

WELCOME
to DAY 1



Europe and the Middle East Conference

16
18
Oct
2023



BeachMitte,
Berlin

MONDAY, OCTOBER 16 – ARRIVALS



THE CONFERENCE IS ABOUT TO START

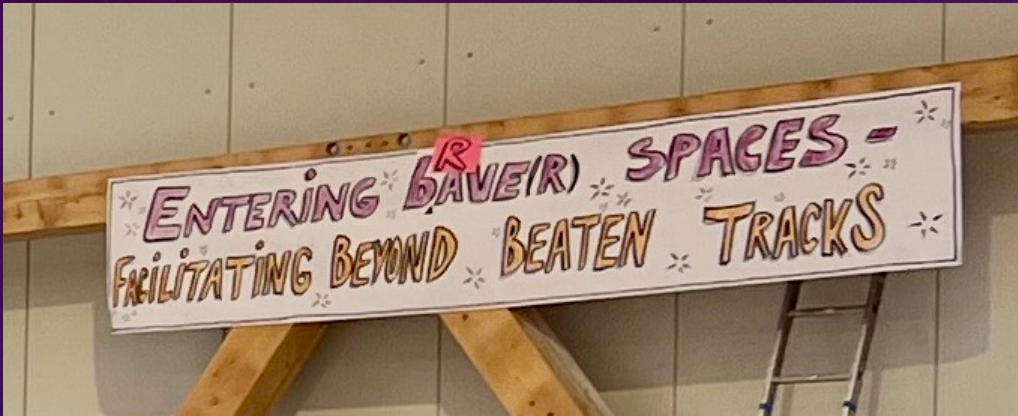


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OUR SCHEDULE

#IAFEME Conference 2023

Mon, 16 th	Tue, 17 th	Wed, 18 th
<p>14:00 Welcome & Opening</p> <p>15:00 Getting into the topic</p> <p>15:30 Coffee Break</p> <p>16:00 Deepening the topic</p> <p>17:00 LABs I</p> <p>18:30 Reflection & Closing of the Day</p> <p>19:30 Meeting at the fire-place</p>	<p>8:30 Gates are open</p> <p>9:00 Check In & Reflection</p> <p>10:00 LABs II</p> <p>12:45 Intro to Excursions</p> <p>13:00 LUNCH BREAK</p> <p>14:00 Excursions</p> <p>17:00 Harvest</p> <p>18:30 CheckOut Closing of the Day</p> <p>19:30 Meeting at the fire-place</p>	<p>8:30 Meet the IAF - open for everyone!</p> <p>9:00 Gates are open</p> <p>9:30 Check In & Reflection</p> <p>10:00 Open Space</p> <p>13:00 Action Planning</p> <p>17:00 Closing of the Conference</p> <p>14:30 Light Farewell and Lunch</p> <p>SPARTY</p> <p>World Open Space On Open Space</p>

When it starts is the right time

Whoever comes is the right people

caution: be ready to be surprised

Law of Mobility

When it's over - it's over - when it's not over - it's not over

OUR PRINCIPLES AND OUR MAIN INTENTION

inspired by
Adrienne Maree Brown
"Emergent Strategy"

Principles

- Listen from the inside... Listen from the bottom up.
- W.A.I.T - Why am I talking...?
- Confidentiality
- Make space... take space.
- Be open to learning
- Be open to someone else speaking your truth
- Value the process, as much, if not more than you value the outcomes
- Self care and Community care
- Yes and... both and.
- Assume the best intend... attend to impact
- Do not address any person as expert of their structural positioning
- Respect any "No"

...Creating greater awareness with and among colleagues for issues of power & difference, structural discrimination and privilege... and what this means for us shaping spaces for communication and dialogue.

What are my/our Hopes and Fears concerning this time here together?



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HOPES AND FEARS



HOPES AND FEARS

Hopes

- learning what I didn't know, I didn't know
- take back a lot of memories
- We really dial into the topic do as if we would do.
- What IAF is nowadays is to know if has evolved
- We get energy out of the conference... to assign brave spaces!
- that I will get out of my comfort zone!
- that I find my people
- To become more conscious about my own unconscious bias

Fears

- The sand
- Puzzled about why we read this code of conduct
- Being out of my comfort zone
- of not being good enough
- Being judged.

HOPES

- LEARN NEW TOOLS / METHODS
- Networking
- Learn new perspectives
- Learn how to open spaces even better
- Learn! Learn!
- Fun!
- Enjoy!
- become a better facilitator
- longing public space of facilitation
- meet new people
- LEARN ABOUT MY OWN BLIND SPOTS
- LEARN TO BE DISINFORMED BY A PRIVATE ISSUE IN MY FAMILY
- Be creative (im)
- Excess Sensitivities
- overconcentration on white privilege
- the conference is too white and we will be stuck in our perception/privilege
- freezing
- Fears

Meet (new) cool (!) people

We + I can be brave and challenge

Learn (deeper) stuff

Be inspired new ideas, insights, go beyond

Refresh and prepare myself for difficult groups and difficult dialogues

Enjoy + have fun (spoonies)

Nurture my + our network / community to create a supporting net after the conference

Can I support myself to be brave also after this?

♡ H ♡ Pes

Meeting old friends

CONNECTION

INSPIRATION

EXPERIENCING "IAFNESS" IAF EXPERIENCE

Get to know the IAF-Community

EMBRACE DIVERSITY!

Learning from everyone

Applicability

SAYING 'YES' & YES! & YES!

ROUTINE

I have not enough mindspace

FEARS

Hopes

- meet people
- to know trends in facilitation
- to get inspiration
- diver deep in facilitation
- learn how to talk about facilitation
- meeting ppl interested in cognitive diversity in facilitation
- FACILITATION?
- meet other IAF members (connect the connections)
- Insight

Fears

- language barriers
- (COVID?)
- lack of time for deep dialogue
- Trip?

hopes

- expanding the privileges
- finding new allies
- the ropes outside
- be surprised
- language barriers shine together
- learn from other people's experience
- have a good time
- blunch of new methods
- question our privileges
- connect with community
- not being our light shine impact
- being a waste of time
- not finding any friends
- fears

challenge my own thinking

Can I support myself to be brave also after this?

Hopes

- DISCOVER NEW STAGES OF FACILITATION +!
- explore self-line dynamic with facilitator
- To meet w/ facilitator-friends
- Learning about Processes & Experiences
- Compost
- Lasting learning relationships
- Language & structure
- Cross pollination
- Opening up to unknown spaces within
- FOMO of missing LABS +!
- Running low on energy
- Sand (everywhere) +!
- Fears

IMPROMPTU NETWORKING

What brought you to this conference?

What do you hope to get from and give
this group here?



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To which extent have you experienced
in dealing with challenges of Diversity
and Inclusion in your role as Facilitator?



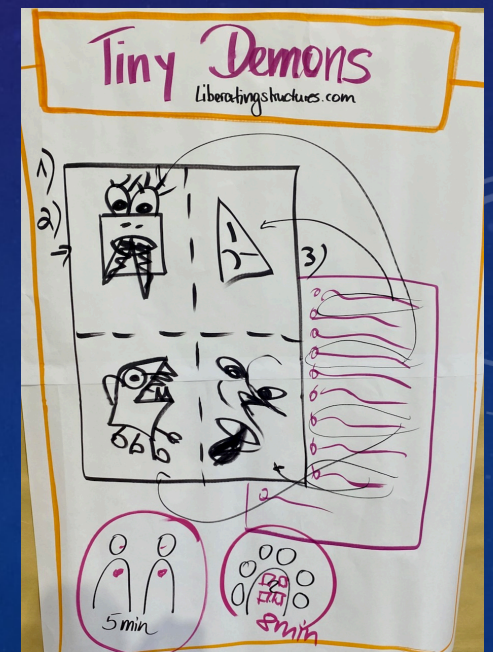
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IMPROMPTU NETWORKING



DEEPENING OF THE TOPIC – TINY DEMONS (LIBERATINGSTRUCTURES.COM)

What makes it difficult/ challenging for me to invite and hold space for/ bear Diversity and Difference AND still reach desired outcomes?



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TINY DEMONS (LIBERATINGSTRUCTURES.COM)



What makes it difficult/ challenging
for me to invite and hold space for/
bear Diversity and Difference AND
still reach desired outcomes?



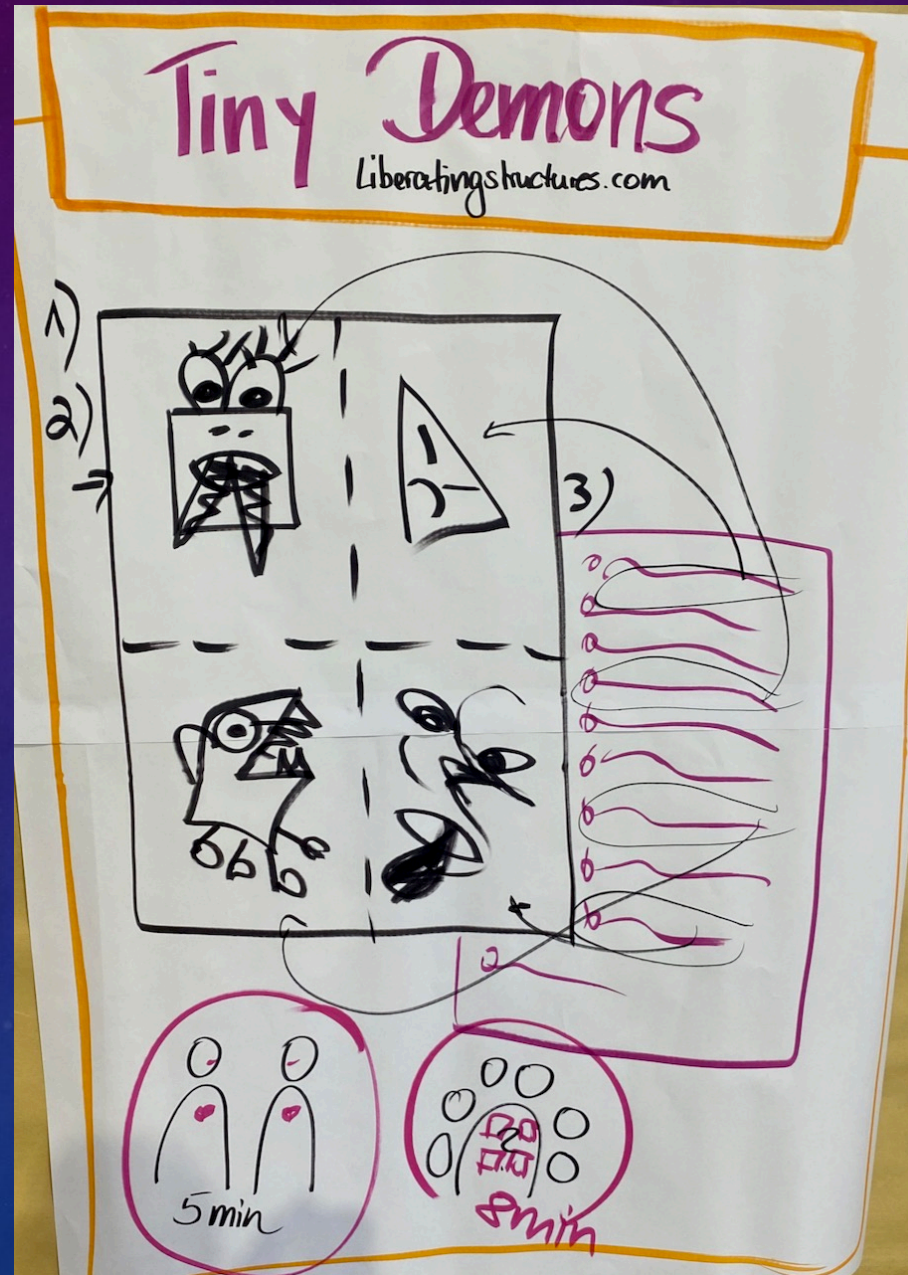
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1. what moved me today?
2. what surprised me today?
3. what challenged me today?
4. one thing, I want to focus on/ draw my attention to during our time here together?



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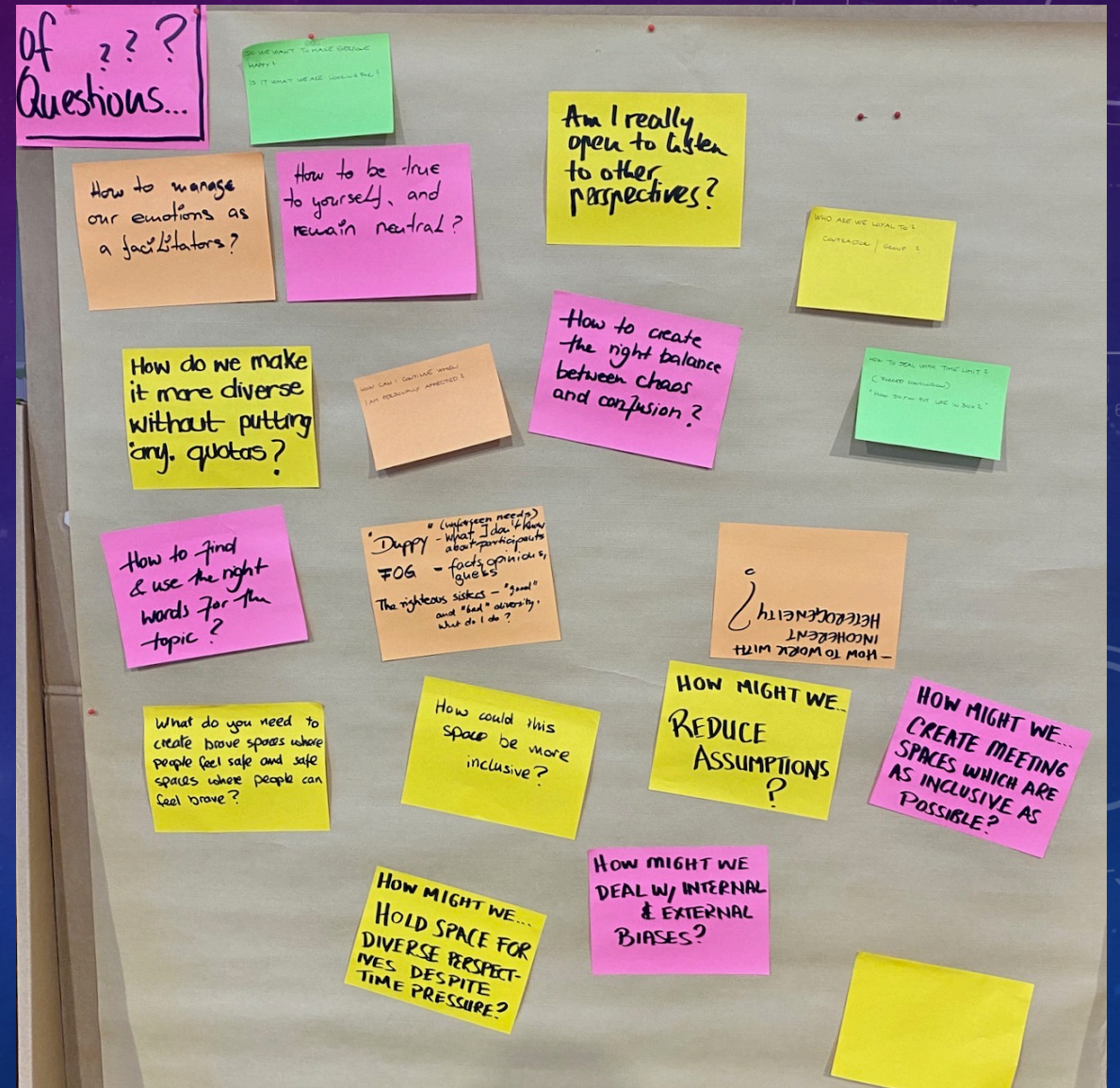
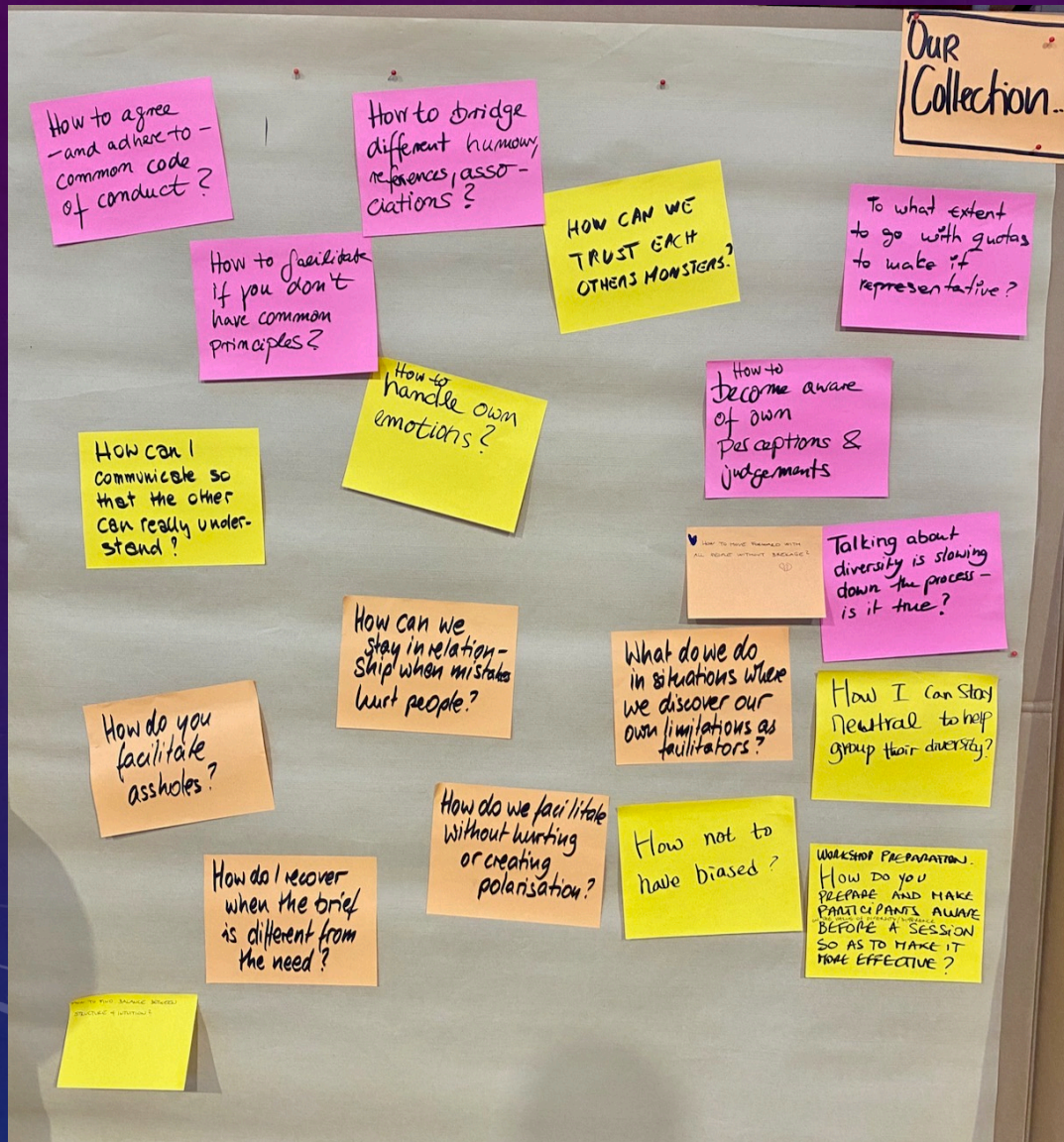
TINY DEMONS – THE METHOD VISUALIZED



