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CIRCLES, COLLABORATION, AND ELDERSHIP

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Europe is one of seven regions within the International Association of Facilitators. The IAF Europe team members volunteer their time to plan and support activities and services for IAF members living in Europe.

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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.

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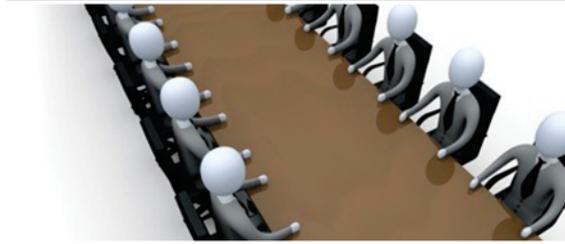
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Cover picture: In March 2012, AMED and IAF Europe celebrated our collaboration on the Autumn 2011 issue of e-Organisations and People by inviting the authors to present at a workshop in London. Now we're inviting you to join us in a new collaboration on the theme of 'Open source thinking: possibilities for 'yes...and' conversations" - the Spring 2013 issue of e-O&P. This picture was taken at the London workshop. (Photo by Rosemary Cairns)

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

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When the tables are bolted to the floor:

Strategies for using circle methodology

by Waltraud Heller

You plan to host a meeting, starting with a circle and then going into a World Café. But when you check the venue the day before the meeting, you discover that the tables are firmly attached to the floor and cannot be moved. What does this mean for your meeting strategy?

Imagine a very long and narrow meeting room - a rectangle with tables, with four chairs on the small side, and 18 places on the long side. Not conducive to participatory methodologies, but quite familiar to many facilitators.

So what do you do if you want to do circles, cafés or something similar, and there is no other room? Well, you have to do them there... and the good news is that you can, because doing circle right is about building a good container, not necessarily about the shape of the room.

The heart of 'circle' methodology

Of course, the perfect circle is a circle with the right shape and without tables, especially for deeper, more personal stories. But

when you don't have that, you have to go with what you have.

Circle "methodology" is there to support better, deeper, more honest conversations and connections from the heart. When we achieve this, we have done it "right".

A lot of it is linked to the art of creating the best possible "container". This may sound paradoxical, but "circle" can work in rectangular shapes around tables, without a talking piece, and without a centre. To be precise, and here lies the learning and the practice: without a VISIBLE circle shape, without a VISIBLE talking piece, and without a VISIBLE centre.

To go back to the theory, circle has some basic principles. (see "Basic Circle Guidelines"):

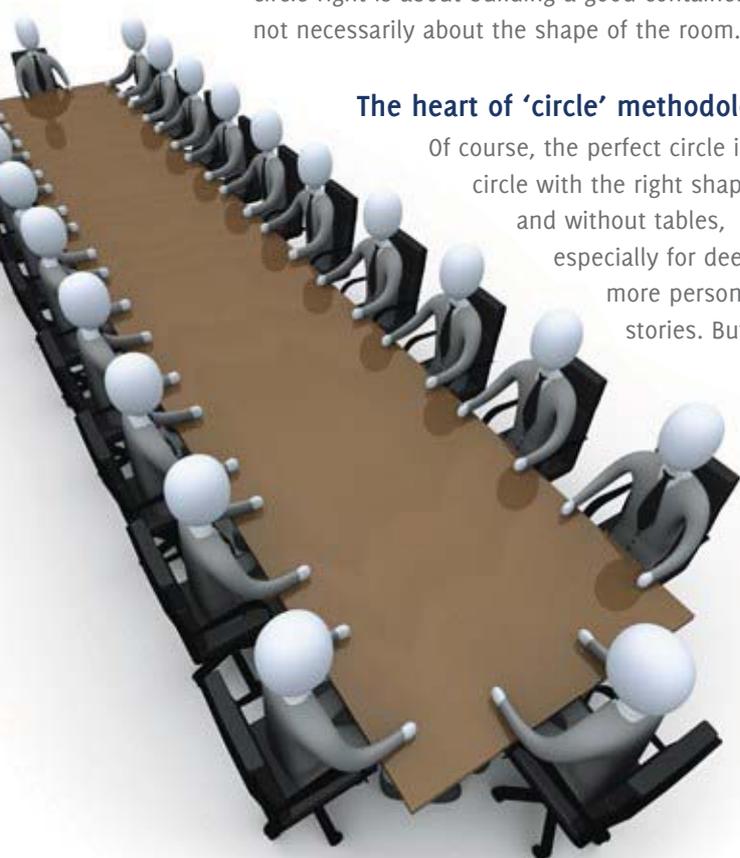
THE COMPONENTS OF THE CIRCLE

- Intention
- Welcome Start-point
- Centre and Check-in/Greeting
- Agreements
- Three Principles and Three Practices
- Guardian of process
- Check-out and Farewell

It may be surprising that the components of a "circle" do not mention "circle shape" even as a pre-condition. Even the famous talking piece is not mentioned. So focusing on the mentioned components is enough - and experience shows that it works.

Your purpose becomes your centre

Rather than a two-dimensional square, think of a three-dimensional squeezed balloon.



In a rectangular circle, the purpose and the intention that you hold between you becomes the (physically invisible) centre. Around a big rectangle, it helps to place one host on each of the four sides, to “hold” the centre and the conversation from the different directions.

The talking piece can be the push button from the table microphones, or no symbol at all – just the voice of the speaker.

So - how to cope with a rectangular circle shape? Just start working in 3-D rather than 2-D. Think of the circle as a ball, rather than a circle.

Even if you squeeze the middle of a ball or a balloon and turn it into a rectangular shape, it still remains a recognizable balloon, with round parts at top and bottom and just a silly square belt in the middle...

What may be more challenging than the rectangular shape is that people do not sit as closely to each other as they would in a proper circle of chairs, and so connecting them may become more difficult.

When we have to compromise on shape, or visible centre, or visible talking piece, creating the circle becomes harder, of course. So what is key is the regular PRACTICE in a “proper” circle setting – where we train our container-creating skills, deep listening, and connection skills.

The alternative café

Again café conversation is ideal around a café table. But also, again, what counts is to create a space for having conversations in small groups.

If people sit in rows (stadium style), they can turn around in pairs, and in that way, talk to two other people – without a table in the middle, but still in a group conversation around one key question.

