of the facilitator's role is to evoke such "ghost" roles by trying to express in words what he or she thinks the ghost role wants to say. Invariably, someone else will take over that role, helping to ensure that all viewpoints are represented in a room, no matter who the participants might or might not be.

Worldwork is both an approach or method of facilitating and an event that happens every two years in different locations around the world.

In April 2008, more than 420 people from 38 countries gathered in London, England, for a Worldwork gathering entitled Doorways to Di-

2008 © Copyright Stichting IAF Europe. All rights reserved.

Arlene Audergon facilitates during Worldwork 2008.

versity, Seeking a Home in the World, during which they experientially explored colonialism, oppression, war, trauma, conflicts, resolutions, hope and hopelessness, gaining new connections and understandings as they engaged with each other and the whole group. (See http://www.worldwork.org/)

A community 'force' for peace

UK-based CFOR (Force for Change) has been using Worldwork in Europe for more than a decade, starting with post-war work in the former Yugoslavia, and trains leaders who want to facilitate such community dialogue. In fact, the name CFOR reflects the idea that such community forums might be a 'force' for peace or 'force' for change as effective as IFOR, SFOR, and KFOR, the international armed forces that monitored peace implementation in post-war Bosnia and the former Yugoslavia.

Creating individual awareness in effect strengthens the community's immune system, preventing the divisions that can rapidly lead to conflict. "Our tendency to just go silent, to think it's nothing to do with us, or to be easily polarized, by our personal and collective histories and loyalties, can lead to cycles of hopelessness in organizations and communities and manipulation

2008 © Copyright Stichting IAF Europe. All rights reserved.

into violent conflict," say CFOR co-founders Arlene and Jean-Claude Audergon.

But if interactions are facilitated at the point where communication normally breaks down and conflict repeats and escalates, these cycles can be interrupted. "There is a chance to connect to something beyond our differences, able to facilitate all points of view and experiences and discover that our diversity in multi-cultural societies can lead us to a creative future. These experiences make a difference in building creative collaborations, and leadership potential across sectors of society."

Between 1996 and 2002, Arlene Audergon and Lane Arye facilitated forums in Croatia, made up of between 60-80 people from NGOs, government and international organizations who were dealing with painful issues of reconciliation and rebuilding in their communities. People came from all sides of the war, with their own war experiences and trauma, and worked together on the conflicts and issues they met in the field. This project, organized by the Croatian NGO Udruga Mi, and supported by UNHCR, OSI, OTI, OSCE, the Threshold Foundation and Norwegian, Danish, British, Dutch, and Belgian embassies, affected many hundreds of people in ways that deeply impacted their own lives and their work in their communities. Many wondered what would have happened had such forums been organized before the war.

Group action is dynamic.

Since 2006, CFOR has been working in Croatia on a project that links economic recovery and the Forum's work in dealing with blockages to community development including "political" issues related to the war-time polarization of Croats and Serbs, Muslim, mixed and other ethnic or national identities in the region. CFOR continues to work with UNHCR and local NGOs on how to deal with post-war issues of return and reconciliation so as to assure all different individuals and groups, with different war experiences, that their experience must be and is included in the dialogue towards building sustainable community, and that the wisdom to move forward lies within the community itself. CFOR also is working on similar projects in Bosnia, Montenegro, Kosovo, and Serbia, and on forums to build relationships across the Balkan region and in relationship with the European Union.

It is countries that create the European Union as a political or economic bloc and pass human rights legislation, but it is people who will –

2008 © Copyright Stichting IAF Europe. All rights reserved.

or will not – create a multi-cultural European identity, and that is an issue that is complicated by past history. CFOR realized, as they helped to facilitate a series of forums on majority-minority issues in various European countries between 2004 and 2006, that a European "worldwork" might help to create a sense of European citizenship – and that this might aid people in other parts of the world that are also trying to bring together nations with a past history of conflict, war and discrimination.

Thus the title, Europe Matters, emerged during a rainy day's brainstorming with several of CFOR's partners, as did the title for the first forum, held in Slovakia in September 2007, Europe Matters Europe Works. Participants from 13 European countries attended the five day forum, where they worked in panels, small groups, and the large Forum group, on themes of asylum and refuge; racism and discrimination; our history of war, trauma and tyranny in Europe; issues facing Roma communities; east-west attitudes in Europe; trafficking; and gender and sexual orientation.

> *"A technique which empowers people to tell their stories, to complete events and to find new answers in unexpected ways to long-suffering entrenched world problems."*

They also took part in training on key Worldwork concepts of "privilege" and "rank", conflict facilitation, and facilitating one's ideals and dreams. The deep dialogue helped to change attitudes and created a sense of warmth and connection: "I realise that it is the first time I have a sense of belonging and roots, that I am European," said one participant.

At this year's Europe Matters forum April 27-May 2 in Slovakia, CFOR anticipates working with 60 people from all across Europe on transforming history of war and violence, our history from WWII, the tyranny of the Stalinist era, current attitudes around east-west, economies, migration, asylum, and issues of racism, and xenophobia. Participants will come from both EU and non-EU countries.

Europe Matters is a new kind of think tank "because of the deeper dialogue that includes not only ideas, but facilitation of emotions, history, conflicts, dreams and direct interactions," say the Audergons. "People say the forums transform your feelings and perceptions about issues, so that you recognise how you contribute to perpetuating conflict or contribute to change. Each forum is like being in a 'cooking pot'. In the heat of it, you gain awareness and a sense of possibility, and transform with others."

This process creates active citizens, who know they can make a difference and have the awareness and relationships to turn insight into action. People who are attracted to Europe Mat-

2008 © Copyright Stichting IAF Europe. All rights reserved.

ters and to Worldwork are people who go on to make a difference in their communities, Arlene notes, pointing out that the idea for bringing Worldwork to Croatia came from two Croatian women who attended a Worldwork seminar in Slovakia while their country was at war and wanted to bring this new approach back home.

During the 2008 Worldwork conference in London, a Burundian refugee imagined that the UK's Burundian community could begin to talk about their relationships – about issues of trauma, accountability, cycles of conflict, and relationships among Hutu and Tutsi - that they do not talk about at home in Burundi. He believes that by addressing relationships among Burundians living in the UK, a movement of change will start in Burundi as well.

"I smile in my heart," said Dieudonné Manirakiza. "I kept saying I don't believe it, here I am among 400+ people from around the world, the only person I know is my friend and I feel completely at home, the most at home I have ever felt after seeking refuge in UK from Burundi. It was like a family from the beginning, I kept saying I don't believe in miracles but somehow Worldwork can do them.

"I have come across a technique which empowers people to tell their stories, to complete events and to find new answers in unexpected ways to long-suffering entrenched world problems. I used to think there was nothing I could do about the huge problems in Burundi and in Africa as a whole. Now I do not believe that. Worldwork has given me hope, something can be done - we

Arlene Audergon (left) facilitates during Worldwork 2008.

Amy and Arnie Mindell

2008 © Copyright Stichting IAF Europe. All rights reserved.

need this in Burundi and Africa."

Europe Matters is supported by a European Commission grant 'Europe for Citizens', and delivered by CFOR in partnership with EMF European Multicultural Foundation UK, ANNWIN Slovakia, Udruga Mi Croatia, IPP Centre for Dialogue Poland, and Diversity Matters UK. For more information about CFOR, see http://www.cfor.info. For more information about Worldwork, see http://www.worldwork.org/worldwork.html.

Between June 2009 and May 2010, CFOR's Facilitation for Leaders training will explore both the theory and practical application of process oriented leadership and conflict facilitation skills for people leading in difficult situations. The course consists of four four-day modules, offered in London June 8-11 and Oct. 12-15, 2009, and March 15-18 and May 17-20, 2010. See http://www.cfor.info/annualfacilitationtraining.htm.