TINY DEMONS



ACTIVITY „OUR COLLECTION OF QUESTIONS“



Our Collection...

How to agree - and adhere to - common code of conduct?

How to bridge different humours, references, associations?

How to facilitate if you don't have common principles?

HOW CAN WE TRUST EACH OTHERS MONSTERS?

To what extent to go with quotas to make it representative?

How to handle own emotions?

How to become aware of own perceptions & judgements

How can I communicate so that the other can really understand?

Talking about diversity is slowing down the process - is it true?

How can we stay in relationship when mistakes hurt people?

What do we do in situations where we discover our own limitations as facilitators?

How I can stay neutral to help group their diversity?

How do you facilitate assholes?

How do we facilitate without hurting or creating polarisation?

How not to have biases?

WORKSHOP PREPARATION. How do you prepare and make PARTICIPANTS AWARE BEFORE A SESSION SO AS TO MAKE IT MORE EFFECTIVE?

How do I recover when the brief is different from the need?

- How to agree – and adhere to – common code of conduct?
- How to bridge different humours, references, assertions?
- How can we trust each other's monsters?
- To what extent to go with quotas to make it representative?
- How to facilitate if you don't have common principles?
- How to handle own emotions?
- How to become aware of own perceptions & judgements?
- How can I communicate so that the other can really understand?
- How to move forward with all people without breakage (?)?
- How to facilitate assholes? How can we stay in relationship when mistakes hurt people?
- How do we do in situations where we discover our own limitations as facilitators?
- How I can stay neutral to help group with their diversity?
- How to find balance behind structure of intuition?
- How do I recover when the brief is different from the need?
- How do we facilitate without hurting or creating polarisation?
- How not to have biases?
- Workshop Preparation. How to you prepare and make participants aware before a session so as to make it more effective?

of ??? Questions...

DO WE WANT TO MAKE EVERYONE HAPPY?
IS IT WHAT WE'RE WORKING FOR?

How to manage our emotions as a facilitators?

How to be true to yourself, and remain neutral?

Am I really open to listen to other perspectives?

WHO ARE WE LOYAL TO?
CONTRACTOR / GROUP?

How do we make it more diverse without putting any quotas?

HOW CAN I CONTINUE WHEN I AM PERSONALLY AFFECTED?

How to create the right balance between chaos and confusion?

HOW TO DEAL WITH THE LIMITS (THAT WE IMPOSE)
"HOW DO YOU PUT LIFE IN A BOX?"

How to find & use the right words for the topic?

"(unforeseen needs) - what I don't know about participants
"Duppy" - facts, opinions, guesses
FOG -
The righteous sisters - "good" and "bad" diversity, what do I do?

HOW TO WORK WITH INCOHERENT HETEROGENEITY?

What do you need to create brave spaces where people feel safe and safe spaces where people can feel brave?

How could this space be more inclusive?

HOW MIGHT WE...
REDUCE ASSUMPTIONS?

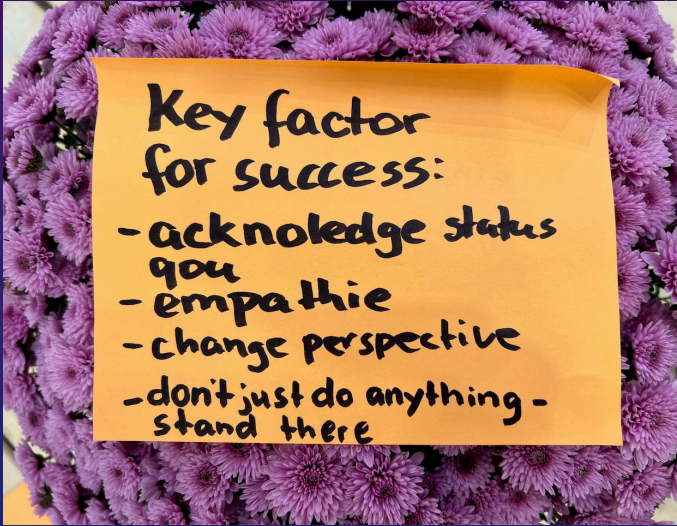
HOW MIGHT WE...
CREATE MEETING SPACES WHICH ARE AS INCLUSIVE AS POSSIBLE?

HOW MIGHT WE...
HOLD SPACE FOR DIVERSE PERSPECTIVES DESPITE TIME PRESSURE?

HOW MIGHT WE DEAL W/ INTERNAL & EXTERNAL BIASES?

- Do we want make everybody happy? Is it what we are working for?
- How to manage our emotions as facilitators?
- How to be true to yourself and remain neutral?
- Am I really open to listen to other perspectives?
- Who are we loyal to? contractor/ group?
- How do we make it more diverse without putting any quotas?
- How can I continue when I am personally affected?
- How to create the right balance between chaos and confusion?
- How to deal with the limit? (forced conclusion) „How do you put life in box?“
- How to find & use the right words for the topic?
- “Duppy” (unforeseen needs) – what I don’t know about participants. FOG – facts, opinions, guesses. The right ,sisters’- „good“ and „bad“ diversity, what do I do?
- How to work with incoherent heterogeneity?
- What do you need to create brave spaces where people feel safe and safe spaces where people can feel brave?
- How could this space be more inclusive?
- How might we reduce assumptions?
- How might we create meeting spaces which are as inclusive as possible?
- How might we...Hold space for diverse perspectives despite time pressure?
- How might we deal with internal/external biases?

GROUP WORK



ANNOUNCING THE LABS



MONDAY LABS

Monday

Lounge
Upstairs

Choose your LAB
Monday 17:00-18:30

No.	Title	Facilitator(s)
1	The brave space of sorted democracy – Facilitating Inclusionness in Citizens' Assemblies	Gülliana M. Gemini / Alessandro Cattini
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		

More of the
Loft

Choose your LAB
Monday 17:00-18:30

No.	Title	Facilitator(s)
2	Why should I do this? - The Rebel framework	Nidhi Sathiyamoorthy
1		
2		
3		
4		
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Beach

Choose your LAB
Monday 17:00-18:30

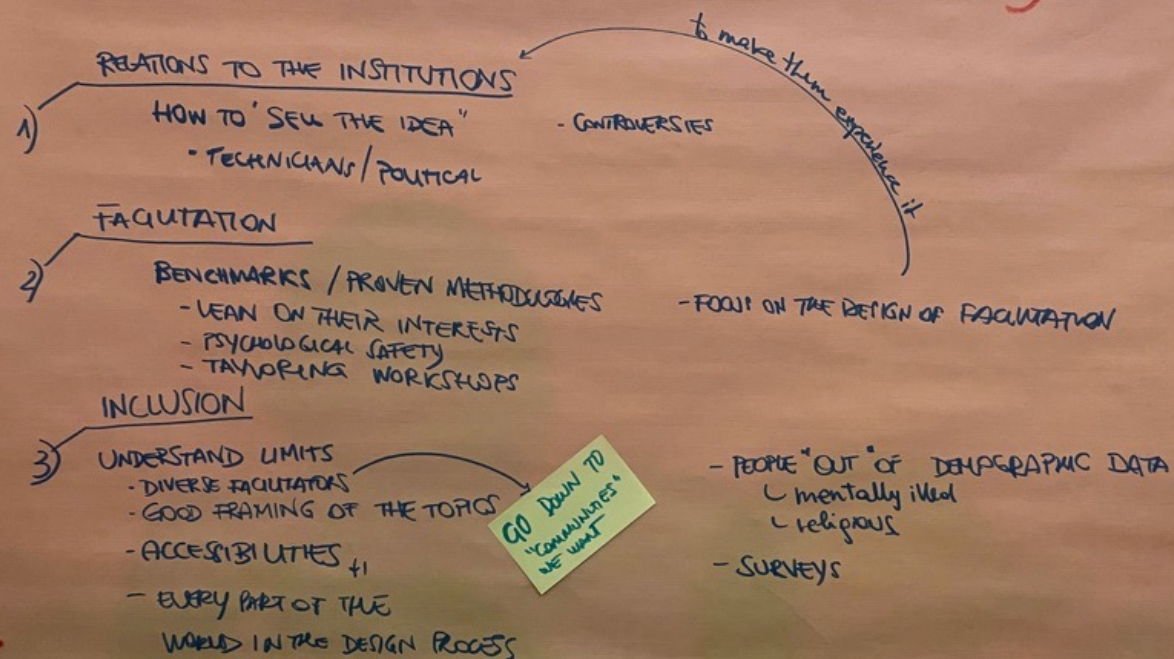
No.	Title	Facilitator(s)
	The brave space of self-awareness	Celeste D Brito
7		
8		
9		
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12		
13		
14		
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17		
18		
19		
20		

Choose Your LABs

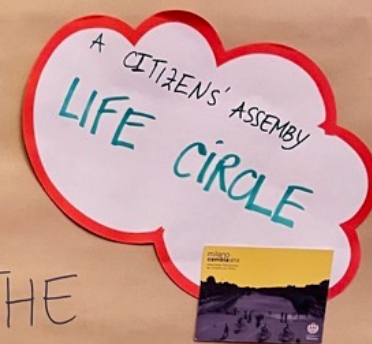
We get together on the basis of our similarities; we grow on the basis of our differences.

LAB 1: THE BRAVE SPACE OF SORTED DEMOCRACY

THE BRAVE SPACES OF SORTED DEMOCRACY



1. CHOOSE THE TOPIC/REMIT
2. CIVIC LOTTERY
3. INVITATIONS
4. COMPOSITION OF THE FINAL SAMPLE
5. MEETINGS:
 - 5a. LEARNING
 - 5b. WORKING AND DELIBERATION
 - 5c. VOTING FOR THE RECOMMENDATIONS
6. DECISION ON THE ASSEMBLY'S RESULTS



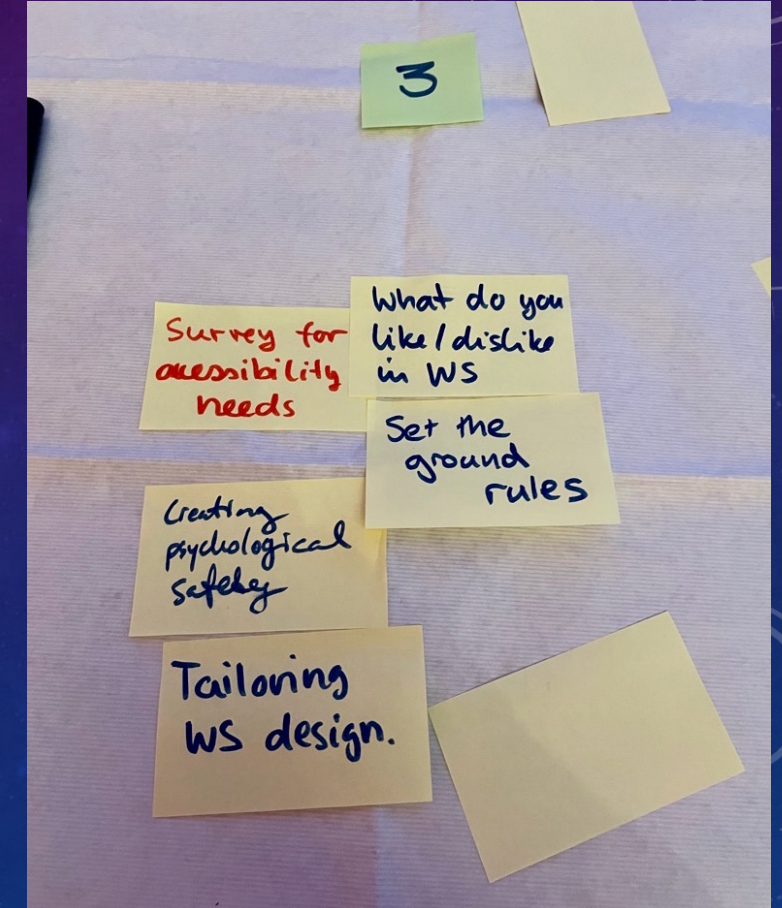
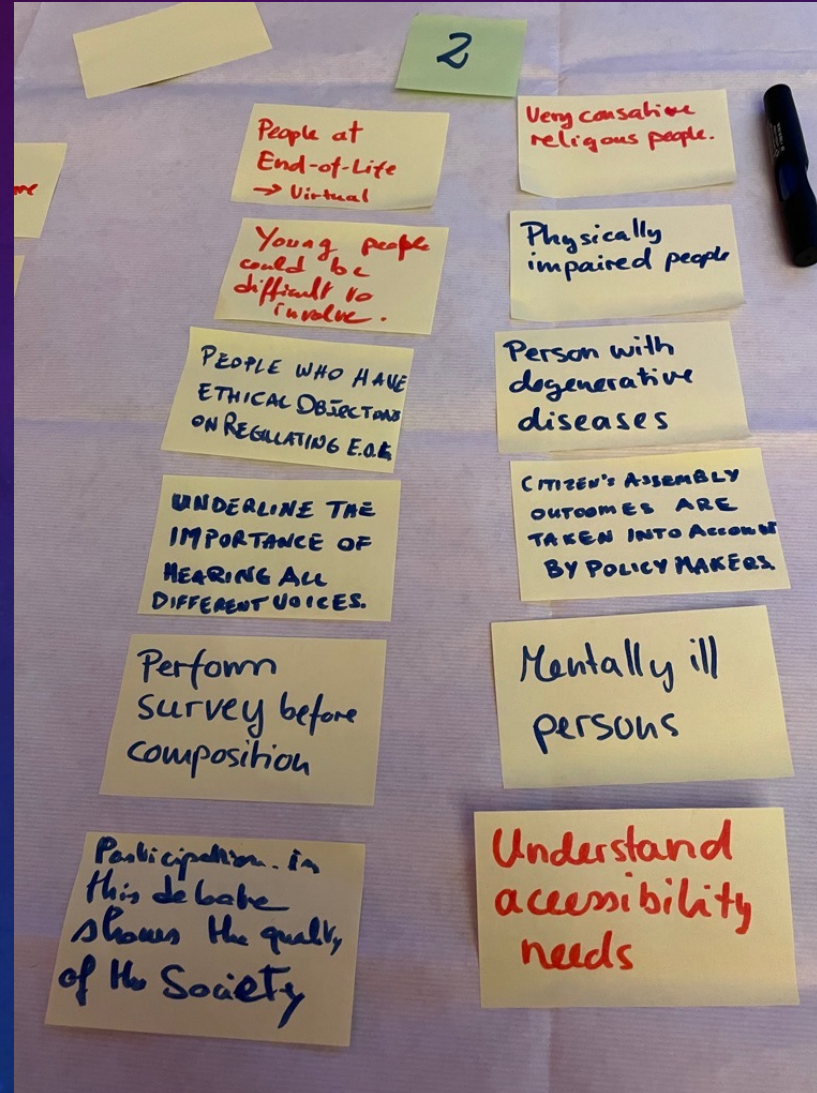
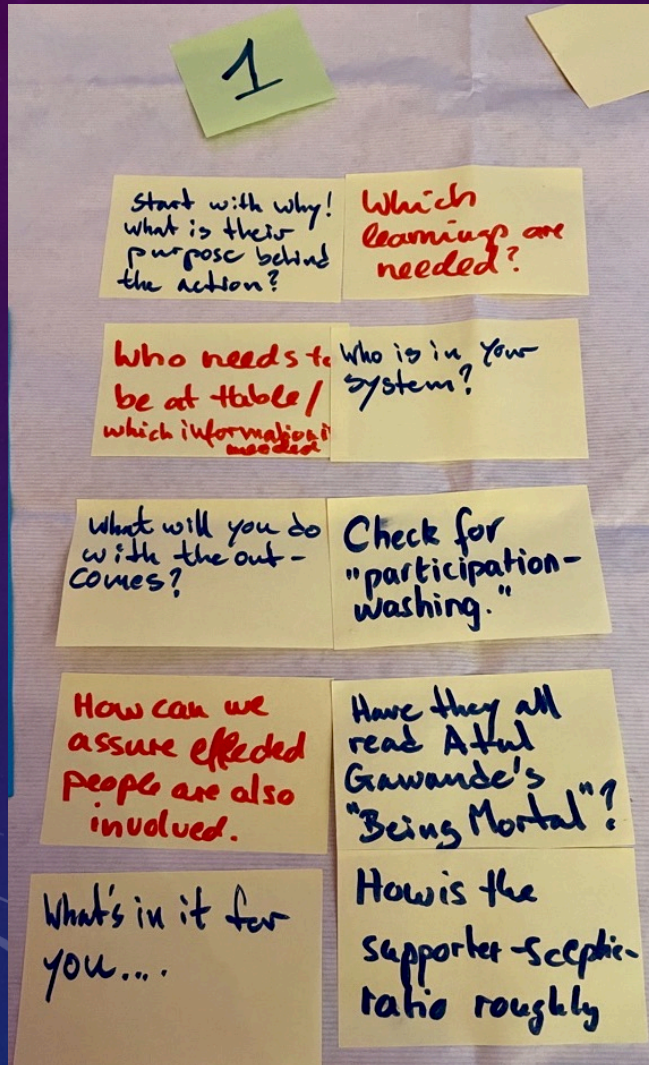
LAB 1: THE BRAVE SPACE OF SORTED DEMOCRACY