The important thing is to make people start engaging in conversation, and this can be done in many different ways. In such a setting, card boards are better suited to draw, write and doodle on than flipcharts.

Sometimes such spaces have lots of corners, window sills, corridors along the walls and spaces in the centre, that can host four to five people either in chairs or on the floor. It depends very much on the room itself and on the type of audience – are they comfortable on the floor, or are they used to a more formal seating?

Even within the European Commission, people in a recent meeting started sitting on the floor! It helps, of course, when (some of) the group already know café style conversations.

In case this is too challenging, a café could still be changed into pairs or triads, having interviews with a structured conversation, based on Appreciative Inquiry.

So, bottom line: Even if circle and café are of course more challenging in a non-ideal room setup, they do work, allowing you to host conversations of a different depth and quality.

ABOUT THE AUTHOR



Waltraud Heller is a European with Austrian nationality. She studied social and economic sciences in Austria and France, and holds a postgraduate masters in European integration. She has worked in communications, media work and speechwriting in Belgium and Austria. Currently she leads the “communication and outreach” team at the European Union Agency for Fundamental Rights (FRA - www.fra.europa.eu) which has embarked on participatory leadership and on hosting meetings and processes of a new quality with its stakeholders and partners.

The photo is copyright FRA.

Guidelines for Calling a Circle

By Christina Baldwin and Ann Linnea

The circle, or council, is an ancient form of meeting that has gathered human beings into respectful conversation for thousands of years. The circle has served as the foundation for many cultures.

What transforms a meeting into a circle is the willingness of people to shift from informal socializing or opinionated discussion into a receptive attitude of thoughtful speaking and deep listening and to embody and practice the structures outlined here.

The Components of the Circle

- Intention
- Welcome Start-point
- Center and Check-in/Greeting
- Agreements
- Three Principles and Three Practices
- Guardian of process
- Check-out and Farewell

Intention

Intention shapes the circle and determines who will come, how long the circle will meet, and what kinds of outcomes are to be expected. The caller of the circle spends time articulating intention and invitation.

Welcome or Start-point

Once people have gathered, it is helpful for the host, or a volunteer participant, to begin the circle with a gesture that shifts people's attention from social space to council space. This gesture of welcome may be a moment of silence, reading

a poem, or listening to a song--whatever invites centering.

Establishing the Center

The center of a circle is like the hub of a wheel: all energies pass through it, and it holds the rim together. To help people remember how the hub helps the group, the center of a circle usually holds objects that represent the intention of the circle. Any symbol that fits this purpose or adds beauty will serve: flowers, a bowl or basket, a candle.

Check-in/Greeting

Check-in helps people into a frame of mind for council and reminds everyone of their commitment to the expressed intention. It insures that people are truly present. Verbal sharing, especially a brief story, weaves the interpersonal net.

Check-in usually starts with a volunteer and proceeds around the circle. If an individual is not ready to speak, the turn is passed and another opportunity is offered after others have spoken. Sometimes people place individual objects in the center as a way of signifying their presence and relationship to the intention.

Setting Circle Agreements:

The use of agreements allows all members to have a free and profound exchange, to respect a diversity of views, and to share responsibility for the well-being and direction of the group. Agreements often used include:

- We will hold stories or personal material in confidentiality.
- We listen to each other with compassion and curiosity.
- We ask for what we need and offer what we can.
- We agree to employ a group guardian to watch our need, timing, and energy. We agree to pause at a signal, and to call for that signal when we feel the need to pause.

Three Principles:

The circle is an all leader group.

1. Leadership rotates among all circle members.
2. Responsibility is shared for the quality of experience.

3. Reliance is on wholeness, rather than on any personal agenda.

Three Practices:

1. To speak with intention: noting what has relevance to the conversation in the moment.
2. To listen with attention: respectful of the learning process for all members of the group.
3. To tend the well-being of the circle: remaining aware of the impact of our contributions.

Forms of Council:

The circle commonly uses three forms of council: talking piece, conversation and reflection.

Talking piece council is often used as part of check-in, check-out, and whenever there is a desire to slow down the conversation, collect all voices and contributions, and be able to speak without interruption.

Conversation council is often used when reaction, interaction, and an interjection of new ideas, thoughts and opinions are needed.

Reflection, or Silent council gives each member time and space to reflect on what is occurring, or needs to occur, in the course of a meeting. Silence may be called so that each person can consider the role or impact they are having on the group, or to help the group realign with their intention, or to sit with a question until there is clarity.

Guardian

The single most important tool for aiding self-governance and bringing the circle back to intention is the role of the guardian. To provide a guardian, one circle member at a time volunteers to watch and safeguard group energy and observe the circle's process.

The guardian usually employs a gentle noise-maker, such as a chime, bell, or rattle, that signals everyone to stop action, take a breath, rest in a space of silence. Then the guardian makes this signal again and speaks to why he/she called the pause. Any member may call for a pause.

Checkout and Farewell

At the close of a circle meeting, it is important to allow a few minutes for each person to comment on what they learned, or what stays in their heart and mind as they leave.

Closing the circle by checking out provides a formal end to the meeting, a chance for members

to reflect on what has transpired, and to pick up objects if they have placed something in the center. As people shift from council space to social space or private time, they release each other from the intensity of attention being in circle requires. Often after check-out, the host, guardian, or a volunteer will offer a few inspirational words of farewell, or signal a few seconds of silence before the circle is released.

May your circles be great teachers and places to rest on the journey.

ABOUT THE AUTHOR

This handout is extracted from The Circle Way, A Leader in Every Chair, by Christina Baldwin and Ann Linnea, published in 2010 by Berrett-Koehler. These guidelines are made available on the PeerSpirit website (<http://www.peerspirit.com>) as a gift from PeerSpirit, Inc. an educational company devoted to life and leadership through Circle, Quest and Story, and may be copied from the PeerSpirit website for non-commercial use. The guidelines also are available in German, French, Spanish, Italian, Finnish and others.

Founded in 1994, PeerSpirit has taught circle process in the US, Canada, Europe, Africa, Australia and New Zealand. It is a consortium consisting of Christina Baldwin, Ann Linnea and teaching colleagues with areas of expertise in health care administration, religious/church administration and congregational health, education, nonprofit boards, environmental and community revisioning.

