



WELCOME TO

2013!

#01 JANUARY 2013



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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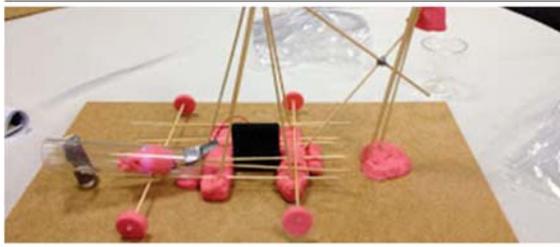
Cover picture: There was lots of action, sharing and knowledge during the World Café that concluded the 2012 IAF Europe Conference held in Geneva in October. As well as sharing her knowledge of how to graphically facilitate large meetings with the participants, Fran O'Hara harvested their ideas and tips – both for using the World Café model in such settings, and for items that the IAF Europe team can use for our planning. (Photo by Patrick McCaul)

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

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Geneva 2012

Celebrating cross-cultural diversity, facilitation and teamwork

By Pamela Lupton-Bowers

After almost 10 months of conference planning, it is all over for another year, and I will have to find another activity for our weekly conference calls! Despite feeling a little shell-shocked after the full-on concentration, and response to more questions than I thought could be asked, I now have a few moments to contemplate IAF Europe Conference 2012.

The sun shone, the delegates arrived, sometimes with a little longer wait than we had hoped, but picked up and delivered to the hotel by dedicated shuttles. The weather couldn't have been better to enjoy the wonderful 'al fresco lunches' with views over the lake and Mont Blanc.

We wanted a sense of place, and Geneva is our place. The theme reflected this – 'Facilitating across cultures, unleashing the power of diversity'. And we were diverse, with delegates re-

presenting countries from Australia to Zimbabwe. (For those of you who were there, the riddle about Greenland was that Cleopas selected that country since the drop-down country menu did not include Zimbabwe).

In all, 24 countries were represented, and we had healthy delegations from IAF chapters in Paris, England and Wales, Netherlands, Russia, and representatives from most of the others including Italy, Denmark, Scotland, and Sweden.

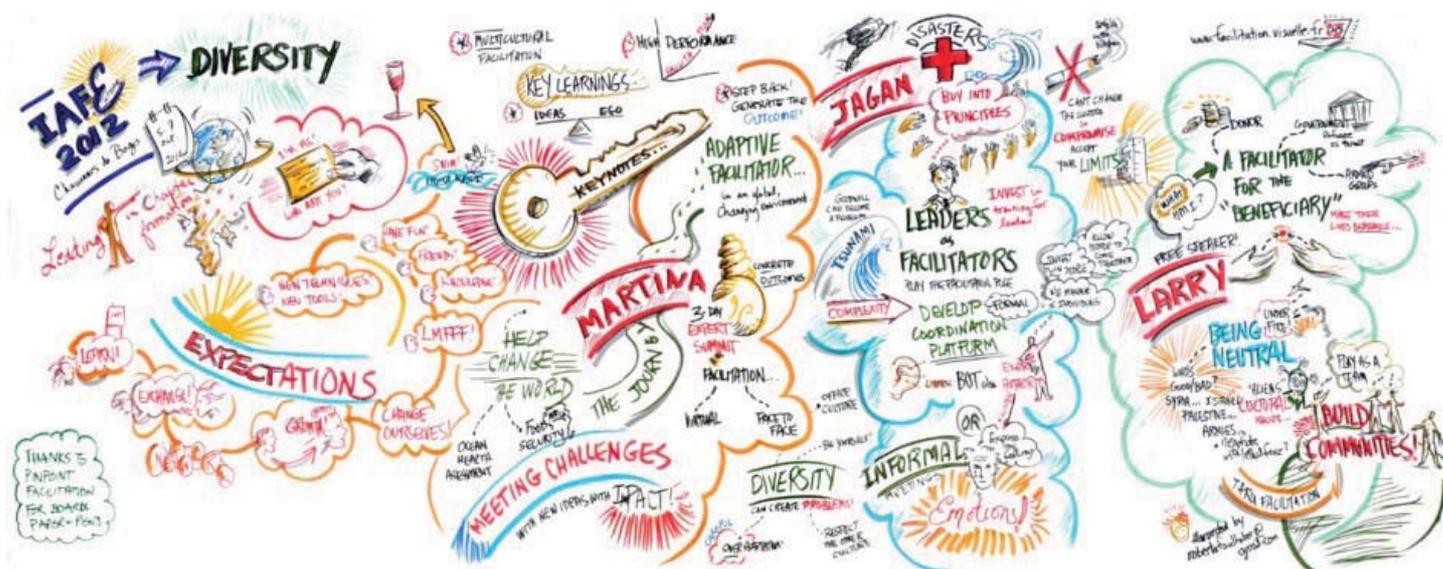
Despite being outside Geneva, we managed to take everyone into the city for a Swiss fondue at the legendary Bains de Paquis, right on the lake and opposite the Jet d'eau and Pont du Mont Blanc. What a marvelous time.

Charismatic keynote speakers

It wasn't only fun and enjoyment, however. Our three invited speakers did us proud with their opening remarks.

They were: Martina Gmür, a senior director and head of the network of global agenda councils with the World Economic Forum (www.weforum.org); Jagan Chapagain, under-secretary-general with the International Federation of Red Cross and Red Crescent Societies (www.ifrc.org); and Larry Hollingworth, CBE, academic director of the Institute of International Humanitarian Affairs at Fordham University in New York.

Their stories and experiences with how facilitation can encourage collaboration inspired us, and provided a sound context within which to



Graphic artist Roberta Faulhaber created the opening recording. She collaborated with Fran O'Hara to provide graphic representations of the conference as well as running conference sessions.



Keynote speakers included Larry Hollingworth (left) and Jagan Chapagain (right). (Photos by Patrick McCaul)

reflect and interpret the contributions of the next few days. Each shared wisdom in several specific areas, drawn from their different careers and stories.

The context for facilitation

Jagan described the strength IFRC draws from shared principles, and confirmed the need for common goal and values in establishing appropriate state for groups.

Through real life examples, he described how coordination platforms need to reflect the level of complexity in the project. The post-tsunami response in Sri Lanka, for example, was very complex, not for its geographic size - only a small proportion of the island's southeast corner was affected, and only a short distance from the shore - but because all the activity was concentrated in that small area.

Hundreds of organizations including a couple of dozen Red Cross and Red Crescent Societies were present. This complex response required quite a 'formal coordination platform'. Other projects, despite being devastating to those affected, are quite simple and can be coordinated through flexible and loose, informal coordinating platforms.

Martina Gmür reaffirmed this concept. Her team is involved in major annual expert summits. Some of these are well known face-to-face events such as their annual meeting in Davos, but there are also newer virtual events that require similar formalities. She described having to be an adaptive facilitator in a constantly changing global environment.

The WEF building itself is set up to accommodate a mix of formal meetings welcoming some of the world's leading leaders and thinkers, and a 'World Café' with open tables, free coffee, privacy

screens, and a view to inspire the most jaded individual. This constant interplay of informal working and formal global platforms encourages a work culture that favours collaboration.

Purpose of facilitation

Martina was clear about how she validates facilitation in the World Economic Forum: offer concrete outcomes. The Forum's mission statement is to 'improve the state of the world'. They are in the business of creating spaces for 'ideas with impact'. And through balancing 'egos and ideas', the WEF has contributed to great advancements in global issues such as food security and oceans.

Martina's journey through facilitation leaves her confident that multicultural and multi-stakeholder approaches lead to high performance, but admitted that it is not always easy to demonstrate the concrete - the return on investment - because it is not always obvious.

She advises that you have to step back from the process sometimes and generate outcomes, and also have the patience to see them evolve.

Larry Hollingworth had a slightly different take on purpose. After more than 20 years managing major international disasters, many with the added complexity of being involved in conflict, his unapologetic purpose is to work on behalf of the beneficiary, and in 'making people's lives bearable'. He 'builds communities through facilitation.'