1) HOW WOULD YOU
FACILITATE ^{BRAVE} PUBLIC
ADMINISTRATORS TO
TAKE THE FIRST-STEP
TOWARDS STARTING A
CITIZENS' ASSEMBLY?

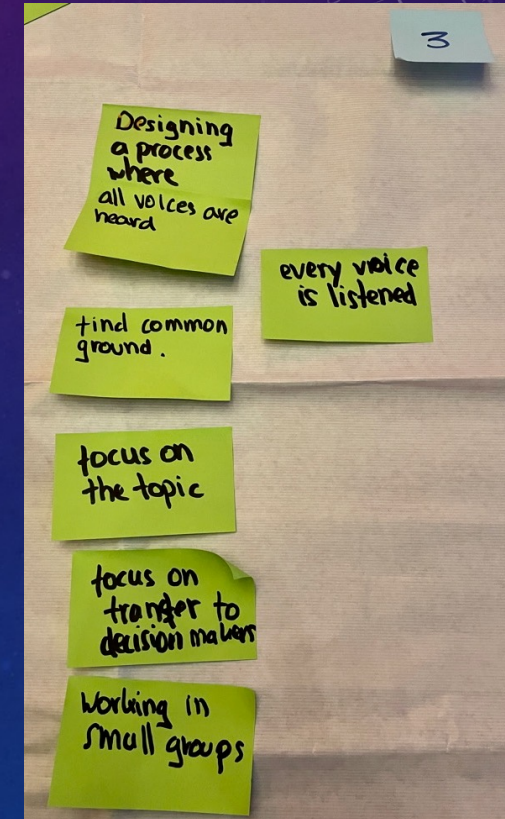
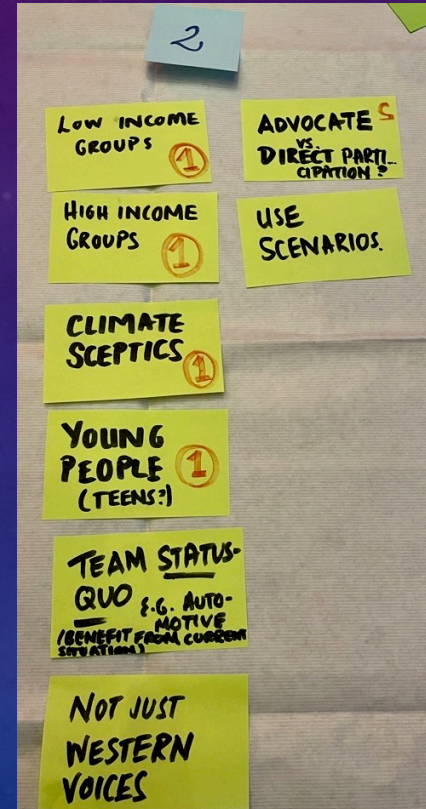
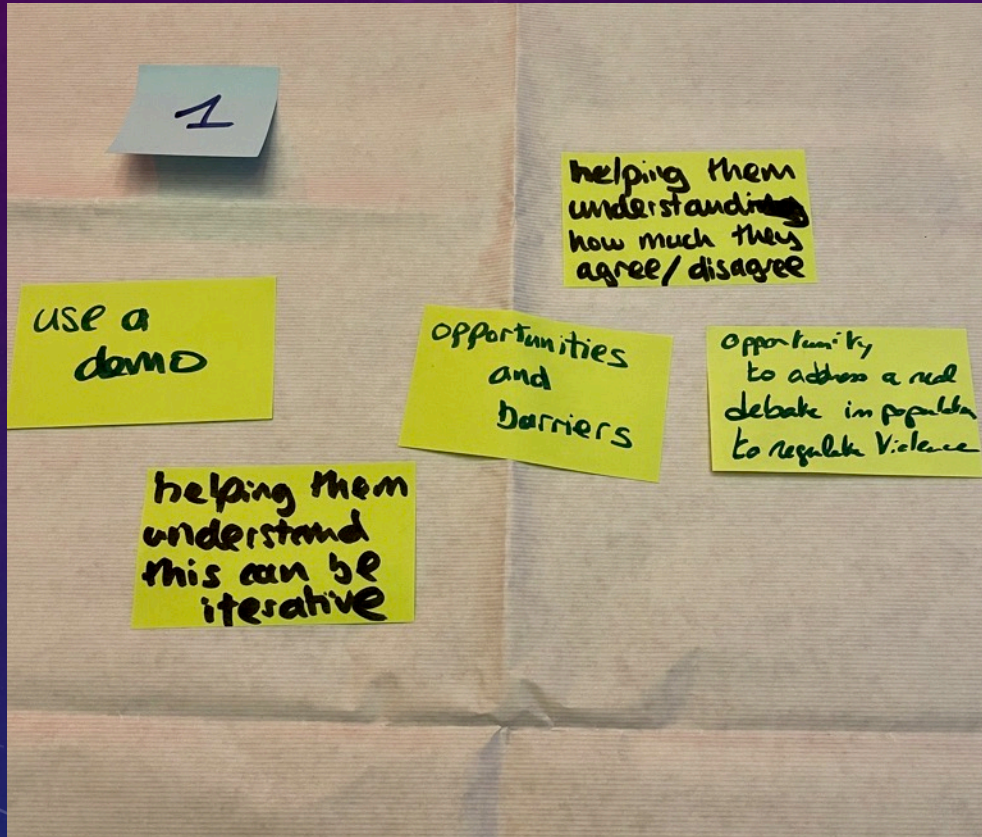
2) WHAT KIND
OF PEOPLE MAY BE
DIFFICULT TO INVOLVE IN
THE PROCESS? <sup>DIVERSITY
&
DIFFERENCE</sup>
HOW TO FACILITATE AND
ENSURE THEIR
PARTICIPATION?

3) HOW WOULD YOU
FACILITATE RANDOMLY
SELECTED - COMMON CITIZENS
TO FEEL INCLUDED AND
ALLOWED TO WORK IN
THE CONTEXT OF THE
ASSEMBLY? <sup>"DESIDERED"
OUTCOMES</sup>

LAB 1: THE BRAVE SPACE OF SORTED DEMOCRACY



LAB 1: THE BRAVE SPACE OF SORTED DEMOCRACY



LAB 1: THE BRAVE SPACE OF SORTED DEMOCRACY

ACCOMPANYING
THE END-OF-LIFE:
NORMS AND SUPPORT
(at the national
level)

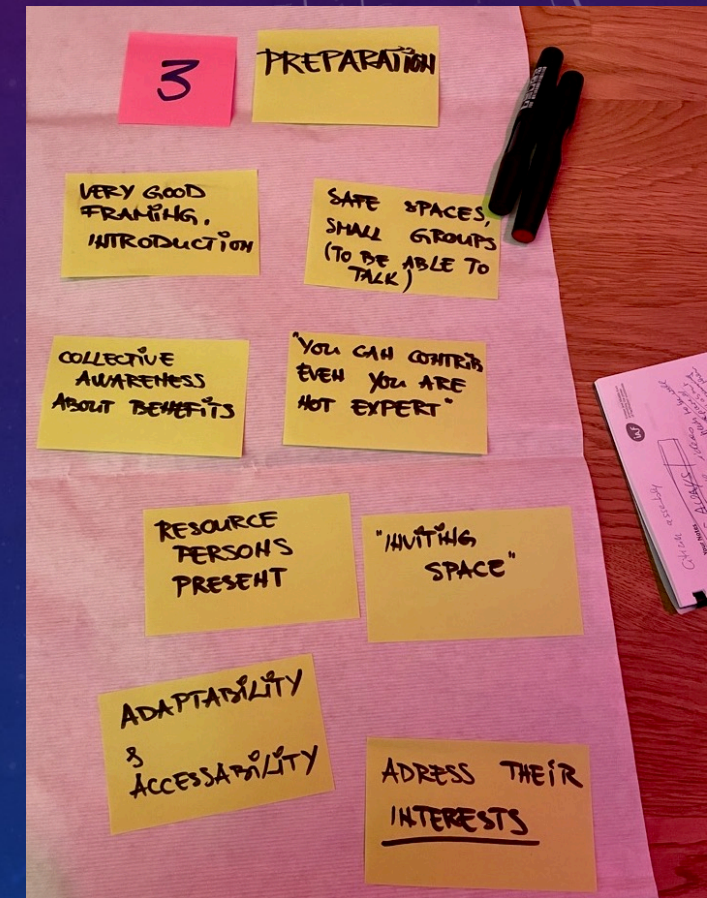
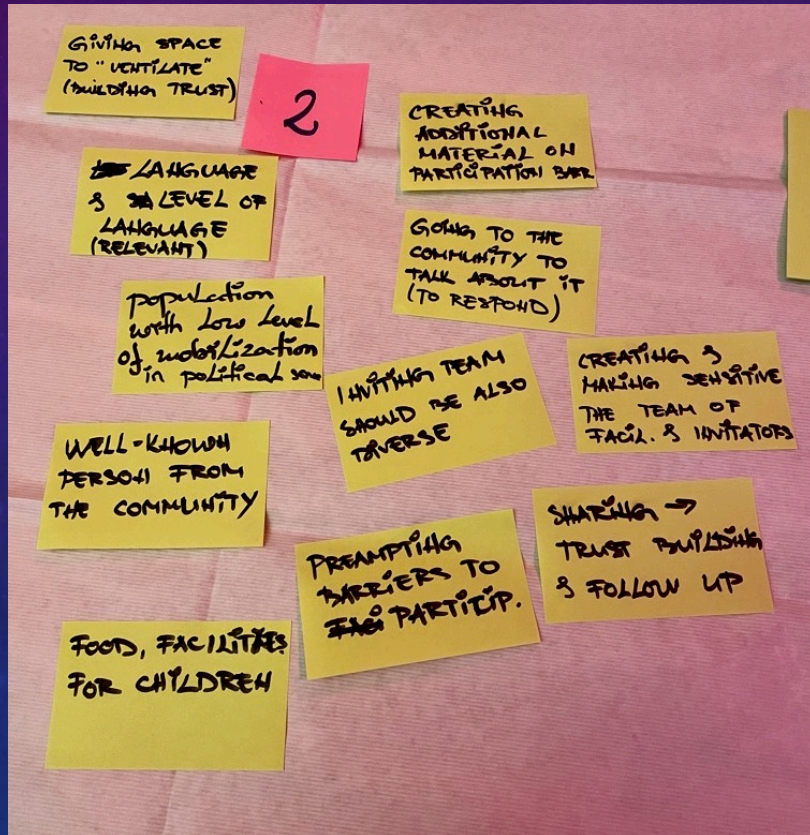
ADDRESS THE
CLIMATE &
ECOLOGICAL
CRISIS
(an earth-global
assembly)

A SAFE
CITY FOR
EVERYONE
(at the
local level)