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Another IAF Europe/AMED collaboration

“Open source thinking: possibilities for ‘yes ... and’ conversations”

Your invitation to write for a special edition of e-Organisations and People, Vol 20, No 1, Spring 2013

Are we in the midst of a paradigm shift?

Paradigm change, by definition, is hard to see clearly until it has happened. Nonetheless, our world clearly is in the midst of a huge paradigm change in terms of how we think of and use information. As we move from proprietary thinking to open source thinking, we also are moving from what Marjorie Kelly (2012) calls ‘extractive’ ownership, to ‘generative’ ownership.

Think ‘Wikipedia’, ‘Creative Commons’, ‘open source software’, ‘the internet’, the Open University, ‘the commons’, ‘social media’, university courses freely available online – all these enable us to share what we know, so that others can build on it and use it, while crediting the original thinker(s).

Yet even as these ideas are shaping new ways of organising our thoughts and our institutions, some believe that these ‘new’ ways are taking us back to much older senses of community that were lost during the Industrial Revolution. Facilitative strategies seem to be a key part of this process.

IAF Europe/AMED collaboration

Last year, AMED and IAF collaborated on a special issue of e-Organisations and People, AMED’s quarterly online journal, which explored how facilitation is being used in transformative ways, to build different kinds of bridges. During a post-publication workshop in London in March 2012, many participants began to draw pictures of what kind of world we would have if everyone knew and used facilitative skills.

This summer, our conversation as co-editors has continued via Skype and email. We knew we wanted to work on another joint issue of e-OSP, but weren’t sure what the topic should be. Then, at the end of May, we watched a brilliant TEDx talk featuring University of Calgary professor Patrick Finn (Finn 2011).

Patrick has been creating university courses that grew from his desire to have ‘yes ... and’ – rather than ‘yes ... but’ – conversations. He argued that critical thinking had lost its way and had come to mean mindlessly attacking, even destroying, embryonic ideas before they had a chance to flourish. It was time, he said, to change our human ‘operating system’ from ‘critical thinking’ to ‘loving communication’.

Students' response to his approach – unorthodox in traditional university terms – was so overwhelming that he is now at work on a book about 'open source thinking', the term he coined for what he was doing.

An open source of our choice of title

As co-editors, we found this concept of 'open source thinking' so exciting that we began to exchange messages that bounced around the spectrum of ideas, as we thought of more and more examples of the power of facilitative techniques to unleash such thinking. And so we concluded that we had found the topic for our next jointly-edited issue of e- Organisations and People, scheduled for Spring 2013.

Links to IAF Europe's Annual Conference

The Autumn 2011 issue of e-O&P echoed the theme of that year's IAF Europe Conference, 'Building Bridges', and appeared just before the conference took place in Istanbul, the meeting place of east and west.

This year's conference, IAF Europe 2012, to be held in Geneva Oct. 3-7, celebrates the possibilities of diversity. Given that open source thinking appears to allow diversity to flourish, we have set this theme for the February 2013 edition of e-O&P - "Open source thinking: possibilities for 'yes ... and' conversations".

Diversity, open source thinking and facilitation

For several decades, facilitators have been at the forefront of finding generative ways to allow diversity to flourish in groups, while helping groups to move towards agreement and even consensus. Facilitation strategies like Technology of Participation, Open Space Technology, Future Search, Appreciative Inquiry, and Art of Hosting encourage "open source thinking" through forms of participatory process that provide order without imposing control from the top.

Facilitators seek to draw upon and honour each and every contribution from group members, knowing that we all have wisdom to contribute. Facilitators see the possibilities of participatory process, even as some people wonder whether participatory decision making is robust enough to address the challenges of wicked public policy



Tackling the problem of how to put together one of Ann Alder's famous jigsaw puzzles. (Photo by Rosemary Cairns)



Sharing ideas during the March 2012 IAF/AMED workshop. (Photo by Rosemary Cairns)



Vicky Cosstick led a rich conversation sparked by the picture chosen by each participant. (Photo by Rosemary Cairns)



Participants in the AMED/IAF workshop, Building Bridges Through Facilitation, held at Roots and Shoots in London, England, in March 2012.

questions such as climate change and effective governance.

Some inquiry questions

As well as thinking about how 'open source thinking' is changing our society around us, we have been wondering about questions such as:

How should we approach decision-making in an ideal participatory society?

Has facilitation practice developed sufficiently to accommodate the various preferred approaches to thinking and decision-making?

Can participatory process guide us to new societal relationships and institutions in an 'open source thinking' era?

Can we afford not to draw upon and honour every possible contribution that is latent in collective approaches to building better futures?

Call for expressions of interest

If you are interested in contributing to the Spring 2013 issue of e-0&P, we'd love to hear from you. Please let us have a couple of paragraphs sketching your provisional ideas by 12 September 2012. We will then contact you to discuss your

proposal further, and to brief you about a more detailed publication schedule.

We're aiming to have all articles ready for publication by 14 January 2013, and the journal will be published online on 21 February. We are also planning a post-publication workshop around late Summer/early Autumn 2013.

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The Call of Eldership

The ‘grandmother energy’ arrives

By Mary Alice Arthur

It was May of 2010 and I was sitting on a hill, looking out over the Aegean, when the grandmother energy came for me in a way that I can't explain. I was attending a gathering called "Immersion" at Axladitsa-Avatakia, which lies in the southern tip of the Pelion Peninsula in Greece. The gathering lasted for ten days, and I was with a group of others there, living in a yurt on the land, being an intentional community and focusing on Apprenticing to Mastery.

It was my second time on the land, which I'd already experienced as a place of challenge and initiation. This time something new was happening – it felt like the muses were working with me, and stories kept pouring out. The perfect stories, just at the right time. It seemed all I had to do was to be present, to stay awake and to be willing to speak when the story came.

Soon after this began, I had the distinct sense that the grandmother energy also arrived and when one of the other attendees posted an Open Space session called "Tea with Grandma", I laughed out loud.

In the end there were three of us who were included in that wave of energy and I checked with the other women: "How old are you?" Since I have no family of my own, I have no measure of my age and stage in societal terms, but if I had had children, they would be old enough now to have children of their own and I might, indeed, be a grandmother. It seems that this energy doesn't need an extended family to embody it.

Since that time I've continued to think about the grandmother energy – or "the great mother nurturing energy", as a friend called it – and to ponder how it is linked with Eldership.