Sometimes he facilitates agreements between the parties involved in the lives of the beneficiaries, for example the donors, the responding agencies and organizations, the conflicting parties, and sometimes he negotiates access to them or for them. He recognizes the need for the concept of neutrality in facilitation and for respected orga-



Keynote speaker Martina Gmür (Photo by Patrick McCaul)

nizations such as the Red Cross to found their actions on humanitarian principles of which neutrality is the lead one. (The seven principles of the Red Cross are: Humanity, Impartiality, Neutrality, Independence, Volunteerism, Unity & Universality).

He noted that being impartial was relatively easy - you simply give both sides the same - but said that he often found it very hard to be neutral in conflict, and even questioned the morality of it. In places such as Palestine, Chechnya, East Timor, Syria, he wonders daily 'Who are the goodies?', 'Who are the baddies?' He concluded that you cannot be neutral when you advocate for the beneficiary.

Facilitation and Leadership

All three of our panelists advocated facilitative leadership. Jagan insisted that leaders must be facilitators. He said that organizations must invest in training for leaders to be ready to lead in a multicultural world.

Both he and Larry discussed the paradox of facilitation and direction and when asked the question, 'When do you move from facilitation to direction?', both agreed that it depended on the leader's assessment of how life-threatening the situation was. High risk to people's lives and well-being requires decisive leadership.

But Jagan warned that too many managers opt too easily for this as a 'modus operandus'. He noted that investing time up front 'slowly, slowly' getting people's buy-in, can allow you to move much more quickly later on.

After such an exhilarating start we were all ready to pounce on the wonderful array of sessions - from facilitating multi-cultural groups and teams, graphic facilitation, facilitating multiculturally, building bridges, out of the box, performance beyond borders.

The general caliber of the speakers was judged to be high and the majority of evaluations rated sessions as good to excellent. We are compiling all the results and will be scanning and sending the original evaluations to all of the speakers.

We have heard your comments and recommendations about the conference and will pass them on to the next organizing committee. In fact the team is currently building a Dropbox folder of best practice, lessons learned and guidelines for future conference planning teams.

I would like to say THANK YOU for everything you did to make the IAF-Europe conference an outstanding learning experience! The hotel was great, meals were very good, staff was so helpful and I got a lot out of it. As always, the networking and meeting new people was a huge part of what made it such a positive experience. Thanks, also, for the list of participants. I have already gotten in touch with a couple of people I met.

Thanks to the team

Particular thanks to the IAF Geneva conference planning team for all the work in organizing this event. We didn't manage to get everyone together for a team photo – typical of such a great team to remain in the background.



Frances McCaul led speaker support for the conference planning team.
(Photo by Patrick McCaul)

Frances Susanna Soderström handled finance, payments and is now working with Robert Ayling to reconcile the books; Robert Verheule, shown handing Pamela a stunning orchid, worked on the programme and co-hosted the conference. The photographs were taken and compiled by Patrick McCaul, a recent MA graduate in journalism and photography, who is hoping to follow up some of his networking to find an internship and who knows even a real job.

Frances also pulled together an enthusiastic team of speaker buddies to provide physical support to set up and run interference during all of the sessions. Our grateful thanks to all of you.



Robert Verheule presents Pamela with a beautiful orchid
(Photo: Patrick McCaul)



Robert Ayling receives his 'Swiss facilitator cow bell' from Pamela Lupton-Bowers. (Photo: Patrick McCaul)

Many people have congratulated us on the ease of the registration and payment process, led by Robert Ayling of Canada, and remarked on the warm, efficient and effective support before and during the event. "He made me feel like I was the only person he had to deal with."

Not only is Robert an ace conference organizer, but being also a Certified Professional Facilitator, he understands the whole business of facilitation. Robert was co-chair of the 2011 IAF North American conference held in Halifax and is currently supporting IAF Jamaica. My personal thank-you for being such a great sport, and for keeping me on the straight and narrow, Robert.

Huge thanks to Keith Warren-Price and partner Bruce Rowling of Pinpoint Facilitation in the UK for providing the wonderful stationery for each of the eight session rooms, the pens and pin boards used by Roberta and Fran, and a magnificent Neuland case for the raffle. Such generosity makes IAF Conferences possible.



Keith Warren-Price (Photo: Patrick McCaul)

I also want to thank the IAF Europe team for their consistent support during a year in which I wore three hats: European Regional Director on the global IAF board, leader of the European team, and conference chair in my capacity as President of IAF Geneva.

Rosemary Cairns, while unable to attend the conference because she was monitoring the

electoral process in Ukraine, still managed to produce and distribute our excellent IAF Europe newsletter and contribute to promoting the conference as well as supporting the scholarship process.

Kristin Reinbach offered her inimitable skill in social networking to spread the word, and ran a very successful and well-attended Chapter Lunch during the conference. She will be following up with all of you who expressed an interest in setting up chapters and will be linking those of you who requested help and advice with those chapters such as Netherlands who have quite a bit of activity among their members.

As always I am extremely grateful to have the support of Ben Richardson who, although not in a position to work on the Europe conference through his company Entendu as he was last year in Istanbul, still maintained a positive and helpful presence as Treasurer of Europe and as a solid good friend and institutional memory of IAF Europe Conferences.

Robert Verheule, the IAF Europe team member responsible for professional development, worked with Lindsay Wilson and the assessor team to organize and run a stellar CPF event where 11 of the 12 candidates achieved CPF status. Congratulations to all of you, welcome to IAF, and long may you remain with us.



Robert Verheule, MC extraordinaire, hands a raffle prize to above Renatus



Samuel van den Bergh receives the Neuland prize offered by Pinpoint Facilitation, UK.



All photos by Patrick McCaul.

Scholarships and Scholarship Fund

We were delighted this year to be able to offer four full scholarships. We had full and partial contributions from a number of IAF Members, among them Ann Alder of RSVP, Simon Wilson and Carol Sherriff of Wilson Sherriff, PLB Consulting, and some who wish to remain anonymous. Thank you.

The four recipients were:

Cleopas Chikita from Zimbabwe, who will be joining the IAF board in 2013. He is committed to spreading facilitation skills in Zimbabwe among communities and companies and will be part of a growing network of IAF members in across Africa. Cleopas also achieved his CPF in Geneva so congratulations are due to him on several fronts.

Ange Jones, originally from New Zealand but currently based in London, says that her experiences at the conference will help in her communi-



Congratulations to all who achieved the CPF designation during the conference. (Photo by Patrick McCaul)

ty based work and conflict resolution with women's groups.

Carolyn Griffith hopes her conference experience will help her with the community work which she currently does in the remote Orkney Islands in Scotland.

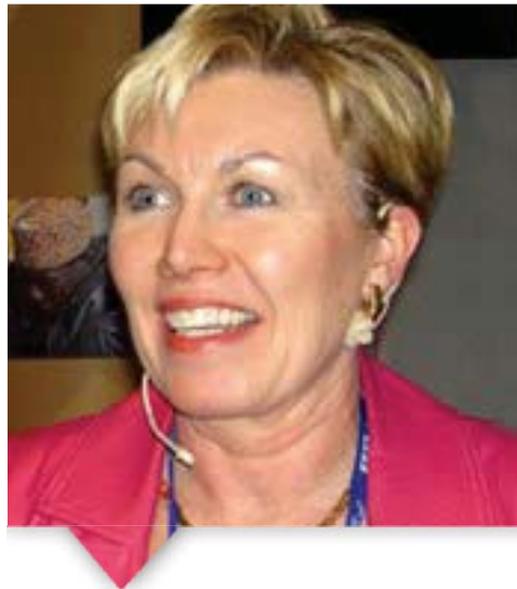
Merima Alic from Bosnia Herzegovina currently uses her facilitation in trade union cooperation and hopes to work with fellow facilitators in Serbia to build a network of facilitators in the region and launch a chapter in the Balkans.

Our intention in Europe is to be able to grow the scholarship fund to enable more young people be able to attend our conferences. This year in Geneva, in addition to the usual free raffle for delegates, we started a paid raffle; Dr. Evelina Ascalon was the lucky winner. We collected more than CHF 1000 which will be donated to the Europe Scholarship fund for future applicants. Thank you all for your generosity.