For more about the work in Croatia, see Arlene Audergon's book entitled The War Hotel: Psychological Dynamics in Violent Conflict, published in 2005.

Burundian refugee Dieudonné Manirakiza

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009
IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Summary of Pre-Conference Programme

16th, 17th & 18th September 2009 | 9.00 - 17.00

2008 © Copyright Stichting IAF Europe. All rights reserved.

Pre-Conference Programme

Wednesday 16th. – Thursday 17th.September 2009

Certified Professional Facilitator Assessments | 09:00 – 17:00	
Certified Professional Facilitator Assessments	Contact Lindsay Wilson at lindsay.a.wilson@hotmail.co.uk for details

Pre-Conference Sessions | 09:00 – 17:00	
METALOG training tools: Living Metaphors for Change	Tobias Voss - Germany Tel: 0049/9453999934 Tel: 0049/172559248887; Tobias.Voss@metalog.de
Story Telling	Mary Alice Arthur New Zealand SOAR PO Box 10-868 Wellington New Zealand Tel: +64-21-687-627 mary-alice@getsoaring.com http://www.getsoaring.com
Tops Training	Martin Gilbraith, Director (ICA UK programme), United Kingdom Tel: +44 (0)845 450 0305 or +44 (0)161 232 8444 martin@ica-uk.org.uk
Working in Blended Realities	Dr. Dale Hunter & Stephen Thorpe Zenergy 119 Mt Eden Rd, Mt Eden, Auckland, New Zealand Tel: +64 9 638 7326 Mob: 021 639 870 Skype: dale-hunter zenergy@xtra.co.nz www.zenergyglobal.com

2008 © Copyright Stichting IAF Europe. All rights reserved.

Pre-Conference Programme

Wednesday 16th – Thursday 17thSeptember 2009

Pre-Conference Sessions | 09:00 – 17:00 (continued)	
Pinpoint Facilitation™ Process and Facilitation Technique Workshops	Keith Warren-Price Pinpoint Facilitation Centre, 5/6 Monument Park, Chalgrove, Oxfordshire, OX44 7RW. United Kingdom Tel: +44(0)1865 400777 carol@pinpoint-facilitation.com
Getting to the Heart of Facilitation	Ayleen Wisudha Business Psychology Centre University of Westminster United Kingdom Tel: +44 (0)20 7911 5000 ext: 2145 a.wisudha@wmin.ac.uk

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009 IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Pre-Conference Programme

Friday, 18th September 2009

Pre-Conference Sessions | 09:00 – 17:00	
The Facilitator as Leader	Irwin Turbit – UK info@facilitate4change.com
Free the Inner Voice	Nikki Slade - UK pa@freetheinnervoice.com Tel: 07932 043 277
The Seven Separators of Facilitation Excellence	Michael Wilkinson - USA Tel: 001 770.454.1440 x22 mwilkinson@leadstrat.com
How to use Graphic Facilitation and Visual Information to get better results from business meetings	Katherine Woods Meeting Magic United Kingdom Tel: +44 (0)1628 471114 katherine@meetingmagic.co.uk
The Facilitator as Leader	Irwin Turbit – UK info@facilitate4change.com
Free the Inner Voice	Nikki Slade - UK pa@freetheinnervoice.com Tel: 07932 043 277
Gaining Buy-In to Tough Decisions – Helping Managers to adopt a participative approach	Tony Mann - UK tony.mann@resourcestrategicchange.com Tel: +44 (0)1274 829003

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009
IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Summary of Conference Programme

Saturday, 19th September 2009

2008 © Copyright Stichting IAF Europe. All rights reserved.

Conference Programme

Friday, 18th September 2009

Friday 18th September 2009		
10:00 – 16:00	If you arrive early why not make the most of your day in Oxford – arrangements are in hand for: ▪ A Punt & a Pint trip up the Thames – get your own Punt and follow the course as you enjoy a pint at river side pubs. ▪ The College Walk – Visit the colleges on an escorted trip around the great colleges of Oxford ▪ The Morse Tour – An escorted trip taking in all the haunts of TV's favourite detective and visit where the series was shot. ▪ Famous Libraries & Museums – Details to follow	The Conference Team are preparing comprehensive details of the opportunities for a spot of tourism before the conference – contact conference@iaf-europe.eu
16:00	**Registration Opens**	Drop in at the Porters Lodge and pick up your keys then make your way to Reception in the Great Hall.
16:00	**Plan your Stay:** ▪ View the up to the minute Conference Programme and the many leisure and fun opportunities the Conferences Team have prepared for you.	The Great Hall – Liddon Quad
17:00	**College Bar Opens –** Your first chance to catch up with old friends - or - just stroll around the beautiful college grounds..	College Bar – Hayward Quad
18:00	**Welcome** – from the Conference Chair – introduction to College Home Groups	Sloane Robinson Conference Centre – Newman Quad
18:15	**Home Group Intro's** – Your first chance to meet in your College Home Groups and tackle your first joint venture	Sloane Robinson Conference Centre – Newman Quad
19:00	**Dinner** – A welcome from Oxfords own Town Crier and dinner amidst the Hogwartian charms of the Great Hall	The Great Hall – Liddon Quad
20:00	**Leisure Time** – take your pick from the array of entertainment and leisure opportunities the Conference Team have laid on for you – or just have a chat with old and new friends in the college bar.	Keble and Oxford City Centre

2008 © Copyright Stichting IAF Europe. All rights reserved.

Conference Programme

Saturday, 19th September 2009

Saturday 19th. September 2009		
07:00	A chance for your first Laughter Yoga Session, take an early morning stroll or if you're feeling a bit more lively why not jog round one of the many jogging routes around the college	
08:00	Breakfast in the Great Hall – another chance to make new friends and plan your day	
09:00	**Welcome –** Official Conference opening by the Conference Chair	Gary Purser – Professional Development IAF Europe
09:15 – 10:30 Keynote Speaker	**Fast Futures** – A fascinating opening to the conference where Rohit Talwar – one of the worlds most respected Futurists – will set the scene for the world we will be working in.	Sloane Robinson Conference Centre – Newman Quad
10:30 – 11:00	Refreshment & Networking Break in the Arco Building – Why not visit the Exhibition while you are here?	
11:00 – 12:30 **90 min. Sessions**	Bringing 270 people to consensus - Creative & Innovative Session Design	Tony Nash - Canada Tel: +1 613 592-9776 tony.nash@inter-connex.ca
	The facilitators role in producing Ethical Outcomes	Karen Jackson - UK karen@devapartner.com http://www.devapartner.com/
	The Facilitator as Coach	Todd Montgomery - Australia AUS mobile: +61 (0)431 989 434 UK mobile: +44 (0)7503 517 154 HKG mobile: +852 6808 3490 SNG mobile: +65 8426 8567 Skype: ktoddmontgomery toddm@toddmontgomery.com.au http://tmconsultancy.blogspot.com/
	Developing Minds	Graham Rawlinson Tel: +44 (0)1403 871321 Mob: +44 (0)7710307206 graham@farmfreshexpress.co.uk

2008 © Copyright Stichting IAF Europe. All rights reserved.