Not related to age

I sensed back then that Eldership is calling to come onto the planet in a different way now, and I began to wonder how that might manifest itself. Other experiences through my life had shown me

that wisdom doesn't depend on age. My recent experiences have led me to think that Eldership doesn't either. I began to wonder what my dance with Eldership would be.

In November and December of last year, I met Benjamin Kafka and Mark Beanland, two of the originators of the Youth & Elders Project. They told me about their intention to inquire into what is a mature society is and the plan to sail the Baltic for a week in June.

Eventually, sitting in a tea house in Copenhagen, I heard them say: "We feel better and more grounded when you're around. Will you come with us?" How could I say no to such a clear invitation, despite lack of gear and worries about my own seaworthiness?

I entered the journey with the clear intention of supporting the hosting team and holding the edges for the group. What I got in return was both the request for, and the honouring of, my own eldership. I experienced the journey as a profound

“ ...when we are awake and aware as process holders, the call is to open the space to the one who holds the wisdom for that time, no matter who they are. ”

initiation into eldership and a deep dive into the holding and healing a group needs to take a journey of initiation.

Focus on the journey

Although I stepped into the Hosting Team with Ben, Mark and Erik, not being the project holder

freed me up to concentrate on the journey itself. The challenges were many:

What is it we are holding and hosting on the voyage? What do we want to harvest at the end? How will we know if we are successful?

How would the group process elements blend with being aboard a ship? What if we strike bad weather? How will the process continue if participants – and especially the hosting team – are seasick?

Living and working together in very limited space brings its own challenges – how will we deal with rubbing up against each other? Can we become a functional community quickly enough? What does this say about life and our planet right now?

We come from very different backgrounds and will have different expectations of what the journey is about and what we need from it. How will these be managed? Can we be compassionate enough and curious enough with each other to create our inquiry in a pressure cooker?

Is there enough of everything? Enough food, gear, seasickness support, time, space, energy, friendliness, community spirit, humour, grace, to get us through?

In this work I was reminded again and again that we can never know who has decided to attend an event and why. Our ship carried stories of light and deep trauma, of joy and sorrow, of relationship and strain, of courage and despair, of newness and experience, of curiosity and hope. I felt I was called to support the healing that is needed for any group to do its work well and with good heart.

A gift to be present

Which also means attending to my own healing and my own practice. Anyone called into Eldership needs to be prepared to do the inner work it takes to be clear, to harvest your own experiences for wisdom and to let go what you think you know in order to be present.

And it was a gift to be present. To be deeply present with the people, the ship and the sea. Every day. Even when we sailed into Hel (which is a port in Poland, by the way)!

It was a journey of the heart, so much so, that one of our group was fitted with a pacemaker by the end of his trip. I think that speaks volumes about the journey that all of humanity is on right now. We are on a journey of the heart, whether we know it or not.

I saw clearly that eldership doesn't depend on age and that when we are awake and aware as

process holders, the call is to open the space to the one who holds the wisdom for that time, no matter who they are.

We often wondered how well we supported the intended inquiry: "What is it to be a youth? What is it to be an elder? How do we together steward the planet?", but the truth is that this is not an inquiry that can be finished in a one week journey.

An open gateway

The journey is a gateway to the next part of the inquiry and it could happen at any time and in any place, and with whoever is present. Perhaps our call is to hold the gateway open and see where the path leads.

In whatever focus this conversation continues – inter-generational dialogue, indigeneity, sustainability, youth & elders, global community, stewardship, eldership – and in whatever forms – voyage, work project, event, conference, online forum – it is an inquiry that calls us to hold the vision and muster the courage to continue.

ABOUT THE AUTHOR



Mary-Alice Arthur is a travelling storyteller and narrative practitioner who has been working with groups of all kinds for more than a decade and has been involved in both personal and organizational transformation work. This is one of a series of four blog posts on eldership that Mary Alice has written. You can find the original posting at <http://www.storiesforchange.com/?p=497>

p=497

Helping you, helping us

An unorthodox approach to conference promotion

By Rosemary Cairns



Dear colleagues:

One of the particular joys of our profession is seeing people learn how to use facilitation to improve communications, make meetings more effective, and planning more inclusive and participatory. Each time I see people celebrate a good meeting or workshop, I remember

back to the first time I learned how to facilitate. It really seemed like magic to me, that someone could elicit and organize a diverse range of ideas from our group in a way that let us see a new picture that we could use to plan and move ahead. And even more magical that I could learn how to do exactly the same thing!

At the same time, many people in the corporate and NGO worlds are still sitting through unproductive meetings, mentally listing all the more useful things they could be doing instead. Or getting frustrated because conventional meeting techniques don't help them organize highly complex processes in useful ways. Just two weeks ago, I met a man who designs very specialized armoured vehicles, who – having learned about what I did as a facilitator – bemoaned such meetings. When I told him about Open Space Technology, which I thought might suit his particular needs (a team of very passionate people, all specialists in their own area, all strong-minded, who must work together to design one vehicle), he was enthusiastic about its possibilities for him.

This coincidental conversation set me to thinking about the many people in our world who just don't know about facilitative techniques that would make their working lives so much easier and more constructive. No one has opened their eyes to the possibilities of facilitation within their own particular world, by sharing examples of what their colleagues elsewhere are doing. To address this challenge, we need to be, in the nicest way possible, 'facilitation evangelists'.

Some creative facilitators are thinking outside the box about how to do this. One English facilitator, for example, asked his local hotel to include 'meeting facilitation' as a service for guests; if they can rent an LCD projector, he reasoned, why not also a professional facilitator? Another US facilitator, who specializes in participatory process, connected himself into the huge event planning industry, whose certified planners organize thousands of meetings around the world each year; the result is win-win-win, for them, for the meeting participants, and for him.

Why be an evangelist?

Okay, so to get down to the proverbial 'bottom line'. Why should you be a 'facilitation evangelist'? Well, it's simple – more people who see how facilitation can be useful for them, means more business for facilitators – whether it is in facilitating a meeting or in showing people how to facilitate their own meetings. This is not just a task for IAF as an organization (although it could definitely be doing much more targeted marketing, in my view). It is a task for all of us, as individual facilitators.

And I have a suggestion for one place you could start.