Our investment in the scholarships is our investment in the IAF. We wish you luck in your development and growth and look forward to seeing your energy and commitment in spreading the word about the good work of the IAF. Rosemary also looks forward to receiving about your newsletter articles about your ventures in future IAF Europe Newsletters.

And a final congratulations and thanks to our newest CPFd. You are the future of facilitation and IAF. I wish you a long and fruitful relationship with the IAF. I personally hope to see more of you in IAF activities soon.

ABOUT THE AUTHOR



Pamela Lupton-Bowers, CPF, is based in Geneva and works around the world. She played a key role in creating the Geneva Facilitators Network, and served as the European regional representative on the global board of the International Association of Facilitators - all of which kept her very busy indeed.

Pamela is stepping down this winter from the post of regional director for Europe with the IAF global board, having been a member of the IAF Europe team since late in 2009. We are grateful for all her work on behalf of the European region.

Doodles, Drawings and Expert Discussions at IAF Europe 2012 Conference World Café

By Fran O'Hara

To round off an inspiring IAF Europe 2012 conference we held a World Café (WC), to offer participants fresh experiences and insights into this powerful and effective method for holding large scale 'Big Conversations'. With such a diverse and incredible range of expertise in the room, it was a unique opportunity to listen and learn from world class facilitators. There were three main aims for the session:

1. For participants to experience being 'inside' the method, rather than leading.
2. To run a 'classic' World Café with a graphic facilitator/recorder.
3. To run a café with a single facilitator and minimal resources, one that could be run anywhere.
4. To listen to the knowledge and experience in the room, and learn new ways the World Café could be modified or adapted.

Personally I have used the World Café widely; as the methodology description on the World Café website (www.theworldcafe.com) rightly says, it

can be 'modified to meet a wide variety of needs.' In a high tech environment and at large-scale conferences we have used digital screens, teams of people to harvest responses and a multiple visual facilitators. For this session I wanted to pare it back to the minimum and demonstrate how simply it could be done: a world café with 1 facilitator + pre-prepared templates/materials + 120 pens + 26 sheets of large paper + a structured plan.

What did we do?

We followed the classic 5 step WC model, adapting it to our group size, materials, space and time:

1) Setting

Create a 'special' environment – our participants were 120 expert facilitators (no pressure!) sitting at tables of 10, in a compact room space, with a tightly defined time slot. We included a WC



Photos by Patrick McCaul.



Photos by Patrick McCaul.



card on each table to reinforce the principles.

2) Welcome and Introduction

With the emphasis on ‘everybody writes’, creating an inclusive experience, promoting diverse views and sharing. Also, the importance of time-keeping and the role of the host, and their feeding back the ‘big conversations’.

3) Small Group Rounds

We had two rounds for each question (3), with a host remaining at each table to share the discussions.

4) Questions

Three clear questions designed to promote rich, engaged conversations.

5) Harvest

The group had 15 minutes for the first round of discussion, everyone moved to another table apart from the host, then a further 15 minutes for the second round. Each host then fed back one major point the group had discussed which I graphically recorded onto the WC visual template.

How was the room set up?

We only had 30 minutes - so very quickly! We placed giant papersheets and pens and WC principles cards in the middle of each table, sourced



Photos by Patrick McCaul.



Fran O'Hara. (Photos by Patrick McCaul)



Room set-up was key.



Use a visual template that resonates with the group and reflects the experience.



Graphic agenda for the World Cafe.

from Pinpoint in the UK. At the front written large scale (to remove the need for projection screens) the WC Agenda and session aims.

World Café adaptations

For me, this was a key part of the session, with some really interesting responses to the 'what are YOUR World Café process adaptations?'. All the table sheets are available on the conference facebook page, some of the suggestions included:

- Using high bar tables with A3 paper, participants walk from table to table writing responses.
- Two people 'travel' to the next table then return to their original table to share.
- To solve the often tricky dilemma of choosing a host, put chocolates on the chair or 'secret' post-it underneath.
- Divide the space into 4 colour coded areas, with a separate theme/topic. Each group can then focus on their specialist area and only moves tables within their area.
- Use a pre-printed or drawn template on the table, so the group has specific areas to discuss, creating a deeper, more focussed discussion with targeted outcomes.
- Create a wall gallery of sheets, either a group can visit each sheet and discuss or participants visit each one separately writing responses. A host can remain at each sheet to feedback the main points to the graphic recorder.
- 'Choose your question', the concept of a participant choice alternative, self-selection of the 'big conversation' you would most like to be part of.

World Café 'top tips'

Finally, some things that make it all go a whole lot smoother...

- Creating the right questions is the key to a successful WC. They need to be clear to guarantee the group will discuss the topic and provide the information you want. Keep them short and clear, so they are accessible and inclusive.

- The hosts are fully briefed before the session, and respond with ONE answer. All the information is captured on the table sheets, their response is the 'big conversation' on their table.
- It can be very challenging for the host to be able to synthesise, so the facilitator needs to keep the process on track or you will run out of time and space on the visual map!
- Making sure everything is removed from the table, space to write/draw/doodle and lean over, beware dangerous drink vessels.
- Consider how these will be shared, use different coloured pens with large tips, so the final sheets will photograph well, with legible type and be visually interesting.
- Are microphones required? Size of room/acoustics and people chatting can act as barriers to hearing responses, and each host has to hear all the responses so they don't duplicate and can add to the 'big conversation'.
- For the visual map template create something that resonates with the group, so it becomes a reflection of the whole experience. We had Swiss mountains and the view from the hotel – even the rain for the barriers section!
- Managing the facilitator's 'back to the audience' aspect of this process is important, it's better to have one person scribe and one harvest the hosts responses. In this instance I wanted to demonstrate how minimally could be done.

What next?

From the participant response to my 'Engage and Excite' workshop and the World Café it was evident how powerful visual-led facilitation is. It is becoming an essential aspect of facilitators toolkits, who wish to engage wider and more diverse audiences.

I am hoping to run an extended version of my conference workshop at the Best Western in Geneva later this year – what a great venue. Also, I am running two more essential skills training courses to teach the tools for more effective world cafés with a visual facilitator.

ABOUT THE AUTHOR



Fran O'Hara is MD and Creative Director of Scarlet Design, a strategic consultancy delivering design, training, facilitation and leadership, for clients across a wide range of sectors around the world. As well as taking part in the 2012 IAF Europe conference in Geneva, Fran shares her skills and knowledge through the Facilitator Practice Group in the UK.

Fran's future career aspirations were dramatically reshaped whilst working for Disney in Asia Pacific and LA, where she experienced the global marketplace, non-traditional roles, business training and dressing as Tigger in Disneyland! As a visual communications specialist, Fran uses design, visual-led facilitation and business strategy to bring clarity and create engaging and inclusive communications. She has proven experience in strategic illustration, workshop and process design and delivery, coaching, brand strategy, CI, print, corporate presentations and consumer products.

Website: www.franohara.com

All photographs with the kind permission of Patrick McCaul.

“Howtoons”

tinkering, making and mashing

By Gillian Martin Mehers

I've had the word "Howtoons" written on my bulletin board for several years.

For me, the word has become emblematic for mashing things (anything) combining, mixing, using them in ways you might not have thought about before to make something new and even more useful. And there are blissfully no rules to this.

In the case of Howtoons it is using cartoons and comics to help people learn how to do things (versus pure storytelling and entertainment alone).

I love the word "Howtoons" for what it reminds me to do. It's almost a one-word checklist for:

- Is there something completely different I can do with this thingy?
- Can I put something from another field, sector, industry, country, department, etc. with this to get something fresh and new that I can use? (I wrote a little about this in 2008 in a post called "[Keeping it Fresh](#)" after my 5th circus performance as a spectator in a month, and again in 2011 in [10 Different Ways to Do Anything: Get Inspiration Anywhere](#))

And when I googled "Howtoons" just now, I was even more delighted with some of the sites that use this moniker.

Weapons of mass construction

At the [Instructables](#) website, they call Howtoons "weapons of mass construction" and show in comic strip format how to make everything from a Marshmallow Shooter to a Turkey Baster Flute. They say they use OpenKidsWare

much like MIT uses OpenCourseWare for wider distribution.