Conference Programme

Saturday, 19th September 2009

Saturday 19th. September 2009 (continued)		
11:00 – 12:30 **90 min. Sessions**	Lessons from the Dog Whisperer	Tony Mann – UK Tel: +44 (0)1274 829003 Mob: +44 (0)7957660722 tony.mann@resourcestrategicchange.com
	Enjoy Work – Laughter Workshop	Joe Hoare - UK joe@joehoare.co.uk
	Facilitating Employeeship	Trevor Durnford & Malin Morén - Sweden Tel: +44 (0)7966 753565 trevor@lorensbergs.se
	Building Resilience – Theory in to action in turbulent times	Gary Austin, circleindigo Tel: +44 (0) 1279 723 283 gary.austin@circleindigo.com
11:00 – 12:00 **60min Session**	Reading People	John Cremer – UK Mob: +44 (0)7746 830919 creative@johncremer.co.uk www.johncremer.co.uk
	Graphic Facilitation	Charlie McAllister – UK Tel: +44 (0)121 430 3726 Mob: +44 (0)7906 055539 charlie@newpossibilities.co.uk www.newpossibilities.co.uk
12:30 – 13:30	Lunch in the Great Hall – Network with colleagues, explore the Exhibition or just relax in the college grounds	
13:30 – 17:00 **180 min Sessions**	The Anatomy of a Facilitation: Guiding Education Leaders to Consensus	Michael Wilkinson - USA Tel: 001 770.454.1440 MWilkinson@leadstrat.com www.leadstrat.com
	The secrets of Visual Information Management	Katherine Woods – UK Tel +44 (0)1628 471114 katherine@meetingmagic.co.uk

2008 © Copyright Stichting IAF Europe. All rights reserved.

Conference Programme

Saturday, 19th September 2009

Saturday 19th. September 2009 (continued)		
13:30 – 17:00 **180 min Session**	The Process Buffet	Cameron Fraser – Canada Direct Line +1-613-761-9598 Office +1-613-284-0776 Mob: +1-613-620-2243 Skype cameronfraser cfraser@ranaprocess.com www.ranaprocess.com
13:30 – 17:00 **180 min Sessions**	Inspiring Change: working with metaphor	Carol Sheriff & Simon Wilson - UK Tel: +44 (0)1707 883881 simon.wilson@wilsonsherriff.com
	Metalog training tools: Living Metaphors for Change	Tobias Voss - Germany Tel: 0049/(0)94539999341 Fax: 0049/(0)94539999342 Mob: 0049/(0)1729248887 Tobias.Voss@metalog.de
	Can we see into the future?	Tony Mann – UK Tel: +44 (0)1274 829003 Mob: +44 (0)7957 660722 tony.mann@resourcestrategicchange.com
	Making it simpler; doing less to achieve more	Tim Sims & Tracy Muir – UK Tel: +44 (0)1490 420587 Mob: +44 (0)7764 159892 tim.sims@btinternet.com
13:30 - 16:00 **120 min Sessions**	An exploration of a topic that matters – 'Sustainable Change' for high-diversity multi-stakeholder communities.	Tom Schwarz - Australia Tel: +61 2 9363 4963 Fax: +61 2 9363 4921 tom.schwarz@kinnogene.com.au
	Partnerships that Fly – Flamingos & Facilitation	Dawn Reeves – UK Tel: +44 (0)115 9623312 Mob: +44(0)7803 600966 dawn.reeves@inspiraconsulting.co.uk www.inspiraconsulting.co.uk

2008 © Copyright Stichting IAF Europe. All rights reserved.

Conference Programme

Saturday, 19th September 2009

Saturday 19th. September 2009		
	'Presence in Facilitation' – an exploration on the energy-perspective of group dynamic's and organizational change	Arthur Lourijsen - The Netherlands Tel. +31 6 30 20 71 21 Lourijsen@aidos-consultancy.nl www.aidos-consultancy.nl
15:00 – 15:30	Refreshment & Networking Break in the Arco Building – Why not visit the Exhibition while you are here?	
16:00 – 17:00 **60 min Sessions**	So what's all this interweb stuff then?	Matthew Purser - UK +44 0845 680 9864 +44 020 3287 7160 matt@edgeward.co.uk www.edgeward.co.uk
	Stimulating co-creativity in organisations	Kristoff van Rossem - Belguim Tel. 00 32 53 417384 kristof.van.rossem@telenet.be www.socratischgesprek.be
	20 Inspiring Tips and Tools	Paul Z Jackson paul@impro.org.uk www.impro.org.uk, Tel: +44 (0)7973 953586
	Sustaining ourselves as practitioners: how do we change as the organizational climate changes?	Anne Radford Tel: +44 (0)20 7633 9630 anne@aradford.co.uk
17:00 – 20:00	A mix of College Home Groups + Networking + Leisure Time	Details to follow
20:00	**Conference Dinner** – A sumptuous dinner served in the Great Hall and accompanied by a string quartet playing in the Gallery and magicians and strolling players to entertain you.	The Great Hall

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009
IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Summary of Conference Programme

Sunday, 20th September 2009

2008 © Copyright Stichting IAF Europe. All rights reserved.

Conference Programme

Sunday, 20th September 2009

Sunday – 20th. September 2009		
07:00	A chance for another Laughter Yoga Session, take an early morning stroll or if you're feeling a bit more lively why not jog round one of the many jogging routes around the college	
08:00	Breakfast in the Great Hall – another chance to make new friends and plan your day	
09:00 – 10:30 **Keynote Speaker**	**Creativity and Innovation - To be confirmed** We are continuing our efforts to secure one of the leading authorities in the world in the field of creative thinking and the direct teaching of thinking as a skill. Watch this space!	Sloane Robinson Conference Centre – Newman Quad
09:00 – 12:30 **180 min Session**	The Seven Separators of Facilitation Excellence	Michael Wilkinson - USA Tel: 001 770.454.1440 MWilkinson@leadstrat.com www.leadstrat.com
10:00 – 12:30 **120 min Session**	Unity with Diversity – Transformative Cross-Cultural Co-Facilitation'	Tom Schwarz & Annette Moench – Australia Tel: +61 2 9363 4963 Fax: +61 2 9363 4921 tom.schwarz@kinnogene.com.au
	Real Action Learning: an expanding market	Ruth Cook - UK ruth.cook@actionlearningassociates.co.uk Tel +44 (0)207 4071971
10:30 – 11:00	Refreshment & Networking Break in the Arco Building – Why not visit the Exhibition while you are here?	
11:00 - 12:30 **90 min Sessions**	Don't make me angry – you wouldn't like me when I'm angry	Gary Purser – UK Tel: +44 (0)1727-768102 Skype: garyfacilitate4change gary@facilitate4change.com www.facilitate4change.com
	Deepening Facilitation Impact with The Clover Practice™	Kathleen Paris – USA Tel: 001 608-445-1085 Fax: 001 608-833-5784 kparis@station1.biz www.kathleenparis.com

2008 © Copyright Stichting IAF Europe. All rights reserved.

Conference Programme

Sunday, 20th September 2009

Sunday – 20th. September 2009		
11:00 - 12:30 **90 min Sessions**	The secret life of groups	Christine Thornton – UK +44 01962 620572 thorntonco@ntlworld.com www.thorntonconsulting.org
	Using ToP Facilitation methods in an intergenerational setting	Amelia Lee – UK Tel: +44 (0)845 450 0305 Amelia@ica-uk.org.uk
	Improvisation Skills	John Cremer – UK Mob: 07746 830919 creative@johncremer.co.uk www.johncremer.co.uk
	Stressless Living	Julie Whithead – UK Mob: +44 (0)7973 164 369 jools.whitehead@btinternet.com
	Developing a strategic war room through facilitation	Krister Forsberg – Sweden Tel: +46 8 767 4670 mail@kristerforsberg.com
12:30 – 13:30	Farewell Lunch in the Great Hall: ▪ Presentation Ceremony for Graduates of the Conference ▪ Presentation of CPF Certifcates ▪ Announcement of the 2010 Conference and handover of the IAF Conference Banner ▪ Close	

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009
IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Detailed Description of Pre-Conference Sessions

16th & 17th September 2009 | 9.00 - 17.00

2008 © Copyright Stichting IAF Europe. All rights reserved.