1. FIND
2. RECRUIT
3. CONVINC
TRANSPORT

CORE

LAB 1: THE BRAVE SPACE OF SORTED DEMOCRACY



LAB 1 – THE GROUP

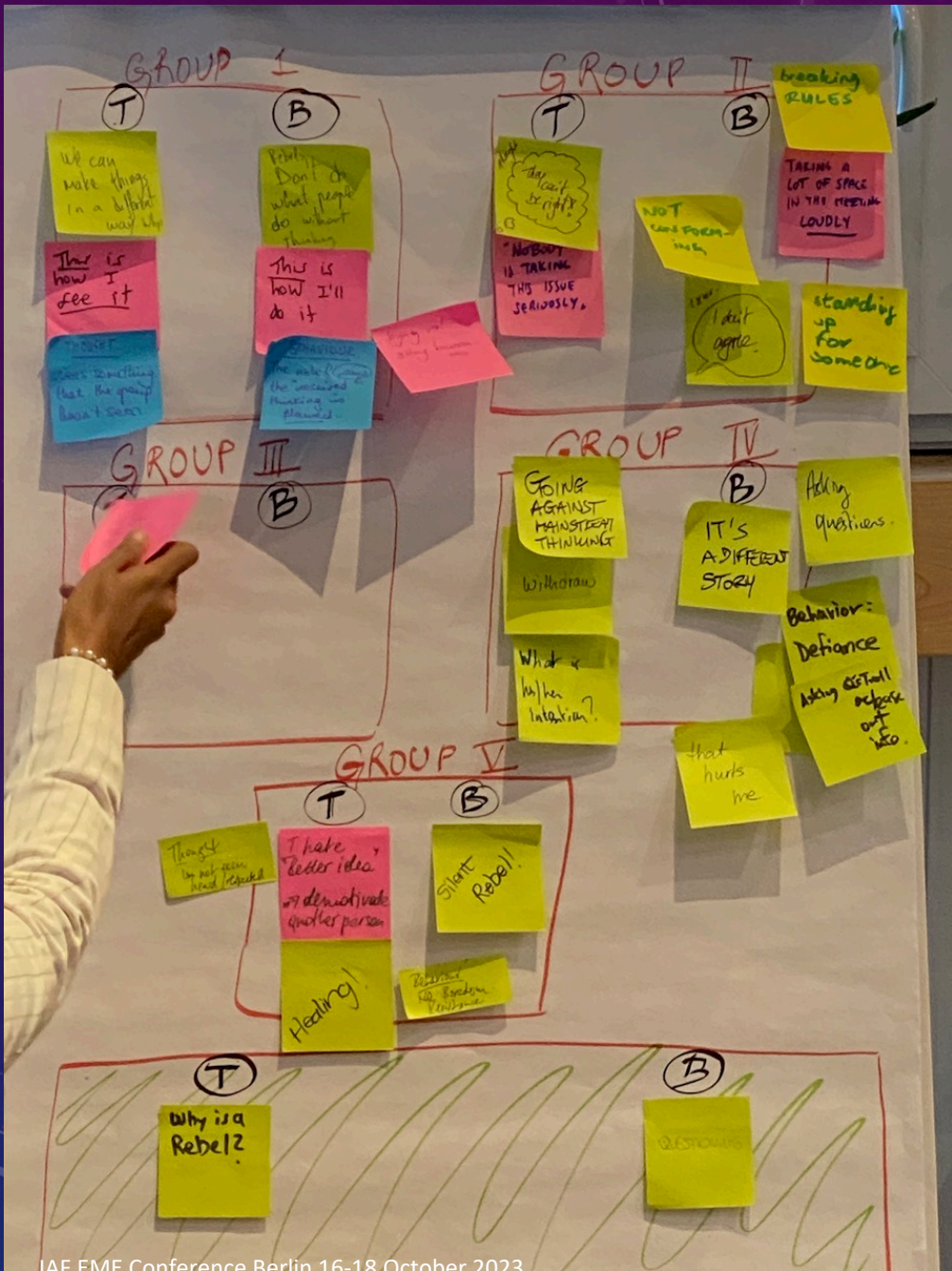


LAB 2 – WHY SHOULD I DO THIS? THE REBEL FRAMEWORK



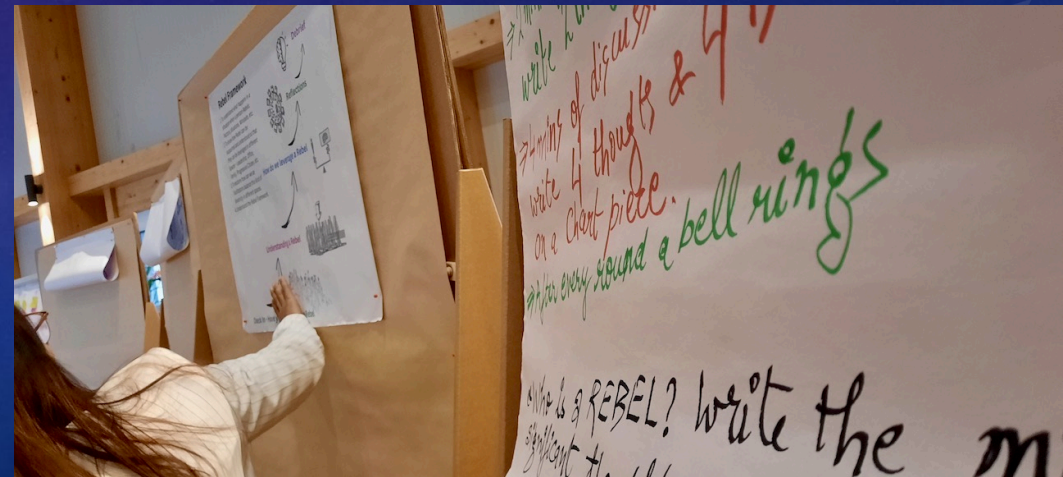
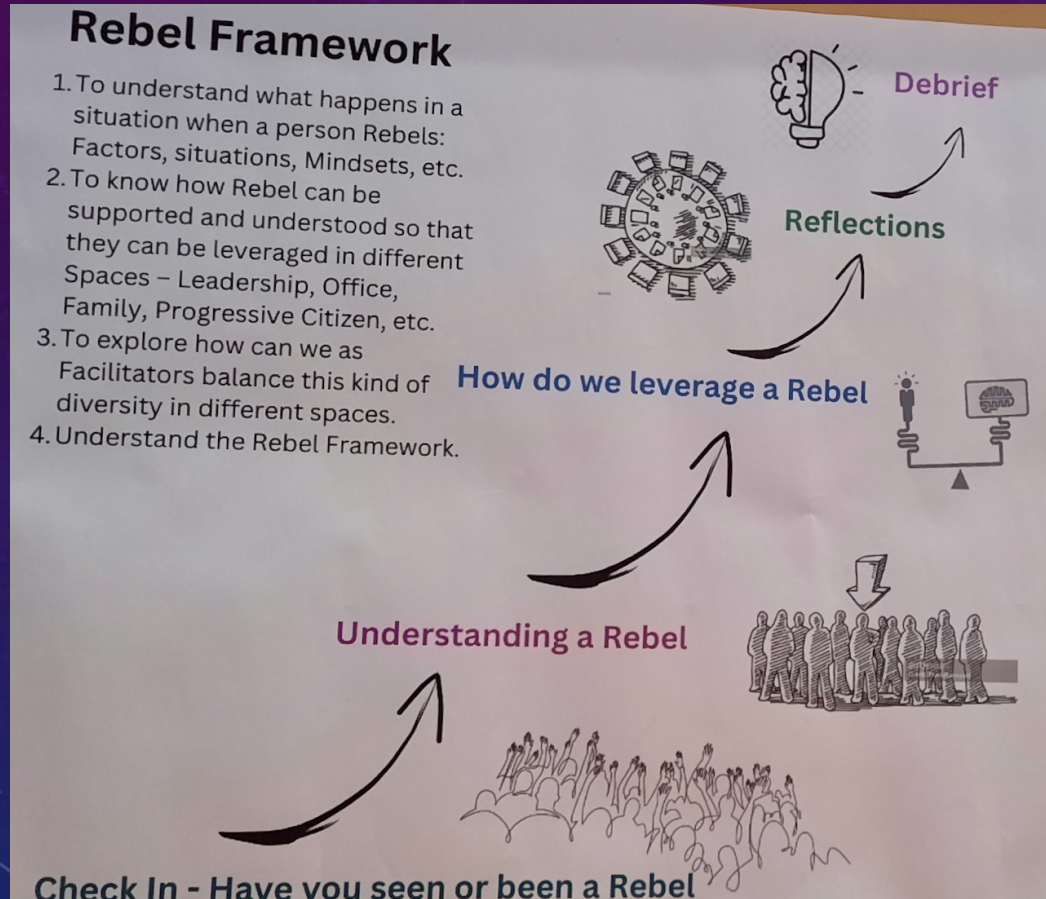
LAB 2 – WHY SHOULD I DO THIS? THE REBEL FRAMEWORK



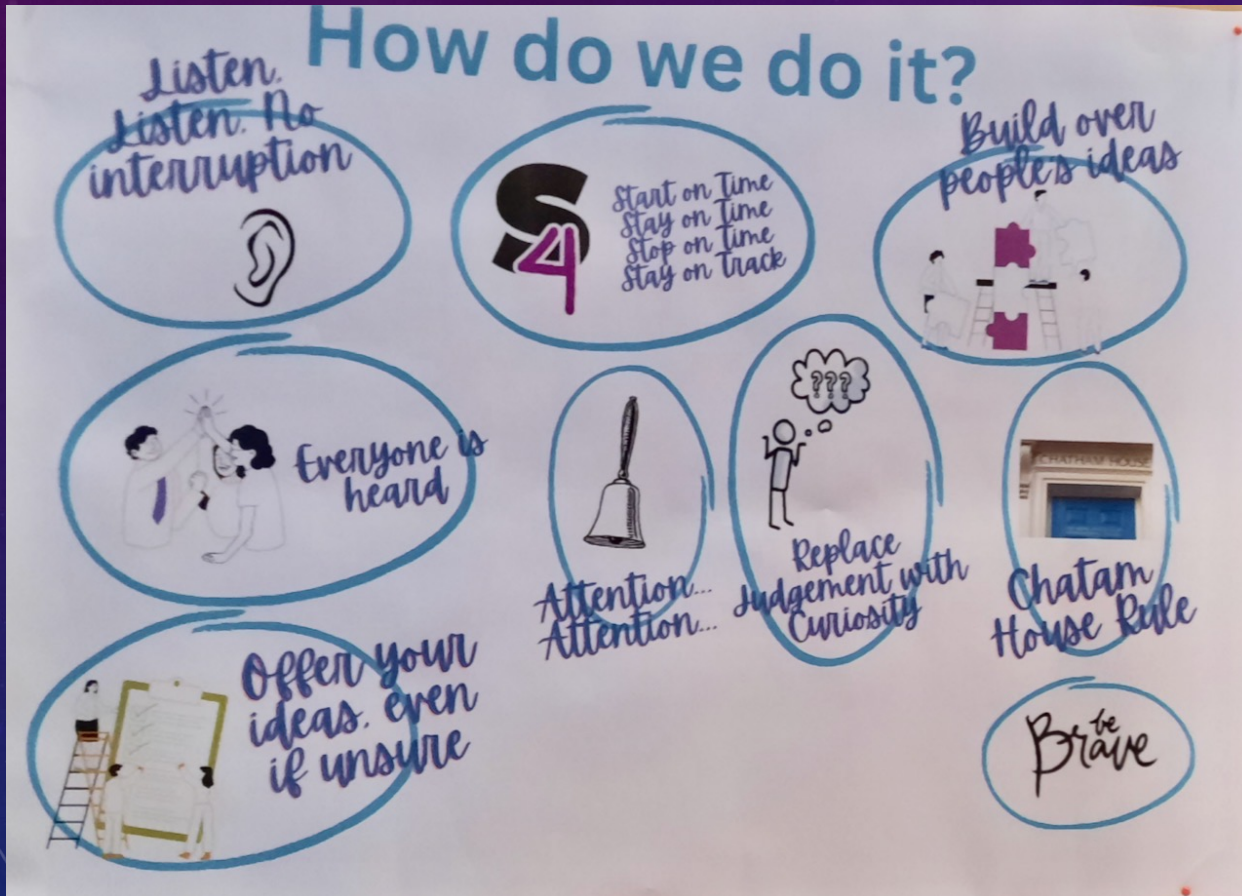


LAB 2 – WHY SHOULD I DO THIS?

THE REBEL FRAMEWORK



LAB 2 – WHY SHOULD I DO THIS? THE REBEL FRAMEWORK



LAB 2 – WHY SHOULD I DO THIS?

THE REBEL FRAMEWORK

Leverage a Rebel.
(20 mins)

⇒ Group of 3-
1 Client & 2 consultants

⇒ Client to explain a Challenge
re I need to leverage a rebel in
a situation where -----

⇒ Consultants may ask Clarifying
Questions.

⇒ Clients turn around and face outside

⇒ Consultants generate ideas and
suggestions

⇒ Client silently notes all of them.

⇒ Group switches to next person
and repeat steps.

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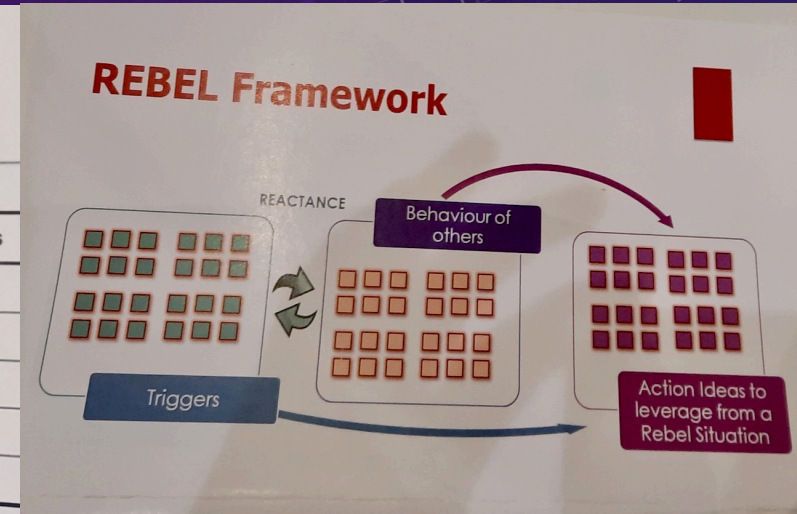
C. Create and Sustain a Participatory Environment

1. Demonstrate effective participatory and interpersonal communication skills

- Apply a variety of participatory processes
- Demonstrate effective verbal communication skills
- Develop rapport with participants
- Practice active listening
- Demonstrate ability to observe and provide feedback to participants

2. Honour and recognise diversity, ensuring inclusiveness

- Encourage positive regard for the experience and perception of all participants
- Create a climate of trust and safety.
- Recognise barriers to participation and ways to address them
- Accept all ideas without judgment
- Create opportunities for participants to benefit from the diversity of the group
- Cultivate cultural awareness and sensitivity



Q. What emerged / stood out for you in earlier discussion?

Q. Now what will you do differently during your Conversation spaces?

REBEL FRAMEWORK
REFLECTION CARD

IAF EME Regional Conference 2023
(16th October, 2023 – Berlin, Germany)
Entering Brave Space(s) - Facilitating beyond beaten tracks

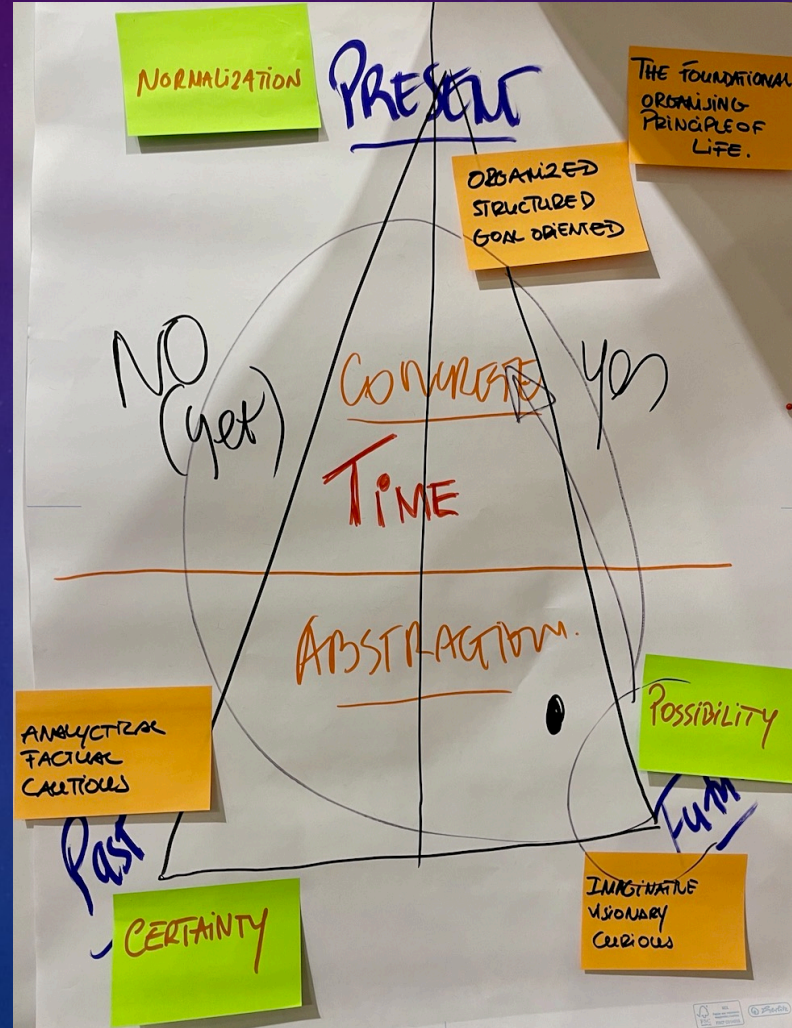
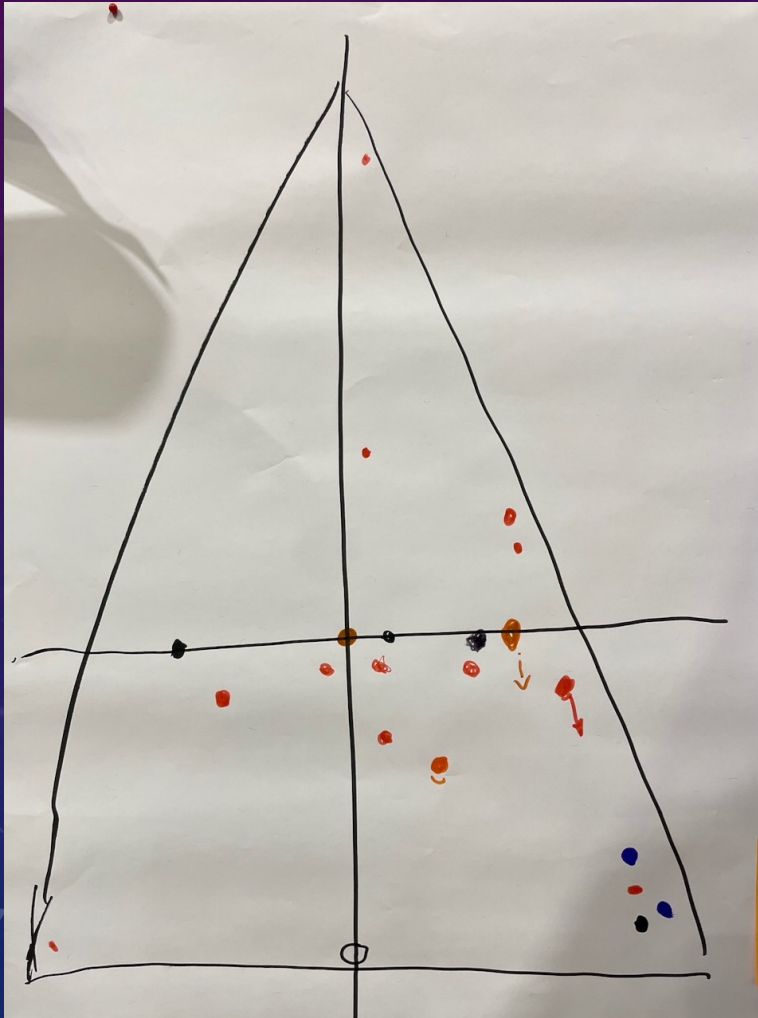
SCAN ME

LAB 3 – THE BRAVE SPACE OF SELF-AWARENESS

1) MindTime
Inviting each other to a brave space is at its core (...) becoming skillful in navigating the messiness of different starting points
in Adrienne Maree Brown's "LOL"



LAB 3 – THE BRAVE SPACE OF SELF-AWARENESS



CHECK-OUT DAY 1



LATER...