This year's European conference organizing team is deliberately expanding the 'facilitation' conversation outside our IAF community, to show how facilitation is proving useful in such diverse



areas as international humanitarian work and economic innovation. One key speaker is Martina Gmür of the Network of Global Agenda Councils with the World Economic Forum, which brings together thought leaders and experts to talk about global, regional and industry agendas; she understands the value of facilitative approaches to such discussions. Another keynote conversationalist, Jagan Chapagain, helped lead a participatory strategic planning process with the International Red Cross and Red Crescent Society that engaged all its national partners and their national constituencies, despite wide diversity in languages and cultural understandings; he is going to share what he learned about how to turn differences into strength, and many diverse viewpoints into one common message.

And once you've got the attention of clients and the relevant groups in your community by sharing those examples of facilitation at work, you might offer to talk to them about some of the other conference workshops (there are 37 to choose from, in English and French both during the conference and the pre-conference sessions). There is a virtual pre-conference workshop as well. Maybe it will encourage them to consider coming to the conference with you (which would be great for the organizing committee – they thank you in advance!) Maybe it will also encourage them to ask you to facilitate a trial workshop for them. Either way, the result is good for facilitation, facilitators, and for the community as a whole.

Many years ago now, at an IAF conference in Minneapolis, the organizers cleared the floor after lunch on the final day and a few facilitators went out there and formed a circle. As they chanted “we are the people we've been waiting for”, they invited more and more people to join their ever-expanding circle. That idea – that we have process knowledge that others do not – is even more powerful today than it was more than a decade ago in Minneapolis. We are indeed the people that are awaited – time to step forward, and invite more and more of your neighbours into the circle with you!

Expanding the conversation

Some ideas about how to use this year's European conference program to reach out into your community, beyond your usual clients:

1. Use the program (download it from <http://iafna2012.org/iafe2012.html>) as a way to reach out to people who are working in international

aid and development or in economic development but might not be thinking about how they could use facilitation in their work.

2. Make a list of organizations and companies in your area who are working on economic development, smart business development or on international aid and/or development. Send them a copy of the program brochure, or an email that tells them about this year's conference and the keynote speakers. Let them see that people in their field are using facilitation because it works well for them.
3. Send a copy of the program brochure to the universities in your area who have programs in international development, or international peacebuilding, or human security and peacebuilding. (You will be surprised, if you aren't already familiar with this specialized area, to see just how many there are.)
4. Tell them that you are a facilitator and would be happy to chat with them about how they can benefit from your work. Share some ideas about how facilitation has benefitted others. (Of course, if you know of other facilitators who

haven't yet seen the conference or preconference program for this year's IAF Europe conference being held in Geneva Oct. 3-7, then by all means send them the program, too!) But let's also enthusiastically take up the organizing team's initiative, to expand the conversation – and thus the knowledge of the value of facilitation – beyond our usual circles. Help people see new possibilities.

The Conference website has the details:
www.iaf-europe-conference.org

ABOUT THE AUTHOR

Rosemary Cairns, CPF, first learned facilitation skills after her return from election observation in Bosnia in 1996, and has used these skills in a variety of places around the world since then. She holds a Master's degree in human security and peacebuilding and has done research, facilitation and evaluation work related to peacebuilding in Africa, Asia and Eastern Europe. She has edited the IAF Europe Newsletter since 2008.



Collaborating beyond borders and across cultures

The 2012 IAF Europe Conference

Diversity can be a source of strength, or a source of division – within a team, a community, an organization, or a multilateral organization. Cross-cultural competence, practical skills and approaches, and simple ways to collaborate beyond borders are key to turning our differences into strengths that generate sustainable and practical answers to the challenges of a complex and interconnected world.

The 2012 IAF Europe Conference will add to your toolkit for working cross-culturally. It will also give you a taste of how some leading international organizations draw on facilitative skills and techniques to carry out their work. The 30 Conference sessions and seven Pre-Conference Executive sessions offer a rich variety of topics, approaches, and languages (including sessions in French and German).

Learn how technical experts scattered across the globe can solve a common problem, how to

create positive emotional states in multi-cultural groups, how games help people learn across cultures, how the latest brain research helps you work more effectively in diverse groups, and how to use visual, graphic and virtual facilitation in your work. (See the listing below to get a fuller picture of the range of sessions being offered.)

Reflecting Geneva's unique place in the international humanitarian and development field, conversations with experts about how they are using facilitative strategies in peacebuilding, humanitarian intervention and economic development will also be on the agenda.

Register soon as some workshops are already filling. For a snapshot of the Conference, see the Conference brochure at <http://iafna2012.org/iafe2012.html> or visit the conference website at www.iaf-europe-conference.org.

Conference Programme on the following pages >>



IAF EUROPE CONFERENCE **2012**
GENEVA • SWITZERLAND

Conference Programme

Pre-Conference Executive Workshops - 3rd-4th Oct.

-  **The Virtual Facilitator (Online plus Conference Session)**
Simon Wilson & Carol Sherrif

-  **The Secrets to Facilitating Strategy**
Michael Wilkinson

-  **Le meilleur Meeting – le défi du « meeting game » et comment résoudre les paradoxes des réunions**
Ruben van der Laan

-  **The Seven Separators of Facilitation Excellence**
Michael Wilkinson

-  **The Best Meeting - The Game and how to bridge Meeting Paradoxes**
Ruben van der Laan

-  **Your Creativity Tool Kit for Team Facilitation**
Ann Epps & Nancy Ashworth

-  **Reality equals community. Reality perceptions as a praxis for facilitating change**
Jan Lelie

Conference Workshops - 5th-7th Oct.

-  **Building Bridges: Creating Value with Culturally Diverse Teams**
Alastair Olby

-  **Co-Facilitation in Cross Cultural Seas**
Ann Epps

-  **Powerful improv activities to explore cultural diversity in highly diverse groups**
Ruben van der Laan & Renatus Hoogenraad

-  **Introduction to graphic facilitation**
Roberta Faulhaber

-  **Facilitating co-creation - how to unleash the power of diverse groups**
Carol Sherriff & Simon Wilson

-  **Lets live the Compass Module : Affirm "diversity" while building a "common will"**
Julien Goby & Adrien Angliviél

-  **Brain Facilitation - recent insights in neuroscience**
Jet Proost

-  **Be yourself**
Tanguy Lunven

-  **Construire un processus collaboratif pour un cas spécifique**
Lan Levy

-  **Nemawashi: Creating positive emotional states in multicultural groups**
Pamela Lupton-Bowers



IAF EUROPE CONFERENCE 2012
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Conference Workshops - 5th-7th Oct. (cont.)