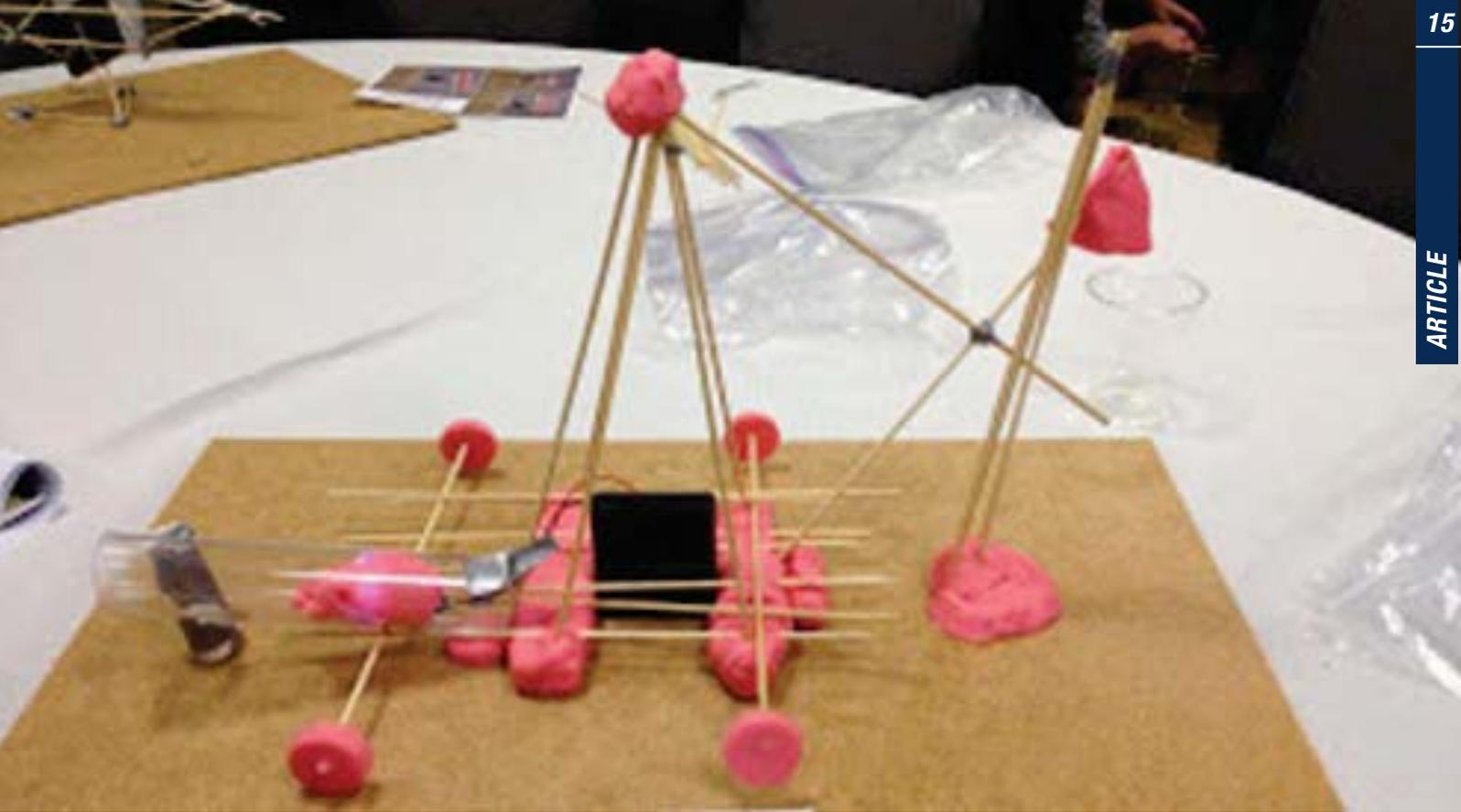
The [Howtoons website](#) itself is more of a one-pane cartoon, very sophisticated and embedded with what makes great comics, where they manage with this format to explain how to make their alka-seltzer powered rocket and spring loaded chopsticks. They also explain that Howtoons are what you get when you take a comic book artist, an inventor and a toy designer and put them together. Another successful mash-up!

Ever in search of innovative ways to help people learn, I have been delighted with what I have heard in the last year about the "Maker" movement (not as in True Blood) and tinkering, as ways to bring innovation and creativity to learning. These were both featured at the [DML](#) (Digital Media and Learning) Conference earlier this year - they even had on their Conference Committee a "Making, Tinkering and Remixing Chair" - [Mitch Resnick](#).

DML sessions included Tinkering with Tangibles (digital textiles), Making Makeshop (on designing making experiences with families), Literacies of Making, Mobile Quests (that remix public events for social change), Design Tinkering - that was a breakout - very fun!

Build and explore

In the Design Tinkering workshop, each table had the same pack of materials and some instructions. Two tables each had the same instructions -e.g. there were two sets of instructions - one was prescriptive about what to do with the materials, the other said (as below) "build



At this year's Digital Media and Learning conference, tables all got the same materials but some tables were told what to build, while others were told to explore. Here is one such exploration (and it lit up!) Photo by Gillian Martin Mehers.

and explore as much as you can about the materials provided".

We tinkered, and it was great fun re-purposing familiar materials into new things (the "thing" we made below lights up, not sure how useful it is otherwise, but we enjoyed our work)!

At TEDGlobal this year, we were also treated to talks on tinkering and making, with an interesting one by the co-founder of Arduino, Massimo Banzi. Arduino makes the cheap open-source microcontroller, a small programmable computer that has launched a thousand projects (like the DIY kit that sends a Tweet when your beloved houseplant needs watering.)

Another TEDGlobal speaker, Ellen Jorgensen, talked about her do-it-yourself biotechnology lab where you can walk-in and do biotech research in a community lab like GenSpace (where you can "hang out, do science and eat pizza.") TED-Global itself even had its own MakerSpace where you could do your own DNA extractions, among other things. I wrote about my bio-molecular self-assembly experience in TEDGlobal2012: What's Going On Right Now?

I will keep that word "Howtoons" right in front of me on my white board. For inspiration, and to prompt me to combine, recombine, mix and mash my learning tools with each other or

even very different things - whether its cartoons and how-to advice or others (and I'm sure I can think of a way to use that Turkey Baster Flute in my work...some how...)

ABOUT THE AUTHOR



Gillian Martin Mehers is director and head of learning at Bright Green Learning @Atadore SARL, in Crans-près-Céligny, Switzerland. She blogs regularly about facilitation and learning at <http://welearnsomething.blogspot.com>. You can reach Gillian at gillian@mehers.com.

Hosting Self

Practice Informs the Practice

By Kathy Jourdain

Practice does not make perfect, thank goodness. Practice informs the practice. If we pay attention, lean into what we are discovering and allow ourselves to be in the place of not knowing or in the space before the naming, just long enough for an awareness to arise, shift to happen, peace to arrive, clarity to emerge. Maybe just one of those things, maybe none of them, but something that signals to us that a shift has happened, is happening, within us.

This is all part of hosting self. Like you, I don't have it all figured out. I'm in the thick of learning every single day. Learning to be in my experience in any given moment – the moments I enjoy and the ones I'd rather not be in.

This is not always an easy practice, particularly in those days when we are experiencing challenge. Hosting self is only something we can draw on in those times when we really need it if we have been in the practice on a regular basis. In the practice on the days we don't think we really need it. Days that are inspired, beautiful, peaceful, joyful. And on the days that are just kind of blah. If we are not in the practice during those days, on the days when hosting

self is most needed to help reground and centre we will have no practice from which to draw on.

There are wearying days. Even for people in regular, ongoing practice. When I posted that sentiment on Facebook recently – that sometimes this hosting self thing is wearying before it transmutes into peacefulness and joy, someone asked me what I do to host myself. A beautiful invitation into a little reflection and exploration.

Becoming curious

There are a number of practices I cultivate on a regular basis to draw from on those days I most need to host myself. In the midst of feeling challenged or feeling hooked, hosting myself usually starts with a noticing that I'm feeling "off" or hooked, acknowledging something is "rumbling" in me that I have not yet named and am not yet able to articulate with any clarity.