WELCOME
to DAY 2



Europe
and the
Middle East
Conference

16
18
Oct
2023



BeachMitte,
Berlin

OPENING



APPRECIATIVE INTERVIEW

(LIBERATINGSTRUCTURES.COM)



(1) Please tell your story about a time or a specific situation when you dealt with a case of diversity, power difference or discrimination very adequately. What made this positive outcome possible? (pair work)

n.B.:
focus on listening –
take notes
only ask a question
to clarify



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APPRECIATIVE INTERVIEW

(LIBERATINGSTRUCTURES.COM)



(2) In groups of 4, take 3 mins. to briefly retell the story of the partner you've just talked to.

(3) In the whole group, we collect insights, success factors, challenges



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APPRECIATIVE INTERVIEWS





APPRECIATIVE INTERVIEW: PATTERNS WHICH SUPPORT POSITIVE OUTCOME

Facilitation matters

- be fully present
- adapt facilitating on group's needs
- sensing
- disrupt power dynamics
- preliminary sessions short
- break-outs - 1-2-4-all
- step out of the powerplay
- use vulnerability to point out aggressive behaviour
- ask the obvious (stupid) questions no one dares to ask → out of curiosity
- simple, stupid question talk about the elephant in the room
- Be AWARE of how/when
- Use your power as facilitator for the good of the group

Unity in diversity

Space is important

Listen for the compromise in the middle

Mirror what happens in the group

You serve the boss, too

YOU SERVE THE GROUP (BOSS INCLUDED)

BE BRAVE!

GROUND RULES ARE IMPORTANT TO CREATE A STRUCTURE TO HANDLE CONFLICTS.

creating SURPRISE

GIVE POWER TO PARTICIPANTS TO STEER THE DISCUSSION

FRAME IN TERM OF NEEDS & MAKE SURE THEY ARE ADDRESSED

CREATING SPACE FOR ALTERNATIVE INTERPRETATIONS

Patterns Which Support ...

... positive Outcome

IT HELPS TO CHANGE STYLE OF COMMUNICATION

Find Commonalities in the group

ENCOUNTER WITH DIVERSE POINTS OF VIEW BRINGS UP MY RELATION WITH SELF

Empathize each others.

Switch the roles to understand perspectives of others.

USE HUMOUR TO SURFACE POWER DYNAMICS IN A NON-THREATENING WAY.

Explore & Understand the Power Dynamics before the sessions

Key factor for success:

- acknowledge stakes you
- empathie
- change perspective
- don't just do anything - stand there

BE AWARE OF DIVERSITY AND MAKE IT VISIBLE

Listen & make visible different points of view

To give spare Q time to express different perspectives

Reading the room before entering the room.

WORK WITH WHAT ACTUALLY IS IN THE ROOM

shared "language"

allow/acknowledge different perspectives

slow down "recalibrate" → back to own resources

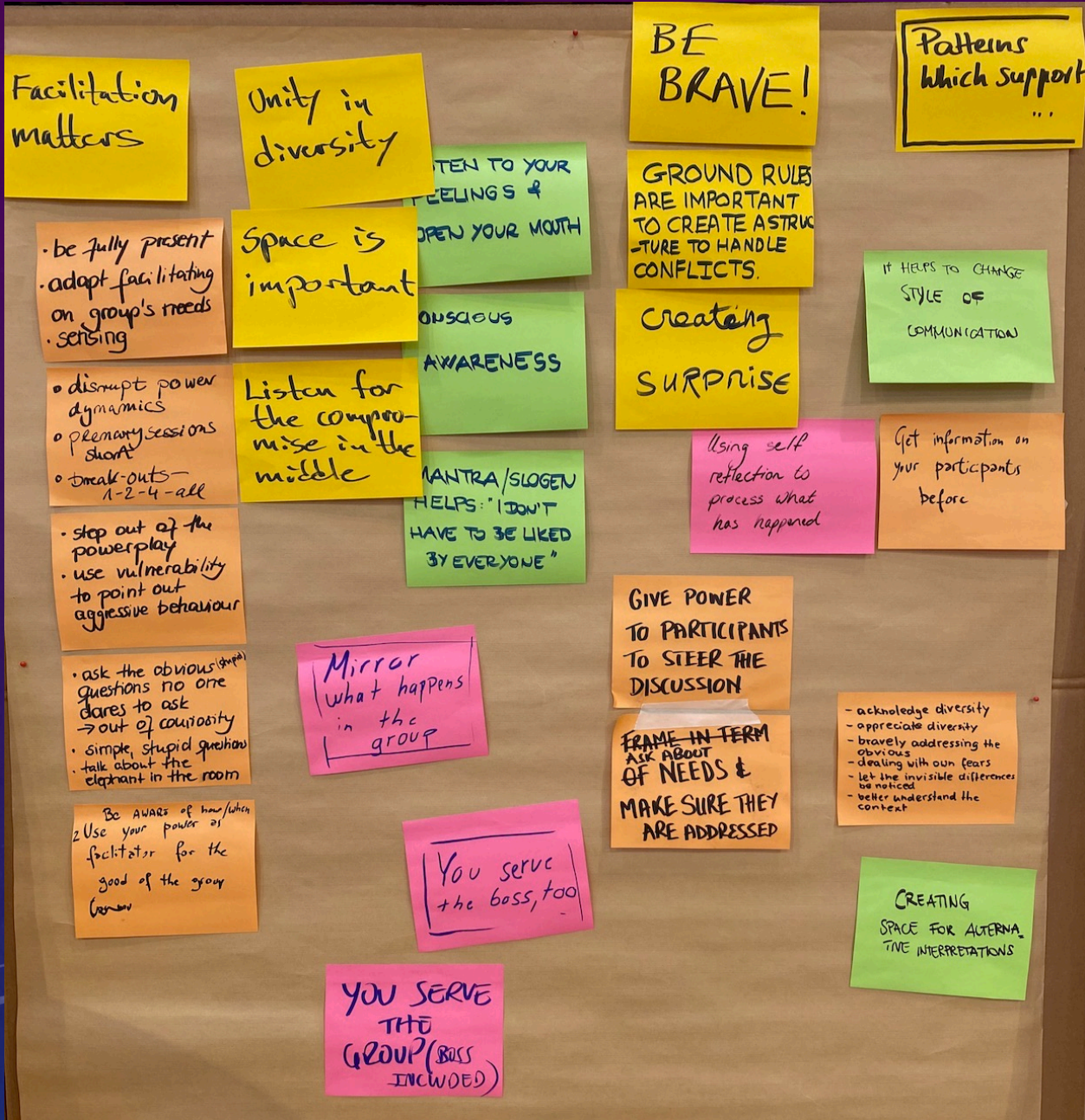
homogeneous & heterogeneous perspectives

strong connection to a shared purpose

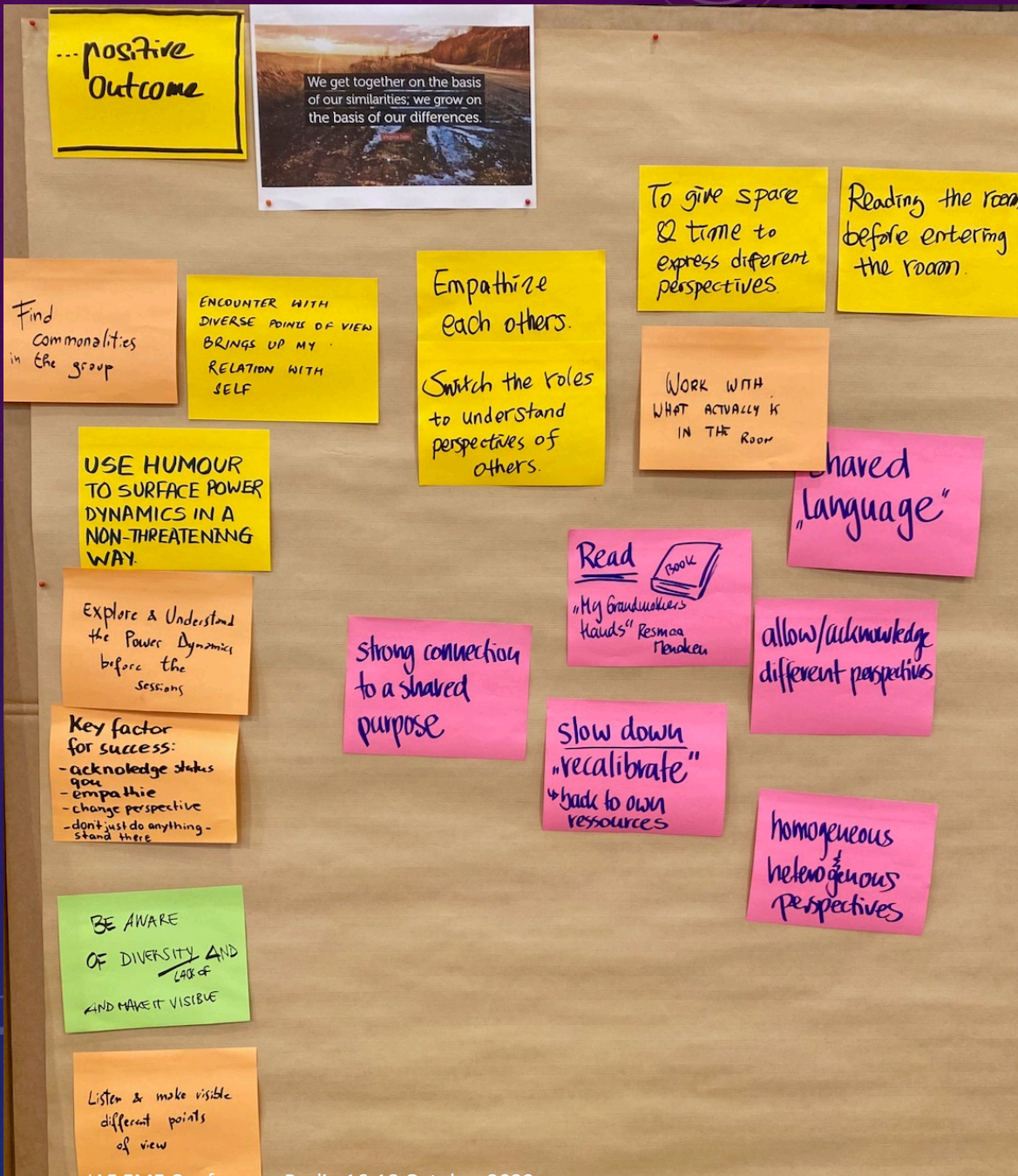
Read "My Grandmother's Hands" Resmaa Menon

Read the room before entering the room.

We get together on the basis of our similarities; we grow on the basis of our differences.

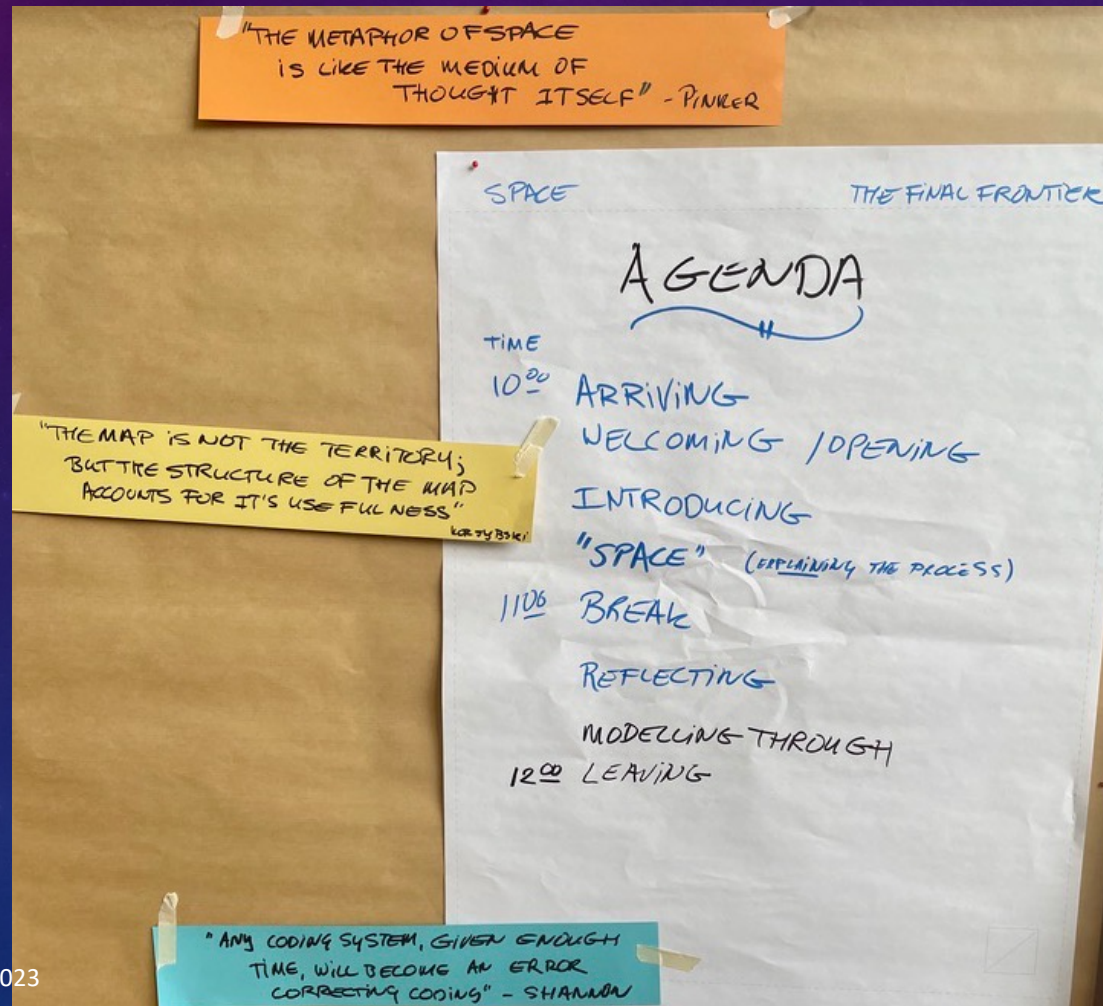


- Facilitation matters
- Be fully present. Adopt facilitating on group's needs. Sensing..Disrupt power dynamics. Plenary sessions short
- Break-outs – 1-2-4-all. Step out of the power play Use vulnerability to point out aggressive behaviour
- Ask the obvious questions no one dares to ask – out of curiosity. Simple, stupid questions
- Talk about the elephant in the room – be aware of how/when
- Use the power of facilitator for the good of the group
- Unity in diversity. Space is important. Listen for the compromise in the middle
- Listen to your feelings. Open your mouth
- Conscious awareness
- Mantra/ slogan helps: „I don't need to be liked by everyone“
- Mirror what happens in the group
- You serve the boss, too. You serve the group (boss included)
- Be brave. Ground rules are important to create a structure – to handle conflicts. Creating surprise
- Using self-reflection to process what has happened
- Give power to participants to steer the discussion
- Ask about needs & make sure they are addressed
- It helps to change style of communication
- Get information on your participants before
- Acknowledge diversity. Appreciate diversity.
- Briefly addressing the obvious.
- Dealing with your fears.
- Let the invisible differences be notices.
- Better understand the context
- Creating space for alternative interpretations