METALOG training tools: Living Metaphors for Change

Description:
2 Days at an off site venue to be arranged - The METALOG training tools are innovative learning projects to be used inside the seminar room as well as outdoors. Flexible to use, they fascinate participants by means of the genuine experience and the great effects they trigger. These tools for authentic learning allow any group to experience topics such as change, creative problem solving strategies, communication, coping with limited resources, teamwork, leadership, etc. first-hand during a seminar. They lay the best possible basis for truly lasting outcomes of processes of learning and change. developed an understanding of peer coaching in different cultures

Session leader:
Tobias Voss
Germany
0049/9453999934
0049/172559248887; Tobias.Voss@metalog.de

16th. & 17th. September 2009 | Pre-Conference

Story Telling (Details follow)

Description:
2 Days at an off site venue to be arranged - Story Telling and its role in personal and organisational development (Full details to follow)

Session leader:
Mary Alice Arthur
New Zealand
SOAR
PO Box 10-868
Wellington
New Zealand
+64-21-687-627
mary-alice@getsoaring.com
http://www.getsoaring.com

16th. & 17th. September 2009 | Pre-Conference

2008 © Copyright Stichting IAF Europe. All rights reserved.

Tops Training

Description:
2 Days at an off site venue to be arranged - Training in TOPS methodology with the ICA (Full details to follow)

Session leader:
Martin Gilbraith,
Director (ICA UK programme),
United Kingdom
0845 450 0305 or 0161 232 8444
martin@ica-uk.org.uk

16th. & 17th. September 2009 | Pre-Conference

Working in Blended Realities

Description:
2 Days at an off site venue to be arranged - A session based on "working in blended realities" - for work groups combining face to face and online media into their working modes. Work groups/teams need to address how they can better plan and use the combination of face 2 face and online environments. (Full details to follow)

Session leader:
Dr. Dale Hunter & Stephen Thorpe
Zenergy
119 Mt Eden Rd, Mt Eden, Auckland,
New Zealand
+64 9 638 7326
Mob: 021 639 870
Skype: dale-hunter
zenergy@xtra.co.nz
www.zenergyglobal.com

16th. & 17th. September 2009 | Pre-Conference

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009 IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Pinpoint Facilitation™ Process and Facilitation Technique Workshops

Description:
2 Days at Pinpoint Facilitation Centre - Pinpoint Facilitation Course – see http://www.pinpoint-facilitation.com/facilitation-process-and-workshops-12280-0.html for details

Session leader:
Keith Warren-Price
Pinpoint Facilitation Centre, 5/6 Monument Park, Chalgrove, Oxfordshire, OX44 7RW.
United Kingdom
+44(0)1865 400777
carol@pinpoint-facilitation.com

16th. & 17th. September 2009 | Pre-Conference

Getting to the Heart of Facilitation

Description:
2 Days at an off site venue to be arranged - (Full details to follow)

Session leader:
Ayleen Wisudha
Business Psychology Centre University of Westminster
United Kingdom
020 7911 5000 ext: 2145
a.wisudha@wmin.ac.uk

16th. & 17th. September 2009 | Pre-Conference

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009
IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Detailed Description of Pre-Conference Sessions

18th September 2009 | 9.00 - 17.00

2008 © Copyright Stichting IAF Europe. All rights reserved.

The Facilitator as Leader

Description:
1 Day at Keble College - Are facilitators Leaders? Irwin teaches consults and advises on leadership, strategic management, leading with political awareness and governance across all sectors – but he is almost unique in that his interest in leadership was forged when he was a key operational leader in the sensitive periods of Northern Irelands struggle for peace. Irwin is a real leader who has honed his skills in Harvard and Warwick Business School where he is now a visiting fellow. (Full details to follow)

Session leader:
Irwin Turbit
Northern Ireland

18th September 2009 | Pre-Conference

Free the Inner Voice

Description:
1 Day at Keble College - Following on from their successful session in Groningen Nikki Slade and Gary Purser are developing a 1 day Pre-conference Session based around deep personal development. Nikki's work connects us to the authentic wisdom voice that is our true self. Through the pressures of social conditioning and interactions with others we develop a personality that is often far removed from the true nature of our being and manifests as a critical and judgemental voice that limits the experience of ourselves and others. Gary sets this into the world of facilitation and personal growth. (Full details to follow)

Session leader:
Nikki Slade
pa@freetheinnervoice.com
Tel: 07932 043 277

18th September 2009 | Pre-Conference

2008 © Copyright Stichting IAF Europe. All rights reserved.

The Seven Separators of Facilitation Excellence

Description:
1 Day at Keble College - When you are a participant in a facilitated meeting or a training workshop, you probably know within 10 minutes whether the facilitator is strong enough to make it worth you time to stay. So what is it that separates great facilitators from good ones? In this dynamic, highly interactive workshop, the author of The Secrets of Facilitation will cover the seven key skills and over 20 techniques that you can begin using immediately, including: the 4 keys to an engaging opening, the secret to asking questions that ignite a bonfire of responses, how to prevent dysfunctional behaviour, and how to effectively maximize energy.

Session leader:
Michael Wilkinson
USA
001 770.454.1440 x22
mwilkinson@leadstrat.com

18th September 2009 | Pre-Conference

How to use Graphic Facilitation and Visual Information to get better results from business meetings

Description:
1 Day at Keble College - This training will enable you to look beyond the typical use of PowerPoint and flipcharts. You will learn to how you can use information to engage a group and get great work done.

Information is the currency that gets exchanged when groups come together. Being able to manage information effectively will increase the impact of your facilitation and enable greater results from the groups you work with.

This course has been run as an in-house program with our clients. It has received great feedback and now we would like to offer it to the IAF community.

Session leader:
Katherine Woods
Meeting Magic
United Kingdom
+44 (0)1628 471114
katherine@meetingmagic.co.uk

18th September 2009 | Pre-Conference

2008 © Copyright Stichting IAF Europe. All rights reserved.

Gaining Buy-In to Tough Decisions – Helping Managers to adopt a participative approach

Description:
These are tough times: financially, commercially and emotionally. Businesses and the people in them face hard decisions. Often Directors feel that it is easier and less confrontational to 'tell' the way forward and thus avoid conflict and challenge from people (below).
This session will explore how to support organisations, as they face these difficulties, to work in a collaborative and participative way to tackle key issues and make fundamental decisions.
It will be based on a real live case study of how an organisation is using "Process Improvement Facilitation" to engage, the senior managers and the staff on site.

Session leader:
Tony Mann
Resource Strategic Change Facilitators
United Kingdom
T: +44 (0)1274 829003
M: +44 (0)7957 660722
E: tony.mann@resourcestrategicchange.com

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009
IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Detailed Description of Conference Sessions

19th September 2009 | 9.00 - 17.00

2008 © Copyright Stichting IAF Europe. All rights reserved.

Bringing 270 people to consensus - Creative & Innovative Session Design

Description:
The workshop leader facilitated a group of 270 managers and staff of Parks Canada to consensus around an action plan in support of the Agency's future vision for Visitor Experience. Through exploration of this real-life case study, participants will learn how to plan, structure, and deliver sessions that bring large groups to consensus.

Session leader:
Tony Nash
Inter-Connex Consulting Inc. Canada

19th Sept. 2009 | Conference | 11.00-12.30

The Facilitator's role in producing ethical outcomes

Description:
Recent events have shown that there is no shortage of creativity and innovation when it comes to making decisions concerning money-making. What appears to be lacking is an ethical framework in which to operate. Facilitators are often involved in helping groups make decisions. What happens when the group comes to a decision which is clearly unethical or where the group have not explored the likely results of their decision in ethical terms? What is the role of the facilitator?
This session explores the differences between values and ethics and how each affects the decision-making process, draws on the experience of the delegates in such situations and aims to conclude with a short code of ethics for facilitators.

Session leader:
Karen Jackson
Deva Partnership
UK

19th Sept. 2009 | Conference | 11.00-12.30

2008 © Copyright Stichting IAF Europe. All rights reserved.