In the soonest moment I can – which might be immediately or in a few hours or after a few days – I become curious and invite myself into a little bit of sensing to see if I can source what's been triggered in me.

It is important to acknowledging that whatever's been triggered, whatever is rumbling, it doesn't have to completely influence everything else that is happening in the moment or my day, week or month. It is simply one thread, not the only thread. If I allow myself to notice, I may also notice that many of the other threads are light, positive, purposeful, delightful. It is okay to absorb those threads too. Just because one "rumble" might need some of my attention, it is not a disservice to it to still allow in joy and light.

I'm not sure why those moments of challenge call so loudly for attention we think we need to cloak ourselves in them. We don't. We can learn whatever it is we need to know without becoming lost in it. Most of us have become so conditioned

“ *If we are not in the practice during those days, on the days when hosting self is most needed to help reground and centre we will have no practice from which to draw on.* ”

to going full on into it we have to teach ourselves to slow down and broaden our view with deliberateness. We also need to give ourselves permission to relax a bit and to treat ourselves with compassion. As we sense into what's going on we can also sense into what form of hosting self is being called forth within us. There are many possibilities. Here I offer a few I personally draw on with regularity. You may also have some of these and likely you have many more of your own.

Physicality is a good antidote to those off moments. Sometimes I run or do other exercises. Aside from wanting to enjoy a certain degree of health, mostly I crave physical exercise or movement to take me out of my head and into my body, to release tension or let my body have the movement it craves. When I start to run or exercise, my mind is still often on whatever challenge has my attention. I need to remind myself to let go of the thoughts or to intentionally bring in thoughts and images that will make me feel better. Usually surrendering into the moment allows images or symbols to arrive on their own that contain beauty, joy and meaning.

Many approaches to meditation

Meditation is a great way to host yourself. It's not as difficult as most of us think. There are many approaches, no one right way and, thankfully, perfection is not required. I meditate almost every day even if for just a few minutes and usually for fifteen to thirty minutes. It's a great way to start and/or end a day. Often I use a guided meditation because it helps to keep me in my meditation longer – even if I am not always (or even usually) tuned into the words, I know they are getting through to my unconscious. In the moments I lose focus I am less likely to go into full distraction mode and get up and go do something else after just a couple of minutes.

One of my practices is to devour all the positive reflections, mantras and good news messages I can, to really absorb them – especially in those moments I'm feeling off. It is amazing what they can do to lighten my spirit when I allow it.

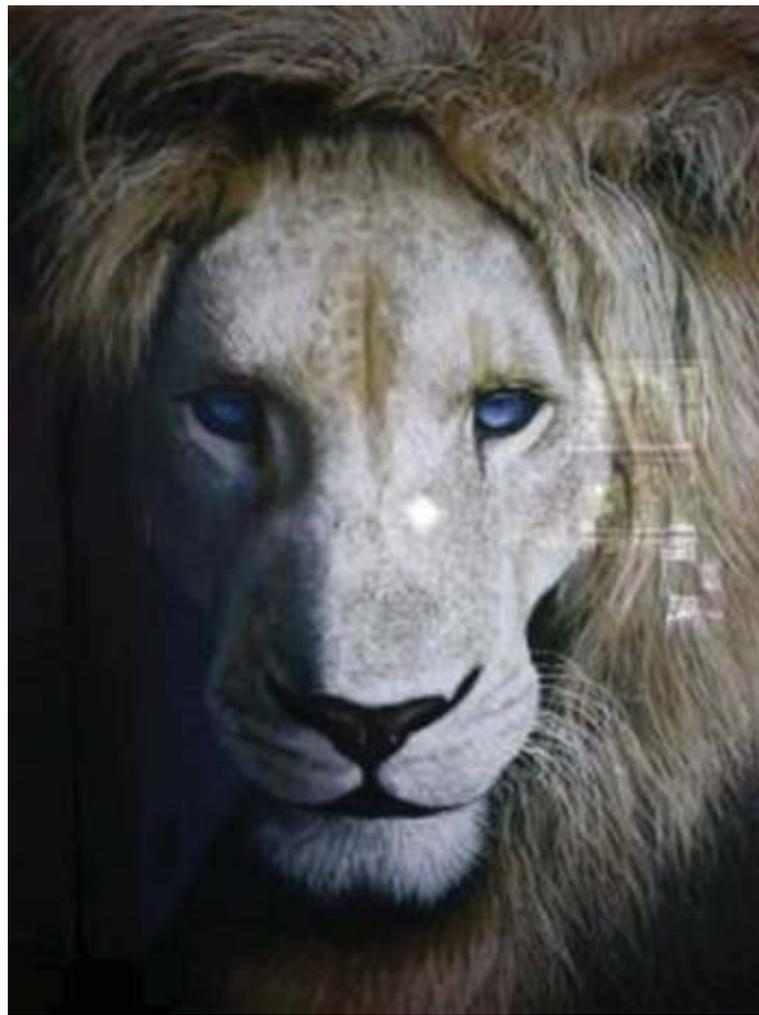
Gratitude and appreciation are two amazing counter acting forces to those rumbling, grumbling, or worse kinds of days. I remind myself of all the things I'm grateful for, the path I've journeyed, how far I've come. There is an abundance of things to be grateful for and they are a good reminder of how things always work out and sometimes in surprising ways. It

is helpful to remind myself I don't have to have the how of it all figured out in order to begin. Time over time I discover that when I let go of the how, miracles really do happen.

Journaling is a beautiful way to reflect. Just sitting to write for a few minutes in stream of consciousness can shed light on whatever has been triggered, make patterns and themes visible and bringing new insights that create the space to release what has been troubling us.

Insights from talking it out

Finding a friend willing to listen with curiosity and compassion, without judgment. Just to be there. Not even to offer advice and certainly not to commiserate with us in a way that keeps us stuck. Sometimes in talking it out, insights arise that help us move forward or understand how to address an issue or challenge or conversation in a way that serves us and whoever or whatever may have triggered us.



My Shape Shifting Lion Friend – on for the Soul Journey



*Hosting self is the first practice in the Four Fold Practice because hosting self is an integral aspect of being able to host others.
(Graphic courtesy of Kathy Jourdain)*

Tarot cards, prayer or other spiritual practices are another way of hosting self. Anything that helps us be more present and aware.

It is good, almost essential, to remember that what's happening in this moment is transitory and doesn't make me – or you – a dismal failure, just like successes do not lead to infallibility or guru-ness, just real human beings doing the best we can every day. Some days are better and more masterful than others, but it's all there in the mix. Just people on a journey with good, delightful moments and challenging moments too.

All in the flow of things. There is far more flow of things when we are in a regular ongoing practice of hosting self. How do you host yourself? What are your practices? What do you come back to over and over again that helps you regain your ground or stay centered? Where you grow your self awareness, your curiosity and your self compassion?

Hosting self is an integral aspect of being able to host others. It is the first practice in the Four Fold Practice for a reason. It is a beautiful inquiry to be in every day and in any given moment – not by making yourself a self improvement project but by surrendering into the unfolding journey.

ABOUT THE AUTHOR



*Kathy Jourdain lives in Nova Scotia, Canada, and blogs regularly at ShapeShift. For her reflection on why hosting the self is important for one's work with a group, see her October 16, 2010 post, *Hosting Shadow*, at <http://shapeshiftstrategies.wordpress.com/2010/10/16/hosting-shadow/>*

Supporting public engagement

The achievements and challenges of 2012

By Simon Burall, *Involve*

Involve continues to grapple with the challenge of how to engage citizens actively in dealing with climate change. We have just completed a small project for the [European Economic and Social Council \(EESC\)](#), identifying case studies where citizens and stakeholders have been involved at local, national and multi-national levels in deliberations about energy futures.

The report, which will be out early in the New Year, is packed full of interesting case studies from across Europe. It will complement our short review of the evidence about the impact that public deliberation can have on both the debate and citizen behaviour in response to climate change.