- Find commonalities in the group
- Encounter with diverse points of view. Brings up my relation with self
- Use humour to surface power dynamics in a non-threatening way
- Explore & understand the Power Dynamics before the session
- Key factor of success: Acknowledge status. You. Empathy. Change perspective. Don't just do anything – stand there.
- Be aware of diversity and lack of. Make it visible.
- Listen and make visible different points of view
- Empathize with each other
- Switch roles to understand perspectives of others
- Show connection to shared purpose
- To give spare time to express different perspectives
- Work with what is actually in the room
- Shared language
- Read the book „My grandmother’s Hands“ by Resmoa Mencken
- Slow down „recalibrate“ – back to own resources
- Allow/ Acknowledge different perspectives
- Homogeneous + heterogeneous perspectives

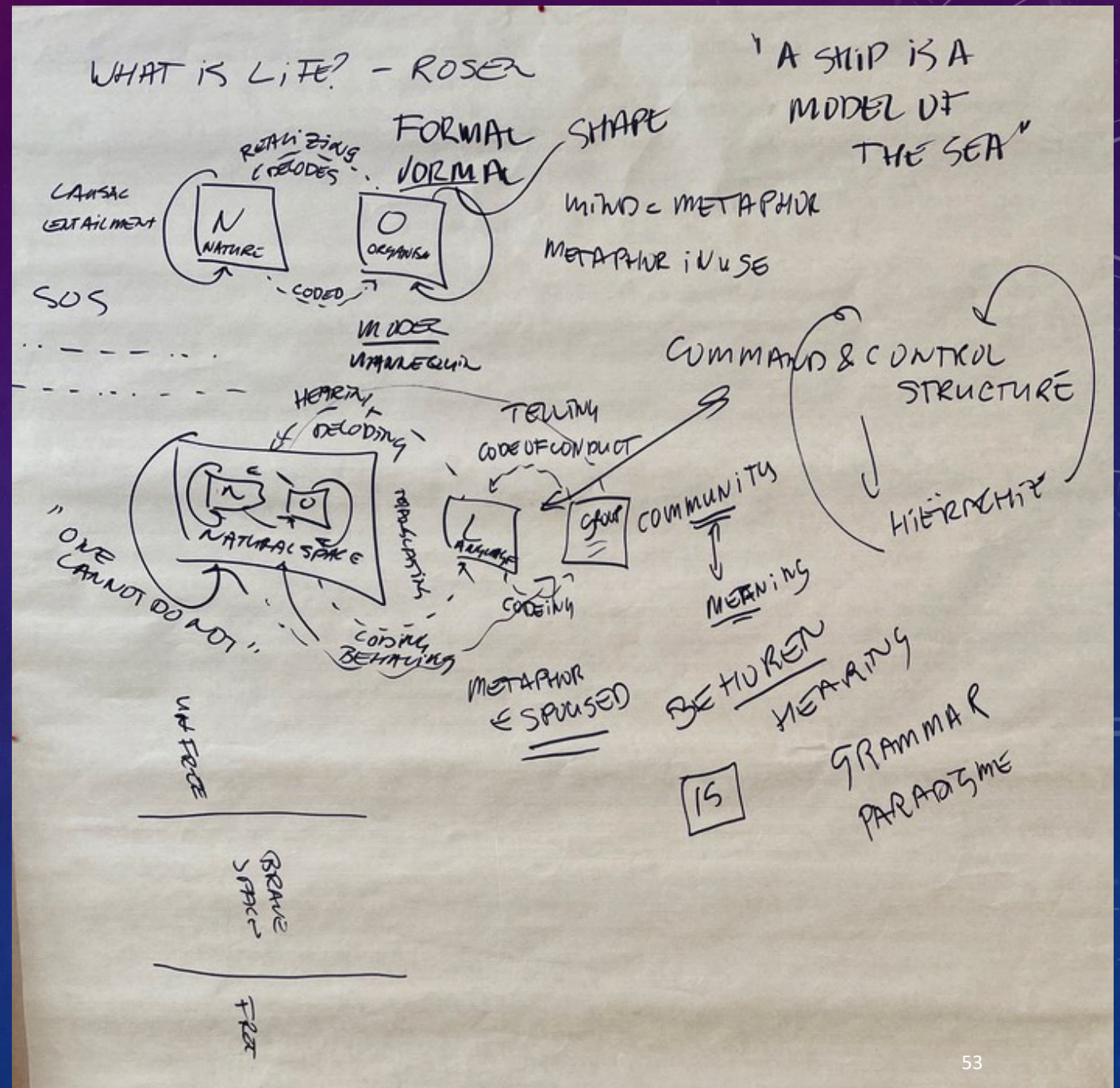
LAB 4: SPACE – THE ULTIMATE FRONTIER WORKSHOP ABOUT PROCESSES, PATTERNS AND PARADOXES



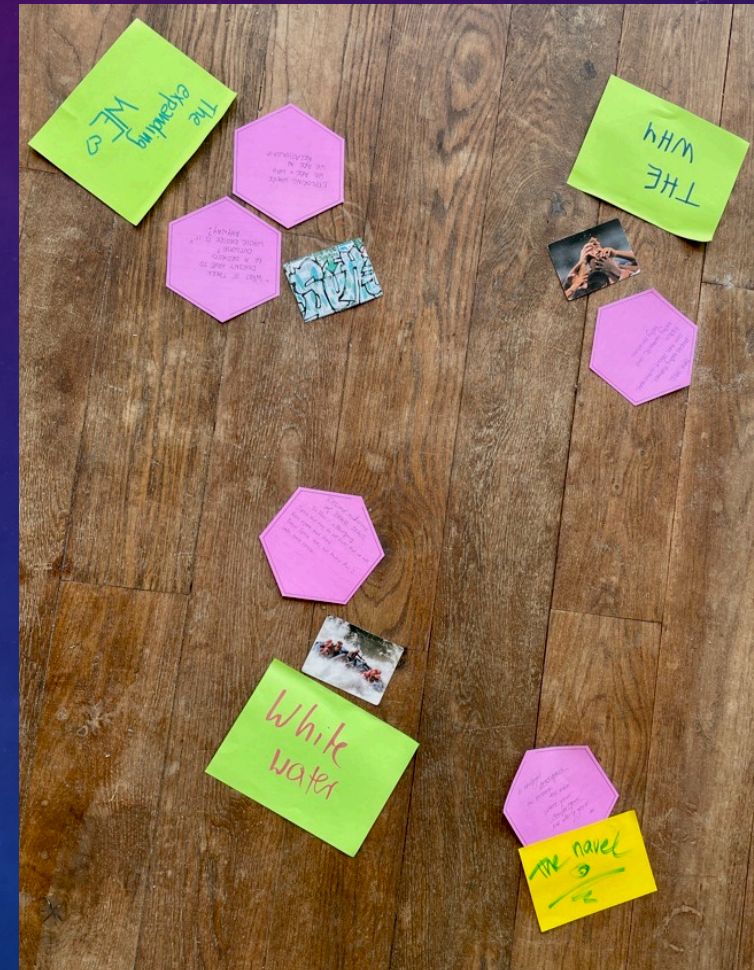
LAB 4: SPACE – THE ULTIMATE FRONTIER WORKSHOP



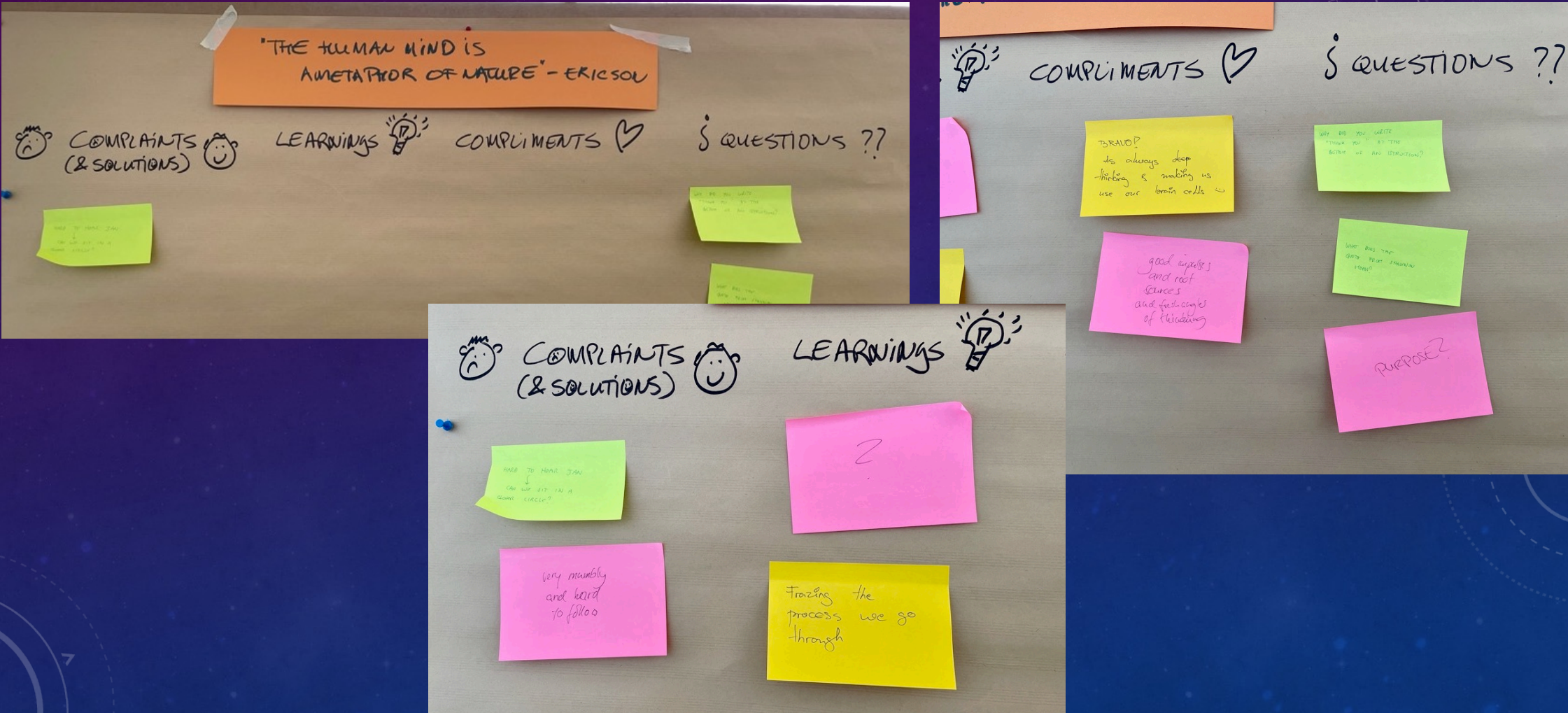
LAB 4: SPACE – THE ULTIMATE FRONTIER WORKSHOP



LAB 4: SPACE – THE ULTIMATE FRONTIER WORKSHOP

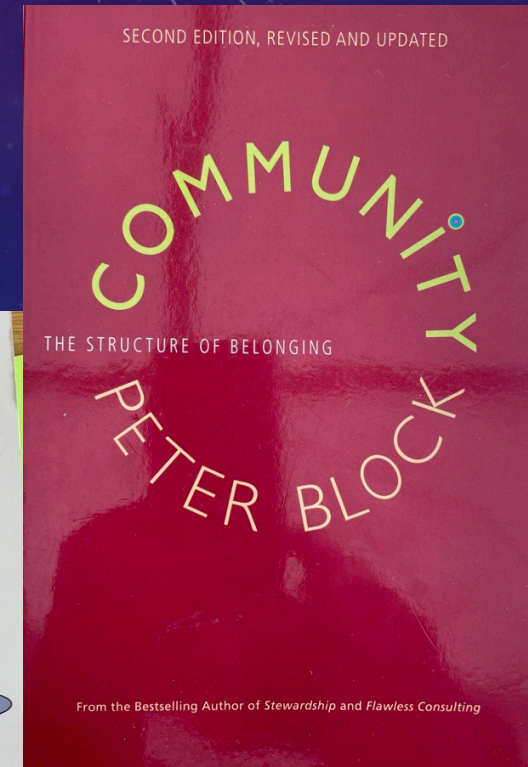
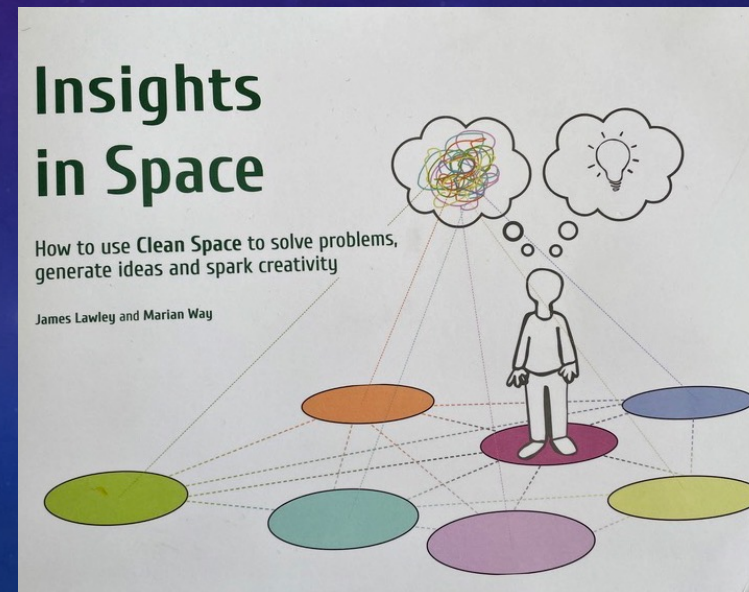
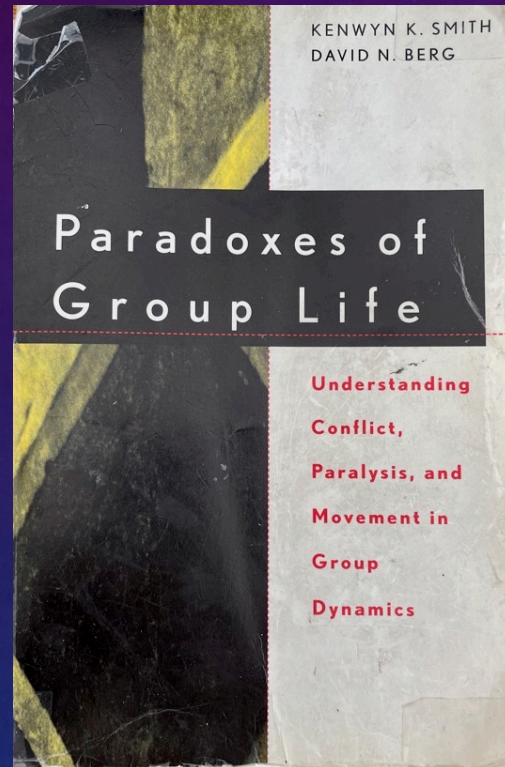
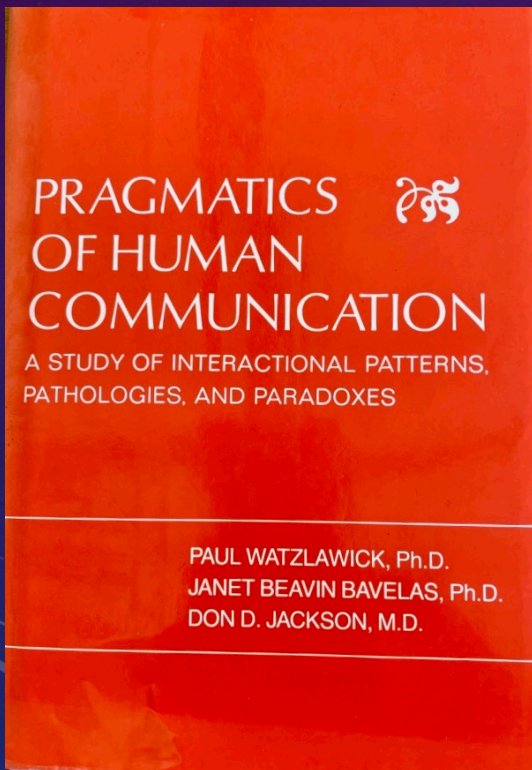