Developing Minds

Description:
Developing Minds is an introduction to Multiplicity and its implications for working with people one to one and in groups, as facilitators, coaches, mentors, leaders, bosses, or plain friends or parents or colleagues. With renowned author on the mind, Rita Carter, (Books: Mapping the Mind, Consciousness, and now Multiplicity, to name just a few see www.ritacarter.co.uk) Next Step Associates is working on research proposals in relation to Multiplicity for Teamwork, Leadership and Creativity, seeking partners for collaboration globally. The core premise that we have Multiple Minds is not new. That it is healthy, can be developed further, and has 'implications for every people centred operation' is now firmly grounded in the latest neuroscience. Questions and answers will cover why innovation hits brick walls, why people don't work even when you pay them, why you recruit the wrong people, and much more, including, if we have time, the meaning of original sin! The session, as has been true in the past, is designed to be fun, challenging, interactive and a talking point for back home on the ranch.'

Session leader:
Graham Rawlinson
Tel: +44 (0)1403 871321 | Mob: +44 (0)7710307206
graham@farmfreshexpress.co.uk
www.newpossibilities.co.uk

19th Sept. 2009 | Conference | 11.00-12.30

The Facilitator as Coach – practical outcomes of a facilitated group coaching process

Description:
In today's increasingly stressful and resource-strapped organizational settings, facilitation that helps to make the most of what you have available is the order of the day. This interactive session offers you practical ways to get even greater benefit from the existing talents, abilities and knowledge in teams – by helping them to help each other. Facilitated group coaching helps to embed coaching competence in the team and foster improved communication, and can be a highly effective component in culture change initiatives. Informed by the latest that neuroscience and brain research has to say about human behaviour in organizations, this session incorporates the Integral Growth model to enhance your understanding of team learning and how to accommodate people's differing perspectives.

Session leader:
Todd Montgomery - Australia
AUS mobile: +61 (0)431 989 434
UK mobile: +44 (0)7503 517 154
HKG mobile: +852 6808 3490
SNG mobile: +65 8426 8567
Skype: ktoddmontgomery
toddm@toddmontgomery.com.au
http://tmconsultancy.blogspot.com/

19th Sept.2009 | Conference | 11.00-12.30

2008 © Copyright Stichting IAF Europe. All rights reserved.

Lessons from the Dog Whisperer

Description:
Cesar Millan shows how to handle dogs with behavioural problems and more importantly how the owners need to be the 'pack leader' and show proper leadership to their dogs. This session will take a sideways look at some of Cesar's principles and approach and show how these same principles can tell us something about groups and leadership and be applied in our role as facilitators. Cesar, for instance, talks about 'guarding the space' and ensuring that you are showing 'calm assertive leadership'. In the same way a facilitator needs to 'guard the space' in the room and show calm assertive (process) leadership if the 'pack' is to work well together!
We will take his guidelines and principles and some of his 'case studies and together explore what messages it has for us.

Session leader:
Tony Mann – UK
Tel: +44 (0)1274 829003
Mob: +44 (0)7957660722
tony.mann@resourcestrategicchange.com

19th Sept. 2009 | Conference | 11:00 – 12:30

'Enjoy Work' – Laughter Workshop

Description:
Do you work with groups or organisations that need a bit of creative thinking? Or even weight-loss for the mind? If so, this session's for you – it will show the research behind the physiological and psychological benefits and the impact of laughter on individuals and groups as well as a raft of laughter techniques.

Session leader:
Joe Hoare - UK
joe@joehoare.co.uk

19th Sept. 2009 | Conference | 11:00 – 12:30

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009 IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Facilitating Employeeship

Description:
Over the last few years, Scandinavia has been the testing ground for a simple and yet radical approach to transforming the way in which people interact in the workplace. The concept of 'Employeeship' literally turns 'upside down' traditional thinking about how organisations work. It's a process where the traditional thinking around leadership and subordination is abandoned. The traditional model is replaced by a mindset of partnership, a relationship where both managers and employees take ownership over their work situation.
The approach thrives on skilful facilitation and this session will not only share the concept with participants but will also provide plenty of opportunities for the deep dialogues that are essential for Employeeship to be experienced.

Session leader:
Trevor Durnford & Malin Morén - Sweden
Tel: +44 (0)7966 753565
trevor@lorensbergs.se

19th Sept. 2009 | Conference | 11:00 – 12:30

Building Resilience – Theory in to action in turbulent times

Description:
Circleindigo have recently sponsored two research projects through the Business Psychology MSc programme at the University of Westminster, London on understanding what makes individuals and teams resilient during turbulent times.
This session will outline the findings and conclusions from this timely and highly relevant research and use this output to look at identifying ways in which to help build resilience in individuals and teams in the workplace through facilitated interventions.

Session leader:
Gary Austin
Circleindigo
gary.austin@circleindigo.com
Office = +44 (0) 1279 723 283
Mobile = +44 (0) 7788 106 517

19th Sept. 2009 | Conference | 11:00 – 12:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

Reading Someone Before You Shake Hands

Description:
This session draws upon an ancient system of knowledge taught purely by oral transmission. The stream can be traced in the works of the early Greeks, cathedral masons and Shakespeare.
It embodies the Hermetic principle "As above so below" - the microcosm reflects the macrocosm.
The system was only written down in the 1950's and is known by only a few hundred people in the UK. Experienced practitioners can read a person at a deep level from across a room in seconds.
Applying the knowledge to one's self requires a lifetime.

Session leader:
John Cremer – UK
Mob: 07746 830919
creative@johncremer.co.uk
www.johncremer.co.uk

19th Sept. 2009 | Conference | 11:00 – 12:00

Graphic Facilitation

Description:
Graphic facilitation is the art of capturing key thoughts and insights using words and images together. Working in this way encourages creativity and engages people in discussions who might otherwise be excluded.
This workshop will explore the benefits of using Graphic Facilitation and how it can enhance participants' own practice.

Graphic Facilitation is a practical discipline and so this will be a practical session. Participants will learn to draw people in a variety of poses, simply and with step-by-step instructions.

No artistic talent required!

Session leader:
Charlie McAllister – UK
Tel: +44 (0)121 430 3726
Mob: +44 (0)7906 055539
charlie@newpossibilities.co.uk
www.newpossibilities.co.uk

19th Sept.2009 | Conference | 11:00 – 12:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

The Anatomy of a Facilitation: Guiding Education Leaders to Consensus

Description:
Imagine this scenario:

- You get a call from Washington.
- A group of 14 top education leaders needs to make recommendations to the Obama Administration to influence the United States education agenda.
- The leaders will meet for four hours to gain consensus on statements. AND
- Their recommendations will be announced in a press conference two hours after their meeting ends.
- You are asked to facilitate the session.

What will you do? What needs to happen when? How will you prepare? What process will you use? How will you get this powerful group to consensus in time? During this highly interactive session, the author of The Secrets of Facilitation will put you in the driver's seat. You will work with your team to take on the same challenge his team faced. Along the way, you will be confronted with making decisions to overcome the unexpected, but real, issues that cropped up during the actual session.

Session leader:
Michael Wilkinson - USA
Tel: 001 770.454.1440 | Mob: +44 (0)7906 055539
MWilkinson@leadstrat.com | www.leadstrat.com
charlie@newpossibilities.co.uk | newpossibilities.co.uk

19th Sept. 2009 | Conference | 13:30 – 17:00

The secrets of Visual Information Management

Description:
Participants will learn about the art of managing information visually in sessions they facilitate. The use of large visual displays has many benefits: supporting trust and respect in groups; helping to get clarity and prevent misunderstandings; sparking creativity through systems thinking in complex problems.