As our Pathways project demonstrated so clearly, it is at the local level that people most engage with government. Exploring ways to support better engagement with local government remains important to us. We were pleased to work with Derbyshire, Cambridgeshire and Leicester City Councils on NESTA's Creative Councils pro-

ject, supporting them in thinking through how public engagement will assist them to change the way they deliver public services. We also engaged fully with the Commission on the Future of Local Government, providing what we hope was a useful set of inputs to their deliberations.

We were pleased to be involved in a project to engage the public across England in a deliberation about the future of the library service. This work, commissioned by the Arts Council England, will feed into their work to develop a strategy for the development of this vital public service.

Finally, we felt honoured to be asked to coordinate the [UK Civil Society Network](#) on the [Open Government Partnership](#). This is an agreement between 58 countries (currently), who have signed up to a series of commitments about access to information, better citizen participation, anti-corruption and open data. Cabinet Office civil servants and UK civil society are currently co-producing a shared national action plan for joint submission to the minister responsible, Francis Maude. This is an exciting, and challenging, attempt at developing a different way of opening up policy making.

While I'm proud of the achievements of the whole Involve team, and excited about our opportunities for next year, we are acutely aware that the effects of the financial crisis continue to bite. Pressures on budgets are severe and (beyond the cuts to front line services that have the most immediate and obvious impact) the risk is that it is engagement with the public that gets cut first.

However, there are tentative signs that the government is interested in bringing the citizen voice more



deeply into the policy process. Open policy making, which is part of the government's civil service reform plan, offers many opportunities for more citizen engagement. However, it brings with it significant risks that the loudest and most powerful have a deeper reach into government at the expense of ordinary citizens. This will be particularly true if government does not afford itself the time to think through who it needs to engage, and how it wants to engage them, and most importantly if it refuses to spend the money to do so effectively.

The learning from the previous phases of [Sciencewise](#), which we are now running in partnership with two other organisations, demonstrates that government needs significant support to build the capacity to engage effectively. I'm hoping that our work for this programme will help us to demonstrate this need for capacity building and long term commitment. Just as importantly, I hope that it will allow us to continue to build up the stock of case studies and examples demonstrating how effective public engagement can have significant and positive impacts on public policy and service delivery.

Our work on the OGP demonstrates how important this is. Large swathes of government remain to be convinced that being more open and more participative will lead to better results, and examples are thin on the ground.

This is where we hope that our relaunch of the successful People and Participation site as the [Participation Compass](#) will be helpful. It will allow us to collect together these much needed case studies of the impact of public engagement. But we need help.

Our work for the EESC highlighted just how much good work there is going on that we are unaware of. A key focus for Involve next year will be to get better at connecting practitioners from different traditions, working in different ways or in different countries. We want to do this so that we can build more peer support and learning in order to demonstrate to government that the old style of working behind closed doors and keeping citizens at further than arm's length is no longer appropriate or effective.

ABOUT THE AUTHOR



Simon Burall is the Director of Involve. He has extensive experience in the fields of democratic reform, governance, public participation, stakeholder engagement, and accountability and transparency. He has worked at the national level in Africa, Asia and Europe as well as on related issues of global governance and democracy. Simon is also the Chair of Democratic Audit, an Ambassador for WWF UK, and Head of Dialogue at the ScienceWise Expert Resource Centre.

Simon was a Research Fellow at ODI from 2006 – 2009, and Executive Director of the One World Trust from 1999 – 2005 where he initiated and oversaw development of the influential Global Accountability Index.

Year End Message

By Pamela Lupton Bowers

As we arrive at the end of 2012, we provide you a brief overview of the year and wish you all continued success and joy in 2013. In addition to chapters in Denmark, Geneva, England and Wales, Scotland, North Italy, South Italy, Paris and Netherlands, this year saw additions in Russia and Turkey. Several others groups are forming and we wish them luck.

IAF Europe Conference, Geneva

All feedback and evaluations have been collected, collated and sent to the presenters with letters of appreciation and thanks. The overwhelming amount of feedback indicated that the conference was a great success – 71% of people said their expectations were met, 70% said they would recommend an IAF Europe conference even without seeing the programme and a further 20% said they would recommend one after seeing the programme. Fifty per cent of people said they learned something new at the conference.

I can tell you from personal experience that organizing an IAF Conference as a volunteer team is not an easy project. However, it is a very fulfilling one. I think I can speak on behalf of all the organizing team when I say that it was a satisfying experience that we were glad to have been part of.

After the financial disappointment of the 2011 conference, we were quite nervous about going ahead in Geneva with its reputation for high cost accommodation and living. We were lucky to find a small hotel just outside of the city and were able to pull it off, thanks to the hard work of the team. We were also glad to have the professional services of Robert Ayling who was co chair of the IAF North America 2011 conference in Halifax and who is now supporting IAF Jamaica. Some of the successes included:

- 119 delegates from 25 countries from as far afield as Australia, the US and Zimbabwe and including a number of European countries in between.
- 26 speakers who shared their knowledge, skills and passion.
- Three guest speakers who spoke of the power of facilitation in their personal careers, and for their organisations.
- A chapter lunch which proved to be a lively affirmation for the established groups, and a motivating one for those just setting out.
- A end budget that allows us to repay back some of the advance offered by IAF Global for last year's loss, a healthy start to the scholarship fund, as well as contributions to the Europe office and the Geneva Chapter.

Europe Chapter Growth

It appears that the chapter approach in Europe is proving to be successful. Some groups are working hard to establish themselves while others such as The Netherlands are very advanced in their internal mutual support and learning. We are hoping to be able twin a strong group like that in Netherlands with other groups who can learn from their success.

The strength and growth of our global organisation must come locally. Our membership surveys continue to report that you want more locally organized professional development opportunities. To be cost effective and relevant to local people these need to be organized by local groups.

The Moscow Conference that I attended in April was a great example of that. There was a two day pre conference where fourteen people came together from as far as Siberia to learn about facilitating learning and the 60 strong conference which tackled strategy and other topics with a passion and commitment that reenergized me. I wish the Russia chapter every success as they begin to organize IAF Europe 2014.

IAF Paris is working hard to establish their network of facilitators and Jean-Philippe Poupard and his team are working to create a meaningful offer to their members. IAF England and Wales likewise has met to determine how they will best meet member expectations for a locally governed chapter. IAF Geneva is recovering from hosting the Europe conference and will meet soon to determine the calendar for 2013. IAF Denmark has suffered some leadership changes and is now under a new chair, Peter Grumstrup. They are working hard to reestablish their activities. I wish you all well for 2013

Despite the activity in the chapters and a successful Europe conference our membership has not grown above 400. We had envisaged a target of at least 500 in Europe by the end of 2012. Those of you who have chosen not to renew your membership I do hope you will let us know what specifically you would like to see offered by your local organisations.

Services to members

Ben Richardson of the IAF office is still negotiating access to a professional insurance for facilitators which will provide IAF Europe with a percentage of any insurances agreed. We will have details for you next month.

Rosemary continues to work on producing a world class Newsletter which we hope will be the template for newsletter across the association. She is constantly in search of interesting and appealing articles so please consider writing a piece on your work, a particular method or a specific challenge you have overcome. We will be looking forward to hearing from our four scholarship recipients to find out how their facilitation journey is progressing.

Team members' commitments for 2012

Kristin Reinbach will continue in 2013 providing much appreciated continuity at least for the next year, Rosemary Cairns will continue as Communications representative, Ben Richardson has agreed to continue as treasurer and to run the Europe office with Bobbie Redman, and Robert Verheule will also stay at the helm of professional development and CPF.

I will be retiring from the board at the end of the year. I do so with ambivalent feelings. I am

looking forward to reducing the amount of email in my boxes and of reducing the amount of conference calls at inhospitable time; however, I will miss the contact with the board members and the team in Europe. I will miss feeling a vibrant part of a group of people who passionately care about raising the profile of facilitators around the world.

I leave in the hope and expectation that IAF will launch a recognition process for experienced facilitation training providers, with the belief that the decision will strengthen our appeal and attraction to future facilitators around the world. I also am confident that we will soon find a way of scaling up the association to non-English speakers and that we can find a practical way of building up a multi lingual assessor pool to increase the number of CPFs.