LAB 4: SPACE – THE ULTIMATE FRONTIER WORKSHOP

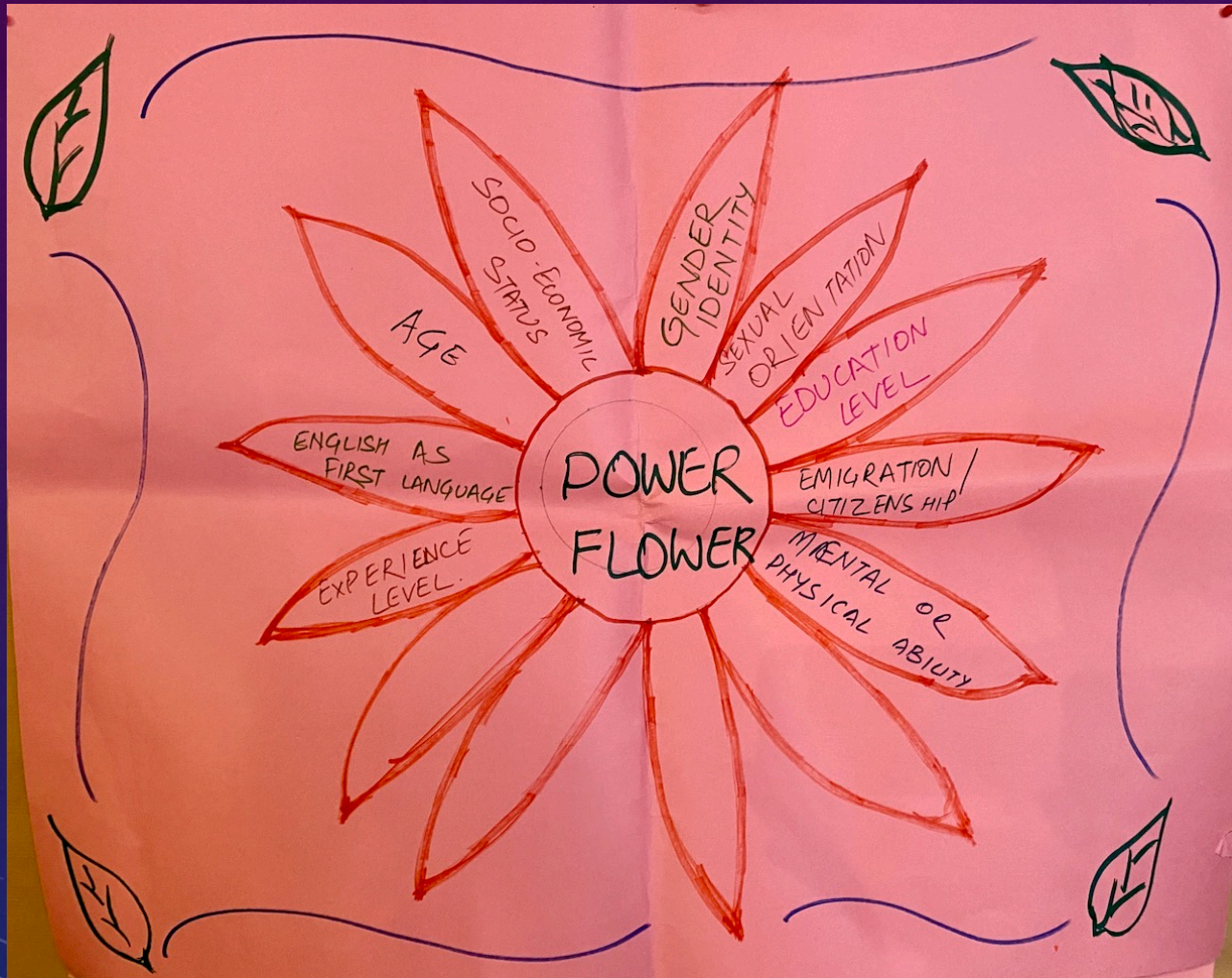


LAB 4: SPACE – THE ULTIMATE FRONTIER WORKSHOP

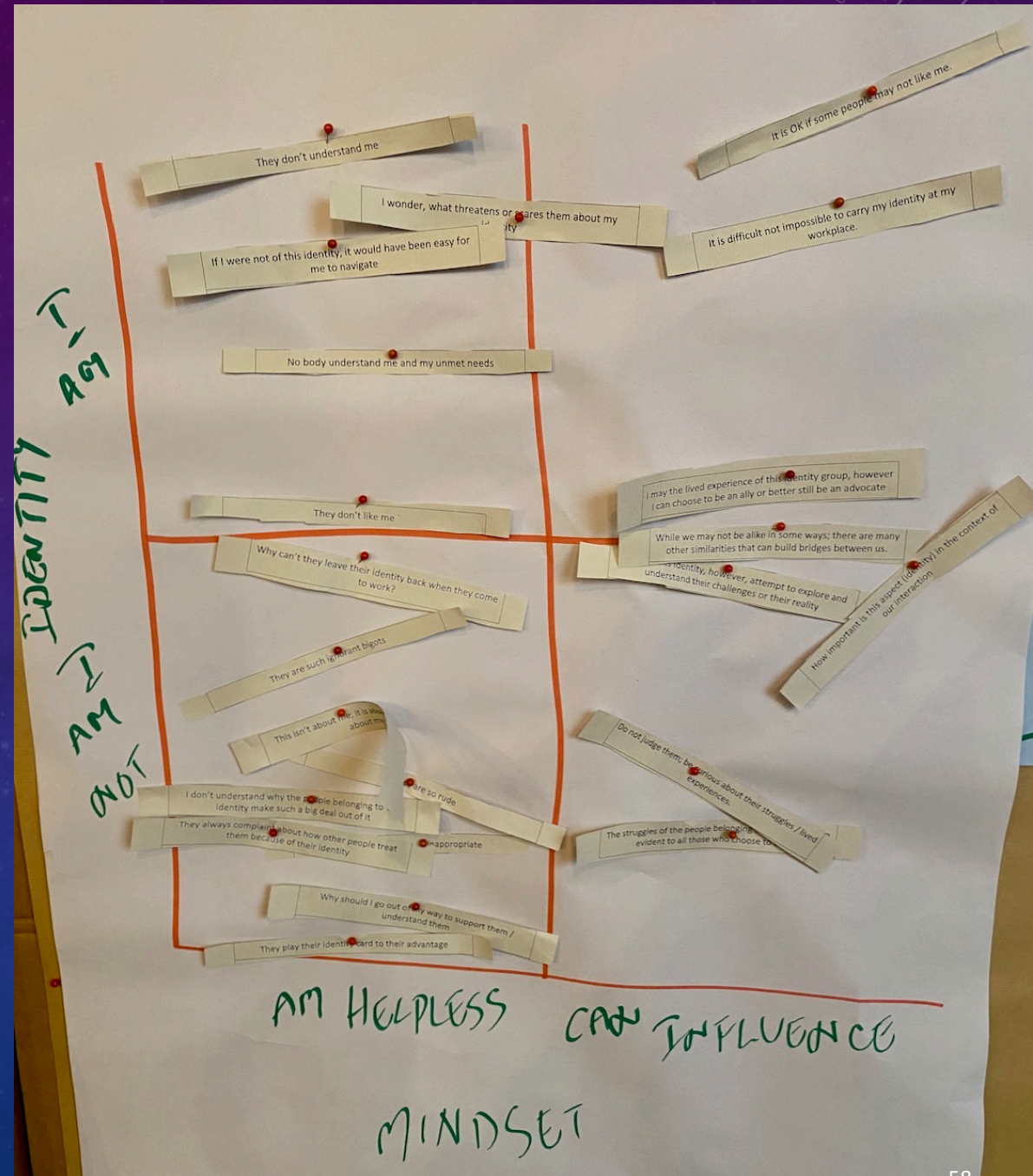
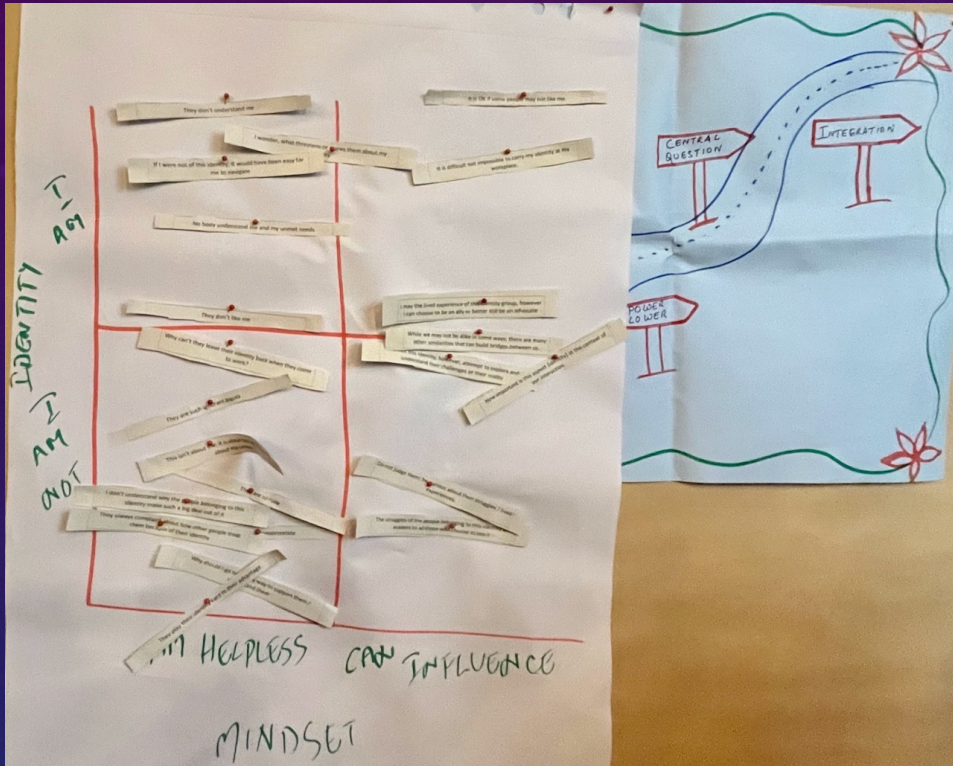
LITERATURE



LAB 5: FLOWER POWER – EXPLORING IDENTITY



LAB 5: FLOWER POWER – EXPLORING IDENTITY



LAB 5: FLOWER POWER – EXPLORING IDENTITY

IDENTITY

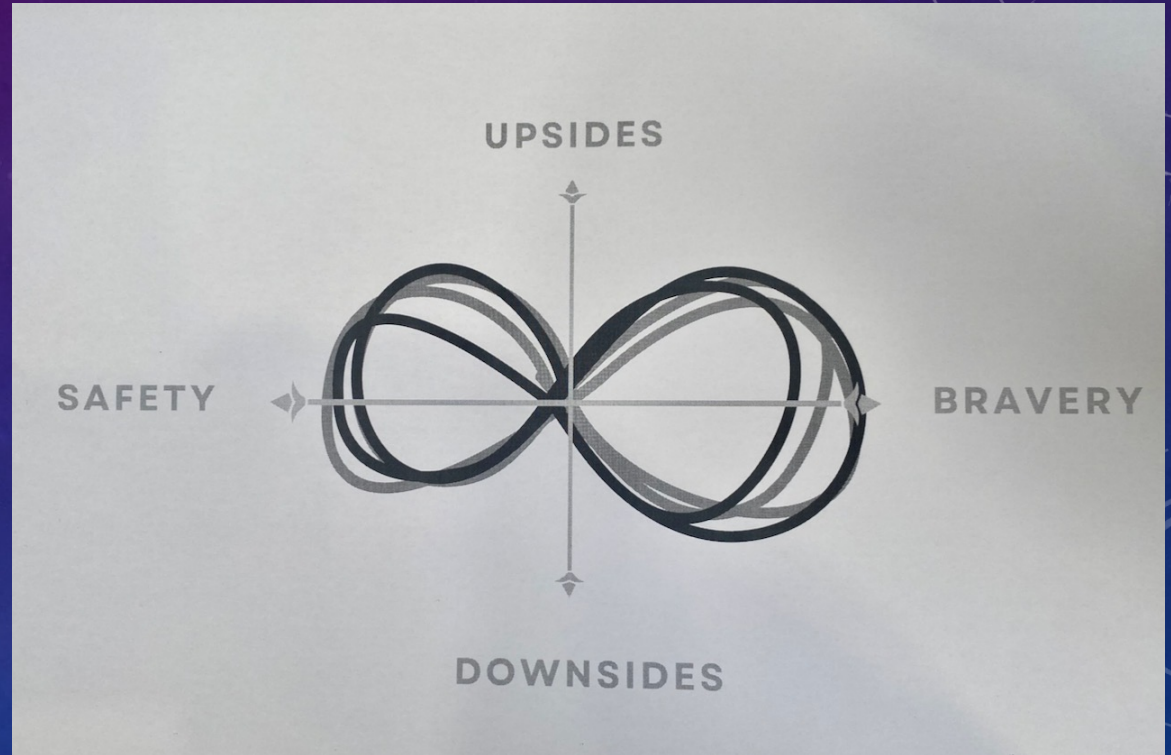
I AM	<ul style="list-style-type: none">AngerFearShameVictim MindsetGuilt	<ul style="list-style-type: none">FaithHumilityEmpathyKnowing-ness
I AM NOT	<ul style="list-style-type: none">JudgmentCriticismLack of CompassionLack of KnowledgeBlame	<ul style="list-style-type: none">EmpathyCompassionCuriosityOpennessUnderstanding