Session leader:
Katherine Woods – UK
Tel +44 (0)1628 471114
katherine@meetingmagic.co.uk

19th Sept. 2009 | Conference | 13:30 – 17:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

The Process Buffet

Description:
At the end of this session, participants will understand process at an "atomic" level and will be able to use the Process Buffet produced by the participants to assist in customizing process for specific client and group needs. (Group work from the session will be recorded and shared with all participants)

Session leader:
Tony Nash - Canada
Tel: +1 613 592-9776
tony.nash@inter-connex.ca

19th Sept. 2009 | Conference | 13:30 – 17:00

Inspiring Change: working with metaphor

Description:
Our mind works largely by metaphor and comparison, not always (or often) by relentless logic. When we are caught in conceptual traps, the best exit is often a change in metaphor "
Stephen Jay Gould in "Glow, Big Glowworm", in Bully for Brontosaurus (1991) p. 264
This workshop will introduce a process for working with metaphors that enables groups to find the best exit out of the traps they get stuck in and by changing their dominant metaphor make profound change easily and enjoyably. It enables facilitators to help groups deal with deep seated issues and challenges and maintain their neutrality and impartiality.
This workshop will enable participants to experience and have a chance to facilitate a process for working with metaphor that can be used as a large group process or in smaller team events. It includes new material brought together since Carol and Simon published their five step metaphor process in the IAF handbook Creating a culture of collaboration. This workshop is highly interactive, useful and fun!

Session leader:
Carol Sheriff & Simon Wilson - UK
Tel: +44 (0)1707 883881
simon.wilson@wilsonsherriff.com

19th Sept. 2009 | Conference | 13:30 – 17:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

METALOG training tools: Living Metaphors for Change

Description:
The METALOG training tools are innovative learning projects to be used inside the seminar room as well as outdoors. Flexible to use, they fascinate participants by means of the genuine experience and the great effects they trigger. These tools for authentic learning allow any group to experience topics such as change, creative problem solving strategies, communication, coping with limited resources, teamwork, leadership, etc. first-hand during a seminar. They lay the best possible basis for truly lasting outcomes of processes of learning and change.

Session leader:
Tobias Voss - Germany
Tel: 0049/(0)94539999341
Fax: 0049/(0)94539999342
Mob: 0049/(0)1729248887
Tobias.Voss@metalog.de

19th Sept. 2009 | Conference | 13:30 – 17:00

Can we see into the Future?

Description:
We can certainly identify the drivers of change. Whether we acknowledge them is another thing! A recent radio programme asked if anyone had foreseen the financial meltdown. Several listeners volunteered names of people who had. In particular one University Professor had written a book about the dangers of the financial markets. However, it wasn't so much that people didn't know about the situation, rather they didn't choose to 'listen' or take note. There was corporate deafness and blindness.
This session will illustrate an approach to help organisations look ahead and identify key drivers which could affect their organisation's strategy and values. It will also illustrate how to test whether an organisation is aligned to the key drivers and explore how to help an organisation face the challenges bravely and with confidence.

Session leader:
Tony Mann – UK
Tel: +44 (0)1274 829003
Mob: +44 (0)7957660722
tony.mann@resourcestrategicchange.com

19th Sept. 2009 | Conference | 13:30 – 17:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

An exploration of a topic that matters – 'Sustainable Change' for high-diversity multi-stakeholder communities".

Description:

The workshop is a highly experiential exploration of sustainable change using a high-energy engendering interactive dialogue process (Dialogics from the Generative Change Community) to generate a strong bow-wave for change in perceptions and shared understanding among communities and organisations of high diversity – maximising a stance of agility and pro-activity.

Participants will derive learning and insights from reflections on both the content dialogue and the processes used, and will have gained exposure to and discussed large and small group processes.

Most people (and many facilitators) see deep diversity within community and organisations as barriers and boundaries to creative engagement – and within facilitation of groups as hurdles to gaining meaningful outcomes.

The session's approach's and frameworks (used by the Generative Change Community world wide) looks to harness the energies of diversity to ride the bow waves of change when surfacing these boundaries and reframing them to encourage a high intensity emotional engagement. This enriches , deepens and fast-tracks the group's dynamics and sharing - yielding deep, fresh insights and true perceptual shifts – while building respectful relationships for the longer term.

For many the outcome is to cause a ripple and flow experience of their perception of their views and stance regarding deep issues such differences and change – and how they then work with these in community, organisations and life in general for creative and innovative outcomes.

Session leader:
Tom Schwarz - Australia
Tel: +61 2 9363 4963
Fax: +61 2 9363 4921
tom.schwarz@kinnogene.com.au

19th September 2009 | Conference | 13:30 - 16:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009
IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Making it simpler; doing less to achieve more

Description:
This is a session on group process methods and facilitation skills that involve less input for better outcomes. Organisations now need even more impact from fewer people; but they want to achieve that through "leadership training" interventions that are cheap in the currencies of participant time and organisational budget. This session will enable you to find out how some practical collaborative inquiry methods have been used in UK health and vocational education sectors to do that, and is itself run as a collaborative inquiry. It aims to pool the experience and interests of those attending with measurable and qualitative data Tim Sims and Tracy Muir have gained from experimental innovation in leadership development for resilience and improvement.

Session leader:
Tim Sims & Tracy Muir – UK
Tel: +44 (0)1490 420587
Mob: +44 (0)7764 159892
tim.sims@btinternet.com

19th Sept.2009 | Conference | 13:30 – 17:00

Partnerships that fly – flamingos and facilitation

Description:
Fighting partnership fatigue can be hard work. Facilitating in complex multi-agency and sector situations with increasing expectations and shrinking resources is seriously stretching for participants and facilitators alike. This interactive session shows how to use a range of facilitation techniques to energise and focus partnerships to think differently and use resources effectively. It draws on a nationally acclaimed UK programme called the "flight of the flamingos." The programme taps into the energy and motivations of people working in public / private and third sector partnerships in difficult times and delivering change on issues that are often in the "too difficult" box.

Session leader:
Dawn Reeves – UK
Tel: +44 (0)115 9623312
Mob: +44(0)7803 600966
dawn.reeves@inspiraconsulting.co.uk
www.inspiraconsulting.co.uk

19th Sept.2009 | Conference | 13:30 - 16:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

'Presence in Facilitation' – an exploration on the energy-perspective of group dynamic's and organizational change

Description:
'Presence in Facilitation' is an exploration on the energy-perspective of group dynamic's. Connecting to, and making use of this energy in the facilitation process gives the facilitator extra instruments to play with.
What's it all about? Michelangelo – when asked how he made his statues – stated that he was only making free the image that was already inside the marble block. And it focuses on 'making free what's inside'
In this context I believe that human creativity is maybe one of the greatest life giving forces in the universe. Although long suppressed and controlled by social conditioning and all kinds of belief systems, right now it's on a revival tour, bringing people in contact with their inner core and (re) connecting them to their authentic self's. But – when made free – how do we manage all these creative forces coming together in a creative process?
'Presence in Facilitation' is about being present in the 'now'-moment, fully aware of and comfortable with 'all that is'. It tunes in on the energy in a facilitation process, team or organization, and gives us concepts and tools to work with, to help freeing and focussing what's inside. We explore the possibility's of working in cooperation with these forces of nature.
With this intensive I will introduce innovative concepts and cutting edge techniques - like reading group dynamics, mindfulness, presence and 'flow' - and how they can contribute to and be made useful in instruments for more fundamental change. I will introduce some theory, but it's certainly not about mental models. The heart of this workshop is going through the experience yourself as well, and making contact with it's richness from the inside out - that is my aim.

Session leader:
Arthur Lourijsen
The Netherlands
Tel. +31 6 30 20 71 21
Lourijsen@aidos-consultancy.nl
www.aidos-consultancy.nl

19th September 2009 | Conference | 13:30 - 16:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

So what's all this interweb stuff then?

Description:
Are you getting a return on investment from your web site and other e-marketing processes? Having spent the last 15 years 'doing it' at the sharp end of big business for GlaxoSmithkline, Churchill, Directline and Natwest, internet guru and jargon free IT professional Matt Purser will take you through the many minefields that await you as you embark on selling yourselves online – only in language you understand!