OUR PATH IN 2013

I am delighted to be handing over to Martin Farrell (UK). He will bring renewed energy and ideas to the role. Martin and the team are already working together to ensure a smooth handover and you will be hearing from him soon. And I know he will be delighted to hear any ideas or feedback you might have for the Europe team. I leave it to Martin and the team to clarify the goals for 2013. I'd like to take this opportunity to wish them every success and that each of you will take the challenge of identifying something that you can do to strengthen and broaden our association

To our members across Europe, we wish you joyful season's greetings and a healthy and peaceful New Year.



Elections – the good news and the bad news

By Cameron Fraser

The chart below shows the results of the recent IAF Board elections. In short, those who participated overwhelmingly approved the slate of candidates.

There is some bad news:

- Unlike last year, we had only one candidate per position. We had hoped, and continue to hope for the future, that we will have contested elections. What does need to be clear about this though is that our interest in contested elections is not to create competition or conflict. (Some would argue that a contested election would be anathema to an organization founded on the value of working through consensus.) Rather it is in the hopes that the association will suffer from an embarrassment of riches in regards volunteers and that we encourage diversity of backgrounds, experience, and expertise amongst the members of the board.
- The second bit of bad news is that participation in this year's election was significantly lower than last year. We will be coming back to you shortly to ask you why so please keep your eyes open for a very short e-mail in the near future.
- In the case of six candidates the number of votes received did not reach the level required for Quorum (15% of members). The Board has exercised its power to fill vacancies by appointment. All eight will serve from January, 2013.

On behalf of the chair and the current board I offer warm thanks to all those who participated as candidates and prospective candidates, as voters, committee members, or otherwise. If there are any questions regarding the results or the election process, please feel free to be in touch at cameronf@sympatico.ca.

Position	Name	Total Votes	Eligible Voters	% Participation
Treasurer	Daphne Cant	153	1274	12
Memberships and Chapters	Cleopas Chiketa	153		
Marketing and Partnerships	Rhonda Tranks	153		
Professional development	Sheryl Smail	153		
Regional rep Africa	Solly Manyaka	6	40	15
Regional rep Oceania	Nellie Noakes	25	102	24,5
Regional rep Europe	Martin Farrell	42	373	11,3
Regional rep USA	Cynthia Pace	39	355	11

IAF members' survey

By Simon Wilson

Director for Membership and Chapters, IAF Board



Many thanks to all members who contributed to the IAF members' survey during September 2012. Questions were compiled with input from Board members and working groups. Over 300 replies were received, representing around 25% of the membership. For the first time ever, members also had the opportunity to reply in Spanish.

Here is a summary of what you told us, and some of the actions the Board are now considering.

What members value

Top reasons for joining the IAF, and the key things members value now are -

- Personal / career development
- Networking with fellow facilitators
- Access to CPF

Elections to the Board

95 per cent of those responding had voted in the Board elections. Asked whether the elections had been fair, transparent or effective, the highest response was for 'neither one nor the other'. There were low rates of dissatisfaction. The Board wants to carry out some more in-depth enquiries with members to find out if there are steps which would improve these ratings.

Training accreditation

Top requirements for an accreditation system were -

Training includes personal feedback from trainer

- Training includes lots of practice
- Training includes a variety of learning styles
- The results have been passed to the working group considering training accreditation

Comments on this issue revealed a degree of

confusion around certification, recertification and accreditation, so we want to build on this to improve the clarity of our communication to members about certification, recertification and accreditation of training

IAF Methods database

Only around 20% of members use the IAF Methods database regularly, but those of you who do, find it valuable. Detailed comments on use of the database have been fed to the working group considering the future of the Database.

CPF

50 per cent of respondents held the CPF designation. Of those intending to recertify, CPF certification had 'opened new doors (business opportunities) for me as well as increased my credibility with existing clients and their stakeholders'. Others appreciated that 'the process is not easy. Thus the status is valuable', and said that there was motivation 'to keep improving my skills'.

Some of those not planning to recertify said that they were not currently practicing in the facilitation arena on a regular basis - but there were comments that the process seemed complex, and there were issues around being able to use the local language.

These comments are being considered by the Board. If you would like to comment further on training accreditation, the Methods Database, or training accreditation, please contact Sheryl Smail, Professional Development Director.

Additional services and resources

- Top additional services and resources you requested were -
- Professional development activities

- Opportunity to network and attend events locally
- Teleseminars and other virtual events
- Reduced price virtual meeting software

The Board is responding to this by continuing to support chapter development and the professional development agenda. We think that here is scope for a members' offer on virtual meeting software, and more virtual and online professional development opportunities – so watch this space.

If you have any further comments on the additional services or resources you want from IAF, please contact me.

Getting involved

Top ways members would like to get involved were -

- Present at an IAF conference
- Join/set up a local chapter
- Online networking

The Board wants to pick up on this and in

particular to promote online networking opportunities for our members side by side with local chapters. If you are interesting in setting up a local chapter where you live or work, please contact your regional Director.

Name change

We asked whether you were interested in a name change to emphasise 'facilitation' over 'facilitators' Over 50% felt that a name change was worth considering – so the Board will consider the potential costs and benefits of a name change during 2013

Conclusion

We really appreciate the time members have put into providing us with all this information. We have read every comment! We aim to respond to the points people are making, and to discuss them in more detail with you at our virtual AGM.

Check what's in your cup before you drink!

By Martin Farrell

In February 2011, I was in a café in Kingston where I live and I was pondering ... Nothing particularly unusual about my being in a café – I think and work in café's a lot. But that particular day was memorable. I had turned 60 some months before and had been going through a time of reflection about all that had passed and what might lie ahead.

Then, over my cappuccino, the obvious struck me – I want to do more international facilitation. Most of my clients since I started my consultancy in 1999 had been in the UK but since 2002 when I started working internationally (with UN Volunteers), the balance had been steadily shifting to assignments outside the UK. So why not focus on that?

My first step was to join IAF, which had been suggested to me by a UN facilitator way back in 2006 but about which I had done nothing (sorry!) I got a reply to my email to the IAF the same day. Impressive. When I'd joined I received a warm and prompt welcome from Martin Galbraith. These things matter.

The 2011 Istanbul conference confirmed to me I had made the right decision. At this gathering and in Geneva just a few months ago, I knew I had found my tribe – other people doing the stuff I love to do. I feel I am in the right place.

My international facilitation work has expanded since my first outing a decade ago. I have now been invited back by the UN 21 times (I take this as a good sign). Since my Kingston cappuccino, I have also been privileged to work with the British Council in Brazil on three occasions, with the EU in China, and recently running a team building event with the UN and Government of Qatar in Doha as part of the Climate Change conference.

Although over the last decade I have facilitated hundreds of gatherings large and small in the UK and elsewhere, both as part of organisational consultancy assignments and as one off events, my single consistent work now in the UK is coaching charity CEOs who are in crisis.

Building for the future

So ... what can we now do together to build on the brilliant work which Pamela Lupton-Bowers and the Europe team has been doing? I bring my voice and my passion to the table and will do my best to be a focus for all we can achieve. I will be a link between the energetic and committed Europe team and the global Board and will play my part in modelling open discussion and being focused on next steps and action. Just do it.

I am now ready to help IAF move to the next level and to realise its vision as the respected worldwide professional association for all those who use the art and science of facilitation – so that the power of the skills we have, and are constantly developing, are available where they are needed.

I see future possibilities, am a natural consensus builder, and keep to my commitments.

I see that effective facilitation is based on culture and language and in Europe and on the Board, will seek to meet the challenge of fostering this local spirit within a powerful coordinated global movement.

As Europe Director, I will fully honour the past of IAF and its heritage and will also energetically plan and work for a future in which all those who see struggle of all sorts in the world and who are moved to help groups of people to

respond, can find guidance, nourishment and encouragement from a rich IAF community in Europe and beyond.

One more thing ... I wonder what they put in that coffee cup??

ABOUT THE AUTHOR



Martin Farrell has just been appointed to the IAF global board as the Director for Europe, and will join the board at its meeting in Japan in late January. He takes over from Pamela Lupton Bowers, whose three years on the board has just ended. He joins a European team that includes Kristin Reinbach (chapters), Ben Richardson (finance), Robert Verheule (professional development), and Rosemary Cairns (communications).