-
-  **The Value of a Facilitative Approach to Culture Change**
Ulla Wyckoff-Tomlinson
-
-  **Unlocking the Diversity Within : how to access, unlock and capitalise on the diversity of thinking within a group**
Rhonda Tranks
-
-  **Engage and excite! Visual facilitation and communication methods to remove barriers to engagement**
Fran O'Hara
-
-  **Performance beyond Borders (Session in German)**
Samuel van den Bergh & Maarten van Rijn CPF
-
-  **Effective Facilitation with multi-national groups**
Bruce Rowling & Keith Warren-Price
-
-  **From differentiation to inclusion: a path to self-discovery**
Jean-Philippe Poupard
-
-  **(Un)leashing the Power of Diversity. Are their limits? Implications for the Facilitator**
Christiane Amici Raboud, Claire Bellman, Yves Etienne
-
-  **Building Bridges: Creating Value with Culturally Diverse Teams**
Alastair Olby
-
-  **Teambuilding based on Humanistic Action Methods**
Norbert Apter
-
-  **Powerful improv activities to explore cultural diversity in highly diverse groups**
Ruben van der Laan & Renatus Hoogenraad
-
-  **Designing a facilitative process to address a specific case**
Lan Levy
-
-  **Law of the Requisite Variety**
Jan Lelie
-
-  **A Deep-Dive - Exploring Non-Western approaches to Leadership Development**
Laverne Webb & Virginia Guerrero
-
-  **Lets live the Compass Module : Affirm "diversity" while building a "common will"**
Julien Goby & Adrien Angliviel
-
-  **Thinking differently: the power of applying diverse thinking skills in creative problem-solving**
Ann Alder
-
-  **Performance beyond Borders**
Samuel van den Bergh & Maarten van Rijn CPF
-
-  **Unleashing Results- enabling shared understanding and commitment in diverse groups**
Michael Randel
-
-  **"The positive, the unhelpful & the unrecognised. Use experiential learning to explore and capitalise on diversity."**
Jamie Thompson
-
-  **Generating Ideas and Involvement that goes way outside the box**
Anna Gribanova
-
-  **The Secrets to Engagement**
Michael Wilkinson
-

The Shaman's Gift

Being one's self facilitating in the World

By Facilitated by Jean-Claude Audergon, Gill Emslie, Andy Smith and RSPOPUK faculty team London 25th-30th August 2012

... the struggle to be yourself against inner forces and outer rules, determines in part the length of personal life. it is a contest with self doubt and society over dropping into dreamtime. It is the precursor to a culture in which we create and dream together."

Arny Mindell

A six-day Process Work facilitator training, The Shamans Gift will delve deeply into one's personal calling, bringing a deeper understanding of oneself and bridging the individual and community.

It may seem a little absurd to some in today's world to focus on a shamanic training, based as it is on imponderables like good omens, inner perceptions and other dynamics that you can't really prepare yourself for - so why such a training?

Unlike today's accepted pressure to acquire only linear knowledge and learn under stress, this approach requires the individual's willingness and ability to follow her or his body instincts to survive and live on this earth. It requires a connection to nature - your inner nature, however irrational and non-linear, and the outer world. From this place of deep connection, we will learn to facilitate ourselves and the communities where we live and work.

The lineage of today's facilitator in our world is among other influences, the shaman. The shaman's gift to today's facilitator is to make you at home with your inner world and through that, to become familiar with your inner diversity, delve into dimensions of personal and subjective experience, connect with these and access their healing potential.

Being at ease with the different dimensions of inner human experience is fundamental to facilitation, it emphasises the diversity of people in their inner and outer experience and so enables them to interact together. Culture, class, ethnicity, privilege, rank, prejudice and the underlying dynamics of these, need the modern facilitator's ability to deal with the linear world we are in and to also bring in the subjective personal world of our body

perceptions, the 'dreaming body' dimension of experience.

If you are a therapist, coach, trainer, team leader, community activist or leading a project, Process Work theory, ideas, tools and skills are here to access and frame your experiences and unfold their usefulness in daily, personal and professional life. By its very nature, this work helps you access your own inner source of creativity in ways that will surprise.

For details or to register, contact seminars@processwork-audergon.com

About the Facilitators:

- *Jean-Claude Audergon, MSC is a psychotherapist, author and co-founder of the Process Work Schools in Switzerland and the UK as well as CFOR (Force for Change) which organises multi-cultural forums, facilitator trainings, post-war reconstruction and recovery projects. www.cfor.info*
- *Gill Emslie is a Process Work facilitator based in Findhorn and teaches internationally in Spain, SE Asia & Latin America.*
- *Andy Smith is Process Work facilitator, psychotherapist and co-founder of Diversity Matters which works in Social Work and Health Systems to facilitate change.*
- *Process Work UK, The Research Society for Process Oriented Psychology, was established in 1988 to further training and research into areas of application including psychotherapy, mental health, body symptoms, altered and extreme states, coma, organisational development, community forums, conflict resolution and post-conflict reconstruction and violence prevention. Its Foundation Year and a UKCP accredited Psychotherapy Training programme has students from the UK and other parts of Europe.*

New Advanced Training Course for Experienced Pinpointers

The original 2-day Pinpoint Facilitation Training Course is still available, although updated with latest brain information and more ideas for dealing with specific issues. Participants are awarded the "Intermediate Level" Certificate.