Session leader:
Matthew Purser - UK
+44 0845 680 9864
+44 020 3287 7160
matt@edgeward.co.uk
www.edgeward.co.uk

19th Sept. 2009 | Conference | 16:00 – 17:00

Stimulating co-creativity in organisations

Description:
Creativity in organisations is often seen as the art of being flexible or innovative in order to meet the requirements of the market. Looking at the word itself, creativity has a lot more potential than that. It means an ability to stay in touch with the 'core' elements of the organisational energy and of your engagement with the enterprise/organisation. Working co-creatively is being able to inspire one another to stay in touch with the creative source central to the core-business of the organisation. It is acting out of the sense of what you all do together. In Flanders, a club of managers have set up a research and development program about the improvement of co-creativity in Flemish companies and organisations. It consists of an instrument to measure the co-creative potentialities of organisations and to set up a diagnosis, a training program to improve co-creativity that is focussed upon the use of various kinds dialogue in conversational settings with as a central locus the use of Socratic dialogue. Finally it also contains a frame to re-orientate the future of the organisation. In this workshop, we will engage in a short Socratic dialogue about co-creativity and we will evaluate the process critically.

Session leader:
Kristoff van Rossem - Belguim | Tel. 00 32 53 417384
kristof.van.rossem@telenet.be |
www.socratischgesprek.be

19th September 2009 | Conference | 16:00 – 17:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009 IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

20 Inspiring Tips and Tools

Description:
A fast-moving interactive array of tips and tools to inspire facilitators of meetings, workshops and trainings.

Session leader:
Paul Z Jackson
paul@impro.org.uk
www.impro.org.uk
Tel: +44 (0)7973 953586

19th Sept. 2009 | Conference | 16:00 – 17:00

Sustaining ourselves as practitioners: how do we change as the organizational climate changes?

Description:
As organisations change quickly, assumptions, practices and processes about how to be effective are changing.
The role of the consultant/ facilitator/ practitioner has also been changing. It is more about 'working with' than 'working for', and it is even more about doing the real work in the room.
Is the practitioner role likely to change even more as more organisations want to handle change practice and processes more themselves? And if so, what does this mean for internal and external change practitioners?
This session will use the Appreciative Inquiry approach to highlight these changes and draw on the wisdom in the room to see how practitioners are and could work with organizations in this climate.

Session leader:
Anne Radford
Tel: +44 (0)20 7633 9630
anne@aradford.co.uk

19th September 2009 | Conference | 16:00 – 17:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

A mix of College Home Groups + Networking + Leisure Time

Description:
Details to follow

Session leader:
Details to follow

19th Sept.2009 | Conference | 17:00 – 20:00

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009
IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Detailed Description of Conference Sessions

20th September 2009 | 9.00 - 13.30

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009 IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

The Seven Separators of Facilitation Excellence

Description:
This session will cover the seven key skills and over 20 techniques that you can begin using immediately, including: the 4 keys to an engaging opening, the secret to asking questions that ignite a bonfire of responses, how to prevent dysfunctional behaviour, and how to effectively maximize energy.

Session leader:
Michael Wilkinson - USA
Tel: 001 770.454.1440
MWilkinson@leadstrat.com
www.leadstrat.com

20th Sept. 2009 | Conference | 09:00 – 12:30

'Unity with Diversity – Trans-formative Cross-Cultural Co-Facilitation'

Description:
"No problem can be solved from the same level of consciousness that created it." (Einstein)
This highly interactive and holistically focused Workshop is especially designed for gaining new insights, learning by experiencing and immediate application –of how cross cultural co-facilitation supports transformation.
Transform our challenged 'system' from one level to the next level by understanding that unity is built of millions of diverse bits and pieces - like our planet, our nation and our body – the miracle AND's of integration that unite differentiation.
Explore the stance of 'life as interconnected and complex diversity in action – discover why 'walking the talk' for cross cultural acting needs cross cultural co-facilitation.
Getting inspired – by hands on practice, latest knowledge (e.g. Integral Model), creativity and innovation (e.g. the cultural map), personal and team experiences and case studies , cross-cultural networking, learning by observing, experiencing and reflecting.

Session leader:
Tom Schwarz - Australia
Tel: +61 2 9363 4963
Fax: +61 2 9363 4921
tom.schwarz@kinnogene.com.au

20th Sept. 2009 | Conference | 10:00 – 12:30

2008 © Copyright Stichting IAF Europe. All rights reserved.

Real Action Learning: an expanding market

Description:
A workshop to explore:

- why real action learning is in demand in the current climate
- how action learning offers value for money and complements a wide range of OD interventions
- what works and what doesn't in delivering a high quality product
- accreditation options
- new developments – virtual action learning

Session leader:
Ruth Cook
ruth.cook@actionlearningassociates.co.uk
www.actionlearningassociates.co.uk
Tel +44 (0)207 4071971

20th Sept. 2009 | Conference | 10:00 – 12:30

Don't make me angry – you wouldn't like me when I'm angry

Description:
The title of this session was a stock phrase on The Incredible Hulk television series, starring Bill Bixby - David Banner (Bruce Banner in the comic book series), mild mannered nuclear scientist who would use these words when bothered by peers or the sneaky reporter trying to solve the mystery of David Banner's disappearance and the Hulk. But can someone make you angry or upset, etc. or do we have a choice? This workshop will enable participants to explore their reactions to situations and behaviours and provide some ways of accepting and working with the enormous responsibility that comes with being human.

Session leader:
Gary Purser – UK
Tel: +44 (0)1727-768102
Skype: garyfacilitate4change
gary@facilitate4change.com
www.facilitate4change.com

20th Sept. 2009 | Conference | 11:00 - 12:30

2008 © Copyright Stichting IAF Europe. All rights reserved.

Deepening Facilitation Impact with The Clover Practice™"

Description:
The Clover Practice™ can help anyone experience less stress and stay more emotionally healthy at work. This practice will also help facilitators be even more effective in working with groups. Individuals can be creative and innovative only if they can trust their facilitator. The Clover Practice™ provides a guide for establishing trust and dealing with stressful and difficult facilitation situations. This practice consists of three principles:

- Tell the Truth, Always
- Speak for Yourself
- Declare your interdependence

These principles are simple, but not easy. Yet some of the most effective facilitator techniques reflect The Clover Practice™ in action. Learn how to strengthen your own consulting and facilitation skills through mindful application of this practice. The Clover Practice™ is taken from Staying Healthy in Sick Organizations: The Clover Practice™ (BookSurge 2008) which is the featured "Book of the Month" for business on bookreview.com. Dr. Paris says, "We don't have to wait for other people or 'the system' to change to have healthier work lives ourselves.

Session leader:
Kathleen Paris – USA
Tel: 001 608-445-1085 | Fax: 001 608-833-5784
kparis@station1.biz
www.kathleenparis.com | ww.newpossibilities.co.uk

20th Sept. 2009 | Conference | 11:00 - 12:30

The secret life of groups

Description:
Drawing on research conducted in 2007-2008 this workshop will identify the factors in group experience that enable learning and change.

Session leader:
Christine Thornton – UK
+44 01962 620572
thorntonco@ntlworld.com
www.thorntonconsulting.org

20th Sept. 2009 | Conference | 11:00 - 12:30

2008 © Copyright Stichting IAF Europe. All rights reserved.

Using ToP Facilitation methods in an intergenerational setting

Description:
The technology of participation developed by ICA over the past 40 years, has been tested in many settings. This session will demonstrate some of the key approaches with this set of methods and will explore recent learning from using the methods with young people and older people working together, such as the Feminist Webs project (chosen as one of the National Youth Agencies Intergenerational Pilot Projects) and the Young Community Leaders project.