The Facilitation Impact Awards

The International Association of Facilitators (IAF) is introducing the inaugural Facilitation Impact Awards (Americas Edition 2013) at the IAF Conference in Orlando, Florida (USA) in June 2013. The deadline for submission is February 1, 2013.

The Facilitation Impact Awards are the most prestigious international awards honouring excellence in facilitation and its positive, measurable impact on businesses, governments and not-for-profit organisations around the world.

- These are non-competitive awards – all submissions earning a given threshold of points will receive an award. Both the facilitator and the organisation will be recognized.
- There is no fee to apply.
- The awards are open to all facilitators worldwide, and organisations with a presence in

the Americas (North and South America).

- Facilitators are not required to be IAF members.
- The IAF embraces diversity and inclusion, so all materials and information for the awards are available in the top 4 languages of the Americas (in order of number of speakers: Spanish, English, Portuguese and French).
- Facilitators can nominate their clients through an automatic e-mail.
- The deadline to submit completed applications is: February 1, 2013.
- Visit our website for details, including submission forms and rules:
www.iaf-fia.org

We look forward to receiving your submissions!

Dawn Sutherland | Communications Chair | IAF Facilitation Impact Awards

Welcome, new and returning members



We would like to warmly welcome the following new members who joined IAF in September, October and November 2012:

- Rachel Agelou, England
- Mary Allison, Scotland
- Andrew Andrea, Switzerland
- Adrien Angliviel, France
- Evelina Ascalon, Switzerland
- Sue Braithwaite, England
- René Brujins, Switzerland
- Claudia Colvin, England
- Emma Collins, Scotland
- Christopher Cordey, Switzerland
- Ariadna Denisova, Russia
- Zehra Eliçin, Turkey
- Elaine Forrester, Scotland
- Julien Goby, France
- Rhona Graham, Scotland
- Alastair Handley, Scotland
- Jean-François Helie, France
- Sarah Jones, Wales
- Ramin Kaweh, Switzerland
- Sandro Kessler, Switzerland
- Elena Khegay, Russia
- Jeni Ling, England
- Gillian Love, Scotland
- Alison Lyon, England
- Jill McIntyre, Scotland
- Herman Meines, Netherlands
- Genevieve Merceur, Italy
- Olympia Mitsopoulou, Switzerland
- Jan Peter Oelen, Netherlands
- Jacqui Ogilvie, Scotland
- Fran O'Hara, England
- David Powell, England
- Lars Rokkjaer, Denmark
- Helen Ryall, Scotland
- Kusum Sahdev, England
- Laurent Sarrazin, France
- Marko Schanssema, Netherlands
- Margreet Schriemer, Netherlands
- Sergey Sinyakov, Russia
- Marja van Schie, Netherlands
- Margaret Smith, Scotland
- Joanne Smithers, Scotland
- Seaunn Strange, Scotland
- Fiona Tweedie, Scotland
- Richard Vaughan, England
- Kersti Vervloet, Netherlands
- Mariska Warnars, Netherlands
- Silvana Wasitova, Switzerland

And we are delighted to welcome back all those who renewed their memberships in September, October and November:

- Jonathan Ball, Switzerland
- Liz Brabender, Scotland
- David Butter, England
- Sarah Clark, Switzerland
- Peter Coesmans, Netherlands
- Elizabeth Crudginton, Switzerland
- Judith de Jong, Netherlands
- Daniel De Roo Van Alderwerelt, Belgium
- Rosalud de la Rosa, Italy
- Gerardo de luzenberger, Italy
- Willem de Smalen, Netherlands
- Stephanie Duffy, Ireland
- Liudmila Yurievna Dudorova, Russia
- Gunther Feiler, Italy
- David Fleetwood-Walker, England
- Annet Goltstein, Netherlands
- Tomasz Gorecki, Poland
- Anna Gribanova, Russia
- Malin Hallman, Sweden
- Patricia Henaou, Netherlands
- Günther Hemrich, Italy
- Stephen Holmes, England
- Alexis Hunter, Scotland
- Andreas Isholm, Denmark
- Jolian Koole, Netherlands
- Jens Lillebaek, Denmark
- Steven Lloyd, England
- J.A.G. Lokhorst, Netherlands
- Gillian Martin Mehers, Switzerland
- Ian Millar, Scotland
- Brendan Molloy, Scotland
- James Newkirk, Serbia
- Clare North, England
- Pepe Nummi, Finland
- Alastair Olby, Switzerland
- Daniel Perdigão, Portugal
- Louise Robb, Scotland
- Mikhail Rossius, Russia
- Terés Salmi, Sweden
- Josef Seifert, Germany
- Rob Sheffield, England
- Nille Skalts, Denmark
- Janine Smedley, England
- Sophie Treinen, Italy
- Liz Tayfun, Switzerland
- Francoise Trine, Italy
- Mette Ullersted, Denmark
- Arie van Bennekum, Netherlands
- Gert-Jan van den Dries, Netherlands
- Annina van Logtestjin, Netherlands
- Judy van zon, Germany
- Susan Ward, UAE
- Christine Wank, Germany

Facilitation Workshops and Meetings 2013

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.



DECEMBER 2012

- Meeting of IAF Scotland chapter, Glasgow, Scotland Dec. 10, 14:30
- Group facilitation methods and skills for community leadership, Dec. 11-17, Appleby, England (ICA:UK)
- "Private Passions", the highlights of our writing year, Dec. 14, London, England (AMED) <http://www.amed.org.uk/events/amed-writers-group-highlights-of-our-writing-year-private-passion>

JANUARY 2013

- Introduction to Coaching, Jan. 10, 3-5 pm, Glasgow, Scotland (Kinharvie Institute)
- FRESH conference "the conference about conference design" in Copenhagen, January 13-16 <http://www.thefreshconference.com/> (Adrian Segar will be presenting)
- Managing Conflict, January 16, Glasgow, Scotland (Kinharvie Institute)
- Group Facilitation Methods, Jan. 16-17, Manchester, England (ICA:UK)

FEBRUARY 2013

- Fast Track Skills Workshop, Feb. 12, Harrogate, England (facilitate this!)
- Facilitation Fundamentals, Feb. 12-13, Knaresborough, England (facilitate this!)
- Group Facilitation Methods, Feb. 13-14, London, England (ICA:UK)
- 'Writing with others – co-authoring and other relationships, with Douglas Board and Rob Warwick, Feb. 15, London, England (AMED) <http://www.amed.org.uk/events/writing-with-others-co-authoring-and-other-relationships-with-dou>

- Participatory Strategic Planning, Feb. 20-21, London, England (ICA:UK)
- Brain-friendly learning for trainers, Feb. 20-22, Hertfordshire, England (Kaizen Training)

MARCH 2013

- Group Facilitation Methods, Mar. 5-6, Manchester, England (ICA:UK)
- Action Planning, Mar. 7, Manchester, England (ICA:UK)
- Group Facilitation Methods, Mar. 20-21, Bath, England (ICA:UK)

APRIL 2013

- 15th European Appreciative Inquiry Network meeting, April 17-20, Milan, Italy (hosts Mario Gastaldi and Yvonne Bonner) <http://www.networkplace.eu/web/page.aspx?refid=67&eventid=51351&page=1>
- "The Politics of Evidence" conference, April 23-24, Institute of Development Studies, Sussex, England (<http://bigpushforward.net/archives/1933>)
- Group Facilitation Methods, Apr. 24-25, London, England (ICA:UK)

MAY 2013

- Facilitator Masterclass, May 1-3, Hertfordshire, England (Kaizen Training)
- AMED's 7th Annual Collaborative Writing Workshop, 'Reflective writing for personal and professional development', with Jeannie Wright and Bob Thomson, May 17, Warwick, England (AMED)

OCTOBER 2013

- Diversity and Magic – 16th European Appreciative Inquiry Network meeting, Oct. 23-26, Prague, Czech Republic. (Hosts Klara Hejdkova and Peter Bach Lauritzen) <http://www.networkplace.eu/web/page.aspx?refid=67&eventid=51352&page=1>