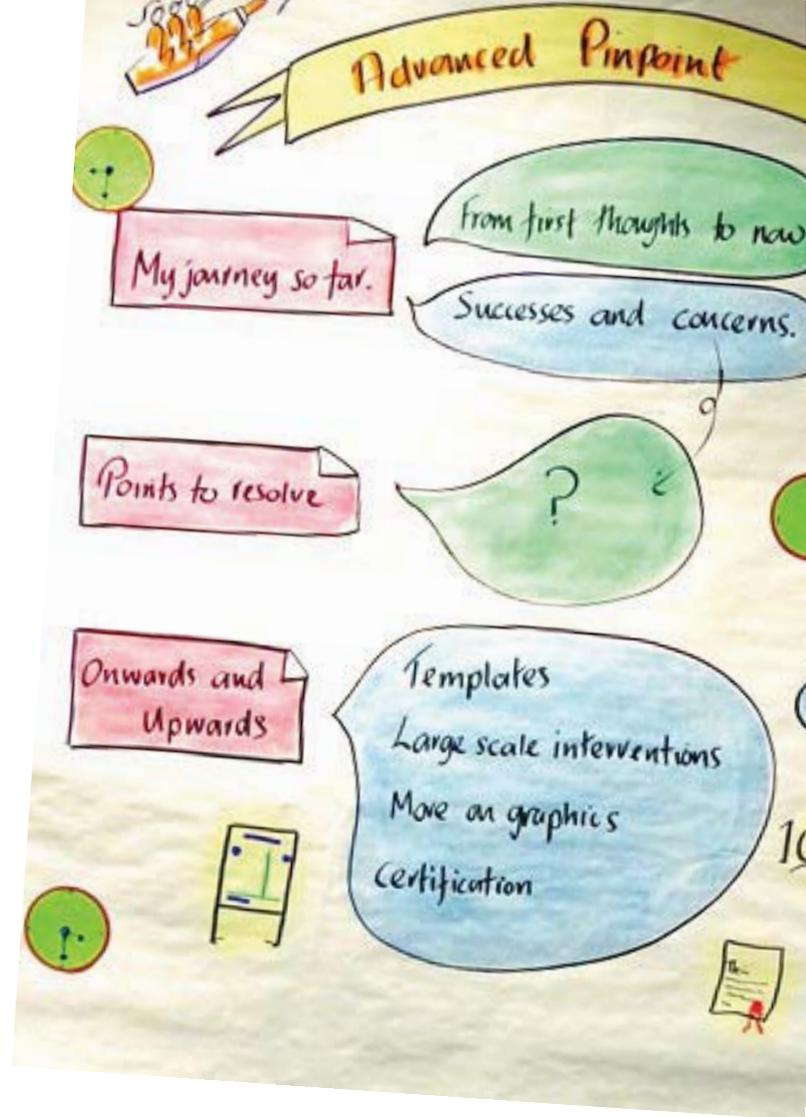
Our new, 1-day Advanced Facilitation Course is designed for those who have been Pinpointing for a while and wish to review, update, learn and apply more advanced techniques. As always, it will be highly participative, fun and practical - a really progressive day.

We shall:-

- look at presenting with Pinpoint - in the eternal hope of reducing the boredom of PowerPoint . . .
- share positive experiences and, where indicated, discuss avoiding any of the challenges that have been experienced
- help with Pinpoint-related graphics, workshop design and creating more applications of basic templates (we used to call these "Dumb Waiters")

Our aim is to revitalise your efforts and success and to help you to become even more productive.

At the end you will receive the "Advanced Level Facilitation" Certificate. Then, if you send in the tracks you have completed (we don't need any customer-sensitive detail), we shall publish yours on our website, accrediting you as a Pinpoint Facilitation Practitioner.



- Pinpoint Facilitation process, 11 & 12 September: 2-day Intermediate level
 - Graphics, 13 September: "Introduction to Graphics"
 - Advanced Facilitation, 14 September: 1-day Advanced level (Facilitation technique, Graphic integration and large-scale intervention (requires previous attendance at a Pinpoint Facilitation Workshop))
- For more details, visit www.pinpoint-facilitation.com/

Sustainable Innovation Quest: Empowerment for Local Changemakers and Social Entrepreneurs

An EU Grundtvig lifelong learning workshop

You want to help create a more humane, sustainable, enjoyable and healthier society in your neighbourhood, region or country...

You see your own personal development as part of social change and have the willingness to refine yourself ...

And you want to kickstart your venture, gain the necessary power, knowledge and contacts, clarify bright ideas and money issues.

The Sustainable Innovation Quest opens

eight days of creative space for you, support, expertise, help, feedback from others, encouragement and learning, enabling you to turn your intention and vision into a real project ready to effect real changes.

This opportunity is absolutely free, including board, lodging and travel costs.

We are inviting people who have a strong intention to contribute to sustainable change.

For further information see www.visionautic.org/events/

Community Facilitators' Network, Glasgow, Scotland

The Kinharvie Institute notes that a few places are still available in their Community Facilitators' Network (CFN), for people working with communities within travelling distance of Glasgow.

The Network, which will meet monthly from September 2012 to April 2013, is subsidized and is intended for those who have some experience of facilitation but who recognize that with greater skills and awareness, and a wider range of tools, they could better serve the groups and communities with whom they work.

Network members will receive training from Kinharvie certified facilitators, and will be able to share ideas and challenges in a supportive environment which encourages growth in self-awareness, experimentation, and the direct application of learning.

For more information about the Network, visit the Kinharvie website or contact the network facilitator, Martin Pearson, at 01 41 337 1070 or by email at martin@kinharvie.org.uk. The Kinharvie Institute is located at 49 Dowanhill Street in Glasgow.

News from the IAF Europe Office

By Ben Richardson

We want to tell you about two exciting developments which we hope will benefit members in the Europe Region.

Discounted Professional Indemnity Insurance for Members

Many of you will already know that, for over a year, we have been negotiating with one of the World's largest insurance brokers to secure preferential premiums for professional insurance for the benefit of our members.

We are pleased to announce that we have successfully completed the most exacting stage of legal compliance with our application being approved by the United Kingdom's, Financial Services Authority (FSA). As a result, we have signed a contract with the Insurance Broker WILLIS to act as one of their Introducer Appointed Representatives.

We will let you know more as soon as we can.

IAF Europe, register of member Training Providers

We regularly receive enquiries in the Europe Office (or by other means) from members and non-members who wish to find out about training opportunities. Normally, we rely on our personal knowledge of what is available in order to respond to these enquiries.

In order to provide enquirers with the best information and to advertise the products of our members, we would like to build a Europe-wide list of IAF member training provision in order to create a more comprehensive register of training opportunities. Once created, we will circulate this list to members and we hope to publish online as well.

In building this register, we will make no recommendation regarding the quality or competence of the training advertised. We will make it clear to enquirers that they should contact the provider personally to confirm that the training offered fits their requirements.