Session leader:
Amelia Lee – UK
Tel: +44 (0)845 450 0305
Amelia@ica-uk.org.uk

20th Sept. 2009 | Conference | 11:00 - 12:30

Improvisation Skills for Facilitators

Description:
Learn the skills that improvisers use to respond creatively to changing situations without preparation. We will work onstage applying deceptively simple techniques to increasing complex situations suggested by participants. Extremely interactive and utterly hilarious session with some profound personal learning. There will be no script, props or safety net used and the resulting sense of inspired creativity is highly addictive!

Session leader:
John Cremer – UK
Mob: 07746 830919
creative@johncremer.co.uk
www.johncremer.co.uk

20th Sept.2009 | Conference | 11:00 - 12:30

2008 © Copyright Stichting IAF Europe. All rights reserved.

IAF
International Association of Facilitators

Conference Program

Version: 10-05-2009

2009 IAF EUROPEAN CONFERENCE
Facilitation - Profession of Bridging Cultures

Stressless Living

Description:
Don't let the recession lead to depression! Working with groups can be stressful so come along and learn how laughing can help you be a better facilitator. Stressless Living combines ancient wisdom with a contemporary twist to help you cope with the stresses of modern life. Connecting with positive energy you will learn to take life and yourself, a little more lightly.
Stressless Living incorporates Julie's wealth of experience in yoga, positive psychology and laughter facilitation. Developing an awareness of how your mind affects your body and therefore your health and wellbeing you will breathe to energise and calm your self, stretch and laugh to relax physical muscles and experience positive visualisations to bring the desired outcome closer to reality.

Session leader:
Julie Whithead – UK
Mob: +44 (0)7973 164 369
jools.whitehead@btinternet.com

20th Sept. 2009 | Conference | 11:00 - 12:30

Developing a strategic war room through facilitation

Description:
To act agile on trends and events the tools and techniques needs to be fast to conduct, applicable on all levels/units in parallel to save lead-time and all method steps need to interrelate seamlessly to achieve desired outcome. In this session you will practice some of tools and techniques on how to use the collective intelligence of the management team to set direction and goals for an organisation. This approach is applicable to all organisations in terms of size, type, level and management systems. Read more here http://www.kristerforsberg.com/mbl/mblenglish.html

Session leader:
Krister Forsberg – Sweden
Tel: +46 8 767 4670
mail@kristerforsberg.com

20th Sept. 2009 | Conference | 11:00 - 12:30

2008 © Copyright Stichting IAF Europe. All rights reserved.

Bulletin Board

Welcome new and returning members, April 2009

We are delighted to welcome back IAF members who renewed their memberships during March:

- Edward Andersson, UK
- Gary Austin, UK
- Jean Balfour, UK
- Marcos Cajina, Spain
- Susan Donnan, France
- Jonathan Dudding, UK
- Nicola A. Edson, UK
- Arcan Bűlent Gűner, Turkey
- Maureen Kelly, Ireland
- Sladjana Milosevic, Serbia
- Dilek Ozer, Turkey
- Louise Robb, UK
- Malin Morén Stenman, Sweden
- Rob Stroober, Netherlands
- Anna Royon-Weigelt, Germany

Workshops and Meetings

You can find out more details about specific events by visiting the Workshops and Meetings section of the IAF Europe Forum (http://www.iaf-europe.eu/phpBB3/viewforum.php?f=8)
If you would like to post an event in the Forum, please email rosemary.cairns@iaf-europe.eu.

MAY 2009

- Open Space Technology training, May 21-23, Milan, Italy (Scuola Superiore di Facilitazione)
- Co-creating an Awakened Culture, May 23-25, Findhorn, Scotland (Findhorn)
- Post-Merger (PMI) Readiness For People, Process and Organizational Integration Management, May 27-29, Berlin, Germany (I-Focus International)
- The Leadership Workout, May 29-31, Wiltshire, England (Maureen Jenkins and Ayleen Wisudha)

2008 © Copyright Stichting IAF Europe. All rights reserved.

JUNE

- "Introduction to Group Facilitation" June 2, Manchester, England (ICA:UK)
- "Group Facilitation Methods" June 3-4, Manchester, England (ICA:UK)
- Brain Friendly Learning for Trainers, June 3-5 (Kaizen Training)
- Facilitation for Leaders, June 2009-May 2010, London, England (CFOR)
- Facilitator Masterclass, June 23-25 (Kaizen Training)
- UK Appreciative Inquiry Network meeting, June 29, London, England
- Narrative techniques for business —June 24, London, England (Anecdote)
- Storytelling for business leaders —June 25, London, England (Anecdote)

JULY

- "Group Facilitation Methods" July 14-15, 2009, London, England (ICA:UK)
- "Action Planning" July 16, London, England (ICA:UK)
- Introduction to Most Significant Changes (narrative evaluation method), Oxford, July 28-29, 2009 (Clear Horizon)

AUGUST

- Appreciative Inquiry experienced practitioners workshop, Aug. 17-19, Kent, England (Jane Magruder Watkins and Anne Radford)

SEPTEMBER

- "Group Facilitation Methods" Sept. 1-2, Manchester, England (ICA:UK)
- "Action Planning" Sept, 3, Manchester, England (ICA:UK)
- "Introduction to Group Facilitation" Sept. 3, Manchester, England (ICA:UK)
- Leading Meetings that Matter, Sept. 10-12, Noordwijk, The Netherlands (Sandra Janoff and Marvin Weisbord)
- Managing a Future Search, Sept. 14-16, Noordwijk, The Netherlands (Sandra Janoff and Marvin Weisbord)
- IAF Europe CPF Certification Events, Sept. 16 & 17, Oxford, England (IAF)
- IAF-Europe Facilitators Conference, Sept. 18-20, Oxford, England.
- Autumn 2009 Facilitation Skills Program, Days 1&2, Sept. 22-23, Glasgow, Scotland (Kinharvie Institute)
- "Group Facilitation Methods" Sept, 23-24, London, England (ICA:UK)

OCTOBER

- Appreciative Inquiry for Change Leaders, Oct. 6-8, Manchester, England (Ann Shacklady Smith, Cliodna Mulhern)
- "Participatory Strategic Planning" Oct. 14-15, Manchester, England (ICA:UK).
- Brain Friendly Learning for Trainers, Oct. 14-16 (Kaizen Training)
- Public Participation Training, Oct. 19-23, Edinburgh, Scotland (Hilton Associates)
- Trainer Certification for the Organization Workshop, Oct. 19-23, London, England (Power + Systems, Inc./John Watters)

2008 © Copyright Stichting IAF Europe. All rights reserved.

- Autumn 2009 Facilitation Skills Program, Days 3&4, Oct. 20-21, Glasgow, Scotland (Kinharvie Institute)

NOVEMBER

- Netherlands CPF Certification event, Nov. 2, Rossum, Netherlands (IAF)
- "Group Facilitation Methods" Nov, 24-25, London, England (ICA:UK)
- "Action Planning" Nov. 26, London, England (ICA:UK)
- Autumn 2009 Facilitation Skills Program, Days 5&6, Nov. 24-25, Glasgow, Scotland (Kinharvie Institute)

ABOUT THE NEWSLETTER

The IAF Europe Newsletter is published monthly by the IAF Europe Regional Team for members of the International Association of Facilitators living within Europe.

Editor: Rosemary Cairns

Design: Christian Grambow

Contributors: Arlene Audergon, Jean-Claude Audergon, Nicki Cadogan, Rosemary Cairns, Michal Duda, Gary Purser, Ben Richardson, Boris Sopko, Kiro Zabinska...and all the amazing people who will be presenting at the IAF Europe conference in September.

Cover picture: Preparations for the 2008 Worldwork Conference in London.

Please send your contributions to your Newsletter to rosemary.cairns@iaf-europe.eu

2008 © Copyright Stichting IAF Europe. All rights reserved.