This register will hold information about generic training opportunities. The training can be advertised as running quarterly/annually or even when there are sufficient participants. We do not intend to promote events by specific dates as this will increase the workload to keep such a record up to date.

Please provide the following information for each type of course you provide

- Course Title:
- Type of Course: (i.e. Facilitation, Mentoring, Coaching, Communication Skills etc)
- Level of Skill: (i.e. Basic, Intermediate, Advanced)

- Does the Course contribute to a recognised qualification?
- Duration:
- When courses held: (i.e. Monthly, Annually, when sufficient participants)
- Description of Course (max 300 characters):
- Location(s):
- Language(s):

- Training Provider:
- Contact Name(s):
- Email Address(s):
- Telephone No.:
- Web Address:

Please send this information to me in the IAF Europe Office (ben.richardson@iaf-europe.eu), or contact me if you have any questions.



New IAF Paris website

Congratulations to the IAF Paris chapter on their brilliant new website at www.iafparis.fr/, which was launched earlier this month.

Welcome, new and returning members



We would like to warmly welcome the following new members who joined IAF in May and June 2012:

- Elena Wallén Björkenäng, Sweden
- V. Paul Brand, United Kingdom
- Ruth Cook, United Kingdom
- Nicholas Davis, Switzerland
- Evgeny Dotsenko, Russian Federation
- Christina Bysell Hamrin, Sweden
- Damian Hutton, United Kingdom
- Richard King, United Kingdom
- Andy Knox, United Kingdom
- Michael Lewis, United Kingdom
- Emma Loades, Switzerland
- Ekaterina Loubkova, Russian Federation
- Joyce Matthews, United Kingdom
- Nadine McCormick, Switzerland
- Siobhan Milligan, Switzerland
- Hilary (Jane) Moore, United Kingdom
- Rachel Puttick, United Kingdom
- Wendy Stern, United Kingdom
- Costy Tadesse, Switzerland
- Jamie Thompson, United Kingdom
- Kristel van der Elst, Switzerland

And we are delighted to welcome back all those who renewed their memberships in May and June, including:

- Ann Alder, United Kingdom
- Peter Beuningen, Netherlands
- Ivor Bundell, United Kingdom
- Peter Grumstrup, Denmark
- Suresh Gunaratnam, Turkey
- H.A.J. Haarmans, Netherlands
- Anne Hänninen, Finland
- Wiebke Herding, Netherlands
- Jayna Johnson, Hungary
- Aki Koivistoinen, Finland
- Reinhard Kuchenmueller, Italy
- Markus Lang, Austria
- Lars Leiram, Sweden
- Bertil Löfkvist, Sweden
- Seija Martin, Sweden
- Isobel McConnan, United Kingdom
- Neil Oliver, United Kingdom
- Raj Rana, Switzerland
- Kristin Reinbach, Germany
- Ingrid Renirie, Netherlands
- Edwin Sutedjo, Germany
- Nicky Thompson, United Kingdom
- Ruben van der Laan, Netherlands
- Ria van Dinteren, Netherlands
- Ton Voogt, Netherlands

Facilitation Workshops and Meetings 2012



Find out more details about specific events listed here by visiting the Workshops and Meetings section of the IAF Europe Forum (<http://www.iaf-europe.eu>) If you would like to let others know about an event you are organizing, please email rosemary.cairns@iaf-europe.eu.

AUGUST 2012

- Advanced AI workshop, "How do we flourish as AI practitioners – at an individual level and as business people?" Aug. 21-23, Bore Place, Kent, England (Anne Radford)
- Group Facilitation Methods and Skills for Community Leadership, Aug. 25-31, Cumbria, UK (ICA:UK)
- The Shaman's Gift - Being one's self facilitating in the World, Aug.25-30, London, England (Jean-Claude Audergon, Gill Emslie, Andy Smith and RSPOPUK faculty team)
- 'Calling the circle at the centre', Aug. 26-Sep. 2, Statenberg Manor, Slovenia (Art of Hosting) <http://tinyurl.com/84t2ot6>

SEPTEMBER 2012

- Group Facilitation Methods, Sept. 4-5, Manchester, England (ICA:UK)
- Meeting of IAF Scotland chapter, Glasgow Sept. 10, 14:30
- Pinpoint Facilitation process, Sept. 11-12, Oxford, England (Pinpoint Facilitation)
- Managing conflict, Sept. 13, Glasgow, Scotland (Kinharvie Institute)
- Introduction to Graphics, Sept. 13, Oxford, England (Pinpoint Facilitation)
- Advanced Facilitation, Sept. 14, Oxford, England (Pinpoint Facilitation)
- Building your Gravitas Factor, Sept. 20, London, England (Zomi Communications) <http://gravitasfactor.eventbrite.com/?ebtv=C>
- St Ethelburga's Dialogue and Facilitation Skills Week, Sept. 24-28, London, England <http://tinyurl.com/dyuzwzu>
- Partnering for Change: A Gestalt Approach to Coaching. Sept. 27-Oct. 2, Glasgow, Scotland (Kinharvie Institute). Application deadline Aug. 1.
- Circle Training, Sept. 24-29, Oberursel (Frankfurt), Germany (PeerSpirit)

OCTOBER 2012

- The facilitative manager, Oct. 3-4, Glasgow, Scotland (Kinharvie Institute)
- CPF Assessment, Oct. 3-4, Geneva, Switzerland (IAF)
- IAF Europe conference, Oct. 5-7, Geneva (preconference events Oct. 3-4)
- Creative thinking in the workplace, Oct. 9, Glasgow, Scotland (Kinharvie Institute)
- Dynamic Facilitation and Wisdom Council Seminar, Oct. 15-17, Vorarlberg, Austria (Jim and Jean Rough)



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NOVEMBER 2012

- Making meetings more effective, Nov. 7, Glasgow, Scotland (Kinharvie Institute)
- CPF Assessment in Dutch, Nov. 15, Rossum, Netherlands (IAF)
- CPF Assessment, Nov. 20-21, Stockholm, Sweden (IAF)
- Berlin Change Days 2012, Nov. 2-4, Berlin, Germany. Registration <http://www.berlinchangedays.com/>

DECEMBER 2012

- Meeting of IAF Scotland chapter, Glasgow Dec. 10, 14:30