AM HELPLESS CAN INFLUENCE

MINDSET



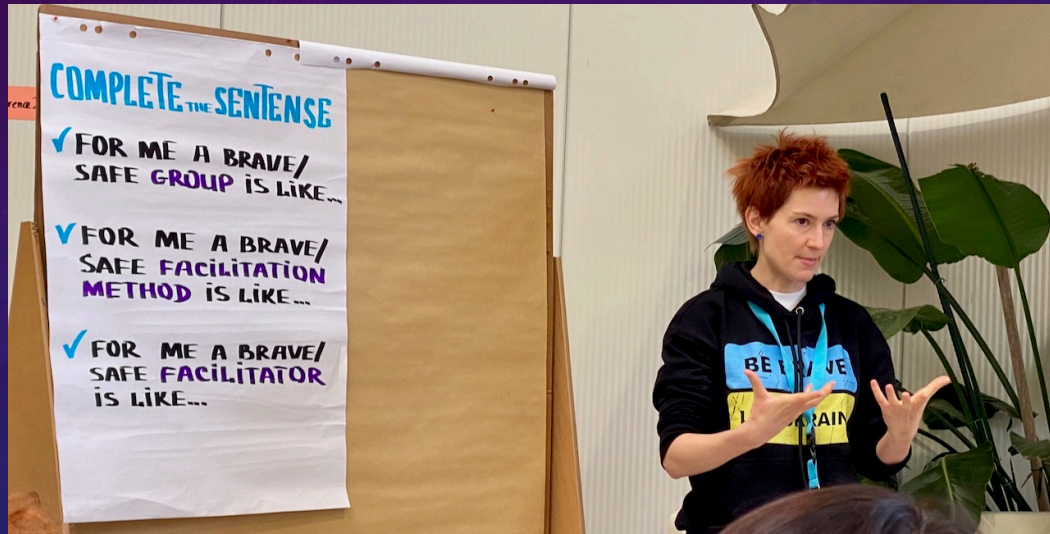
LAB 6: BE BRAVE LIKE UKRAINE – HOW METAPHORS HELP BALANCE SAFE AND BRAVE SPACE



LAB 6: BE BRAVE LIKE UKRAINE – HOW METAPHORS HELP BALANCE SAFE AND BRAVE SPACE

COMPLETE THE SENTENCE

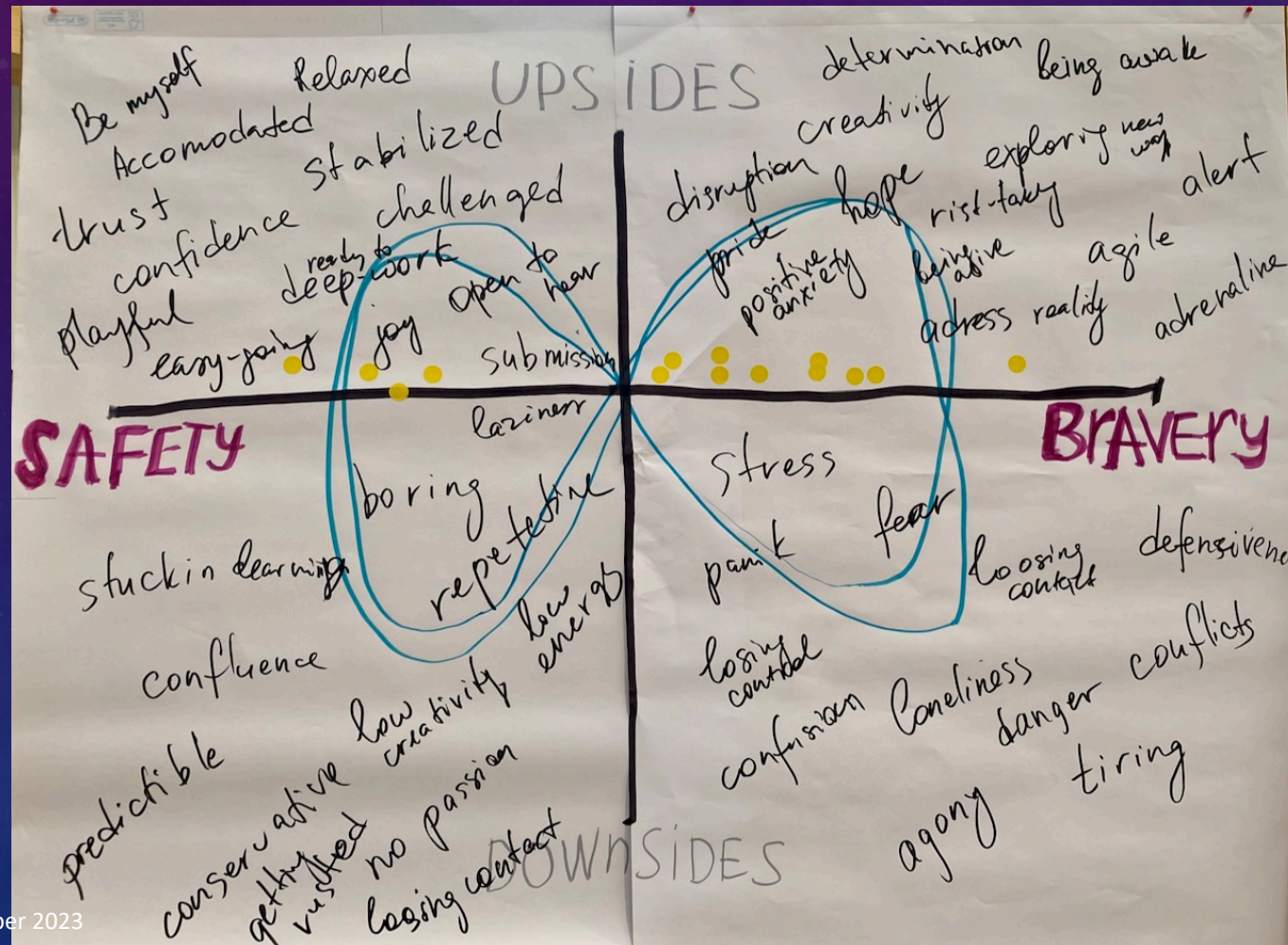
- ✓ FOR ME A BRAVE/SAFE GROUP IS LIKE...
- ✓ FOR ME A BRAVE/SAFE FACILITATION METHOD IS LIKE...
- ✓ FOR ME A BRAVE/SAFE FACILITATOR IS LIKE...



LAB 6: BE BRAVE LIKE UKRAINE – HOW METAPHORS HELP BALANCE SAFE AND BRAVE SPACE



LAB 6: BE BRAVE LIKE UKRAINE – HOW METAPHORS HELP BALANCE SAFE AND BRAVE SPACE



LAB 6: BE BRAVE LIKE UKRAINE – HOW METAPHORS HELP BALANCE SAFE AND BRAVE SPACE

**BE
BRAVE
LIKE
UKRAINE**

HOW METAPHORS
HELP TO BALANCE
SAFE AND BRAVE SPACE

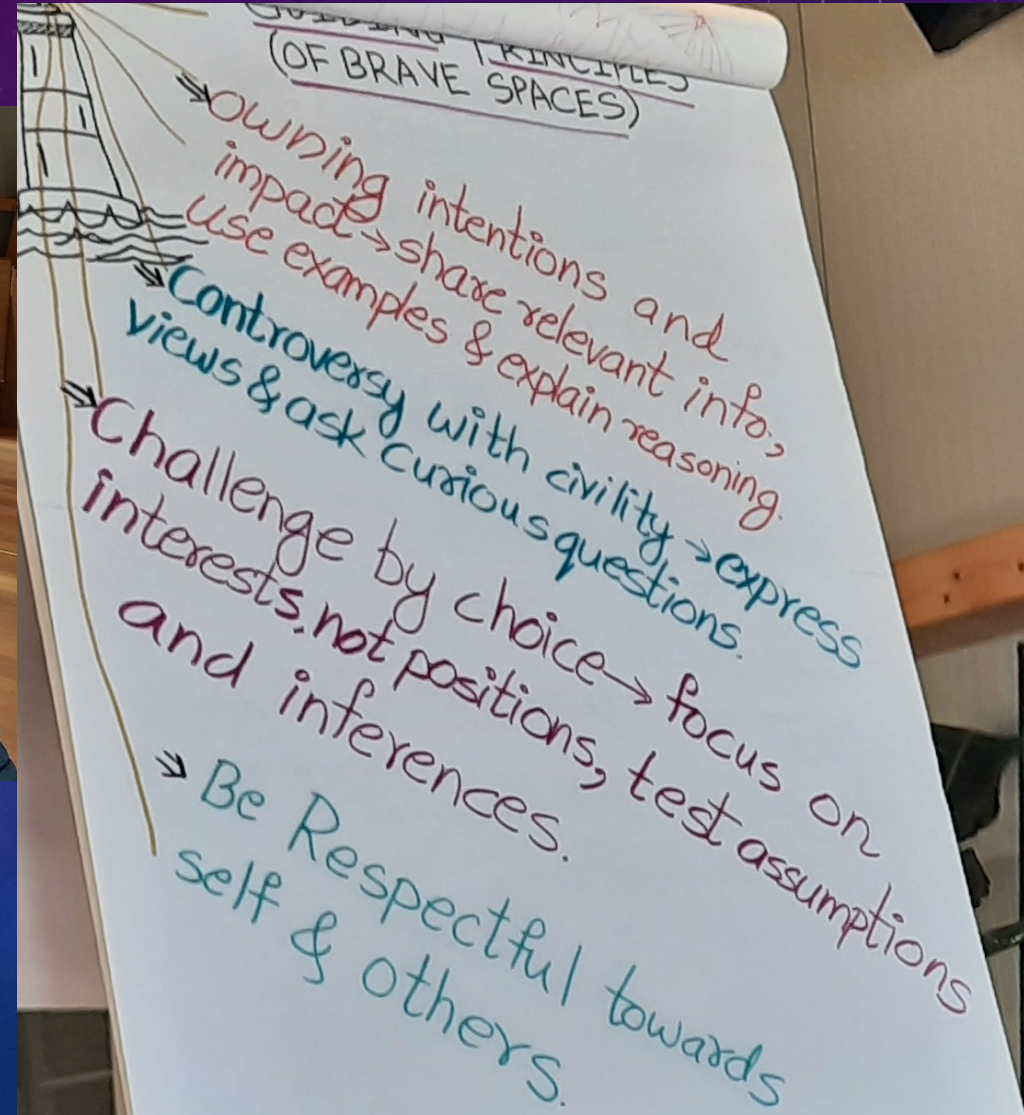
*Olga
Bershadskaya*
*Anna
Klymenko*
*Nataliia
Orlova*
*Alona
Moroz*

**HOW MY
UNDERSTANDING OF
BRAVE / SAFE ^{SPACE} CHANGED
WHEN I WAS:**

LISTENING

TALKING AND ANSWERING

LAB 7: POWER WALK YOUR WAY INTO BRAVER SPACES!



LAB 7: POWER WALK YOUR WAY INTO BRAVER SPACES!



LAB 7: POWER WALK YOUR WAY INTO BRAVER SPACES!



LAB 7: POWER WALK YOUR WAY INTO BRAVER SPACES!



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LAB 7: POWER WALK YOUR WAY INTO BRAVER SPACES!

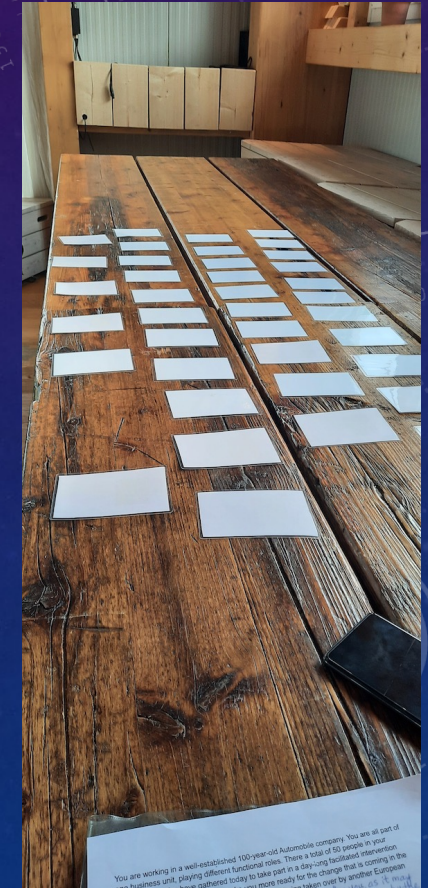
@ DID YOU RELATE TO ANY ROLE?

@ HAVE YOU SEEN PEOPLE LIKE ANY ROLE?

@ WHAT CHALLENGES & OPPORTUNITIES DO THESE ROLES PRESENT IN TERMS OF PARTICIPATION IN GROUPS?



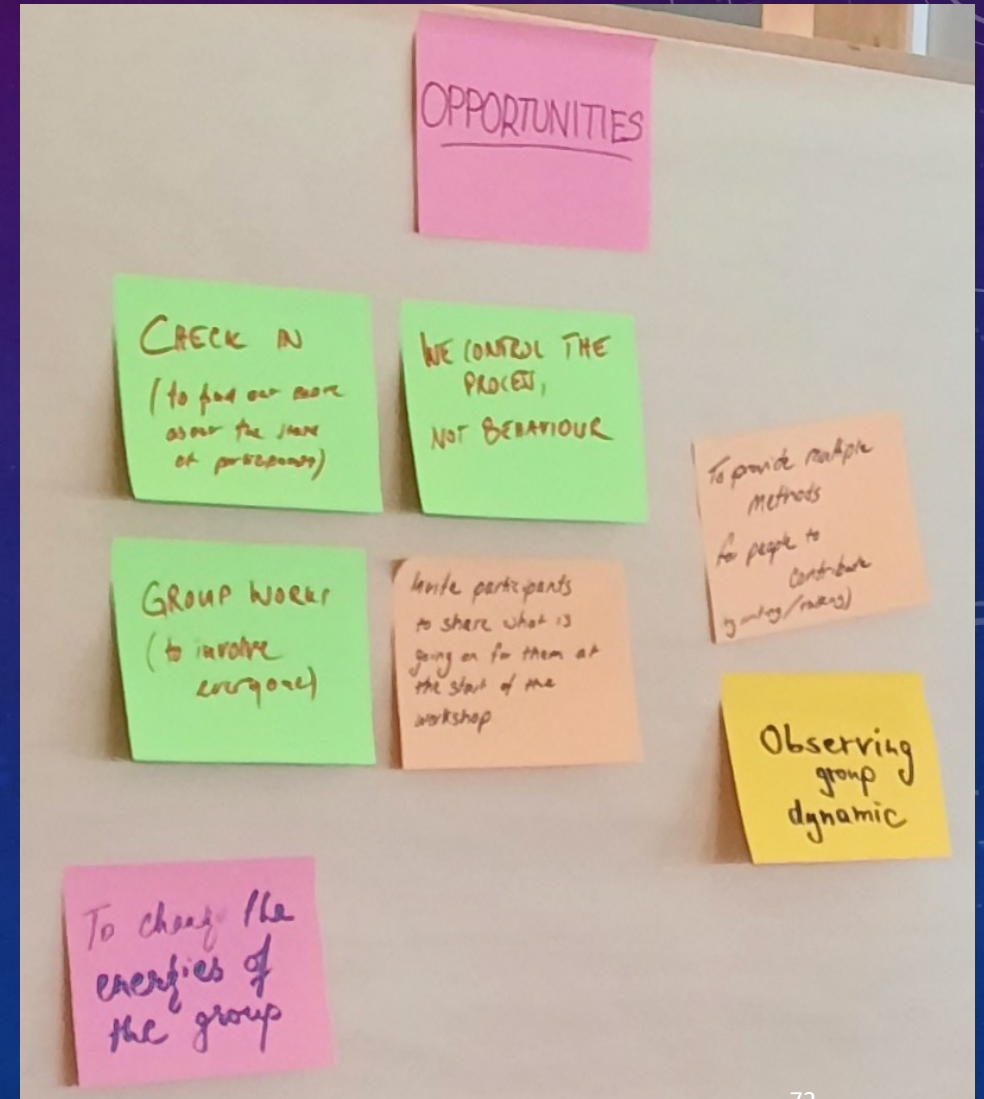
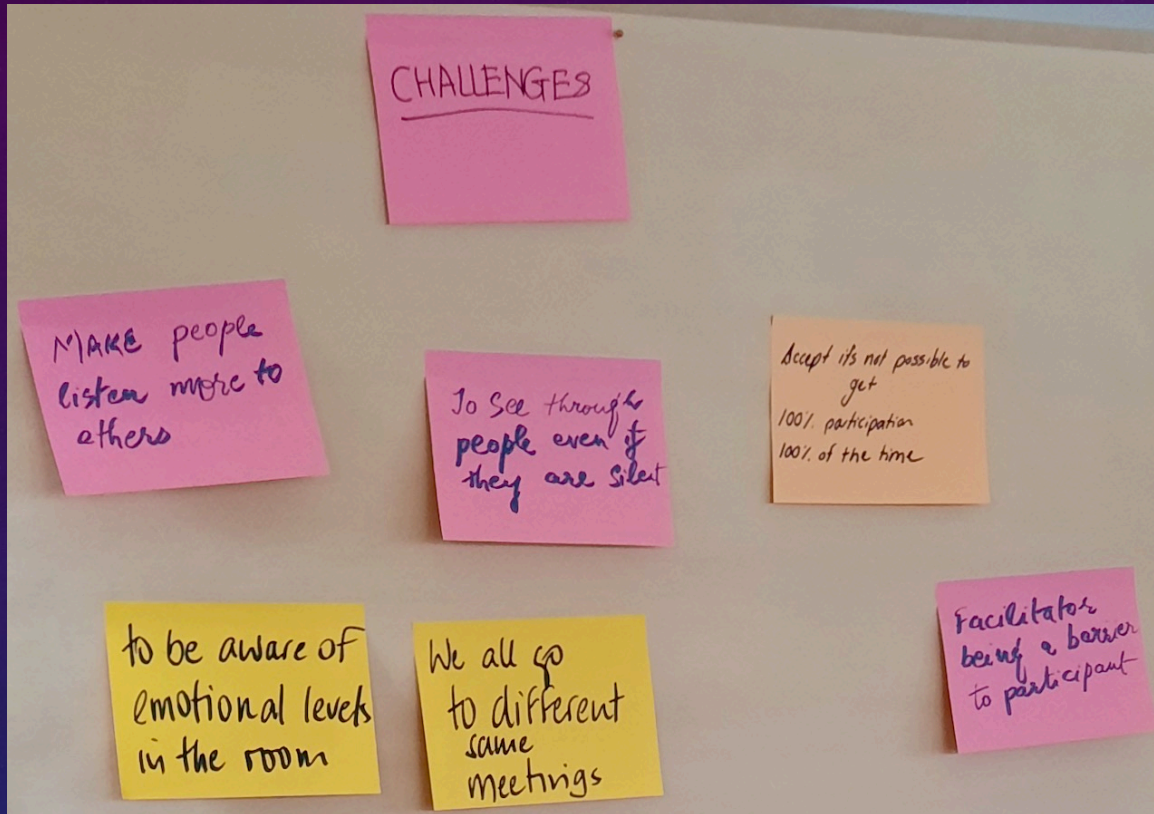
WHAT COULD BE SOME MORE WAYS OF CREATING AN ENVIRONMENT THAT WILL ENABLE ENGAGEMENT & PARTICIPATION MORE FULLY?



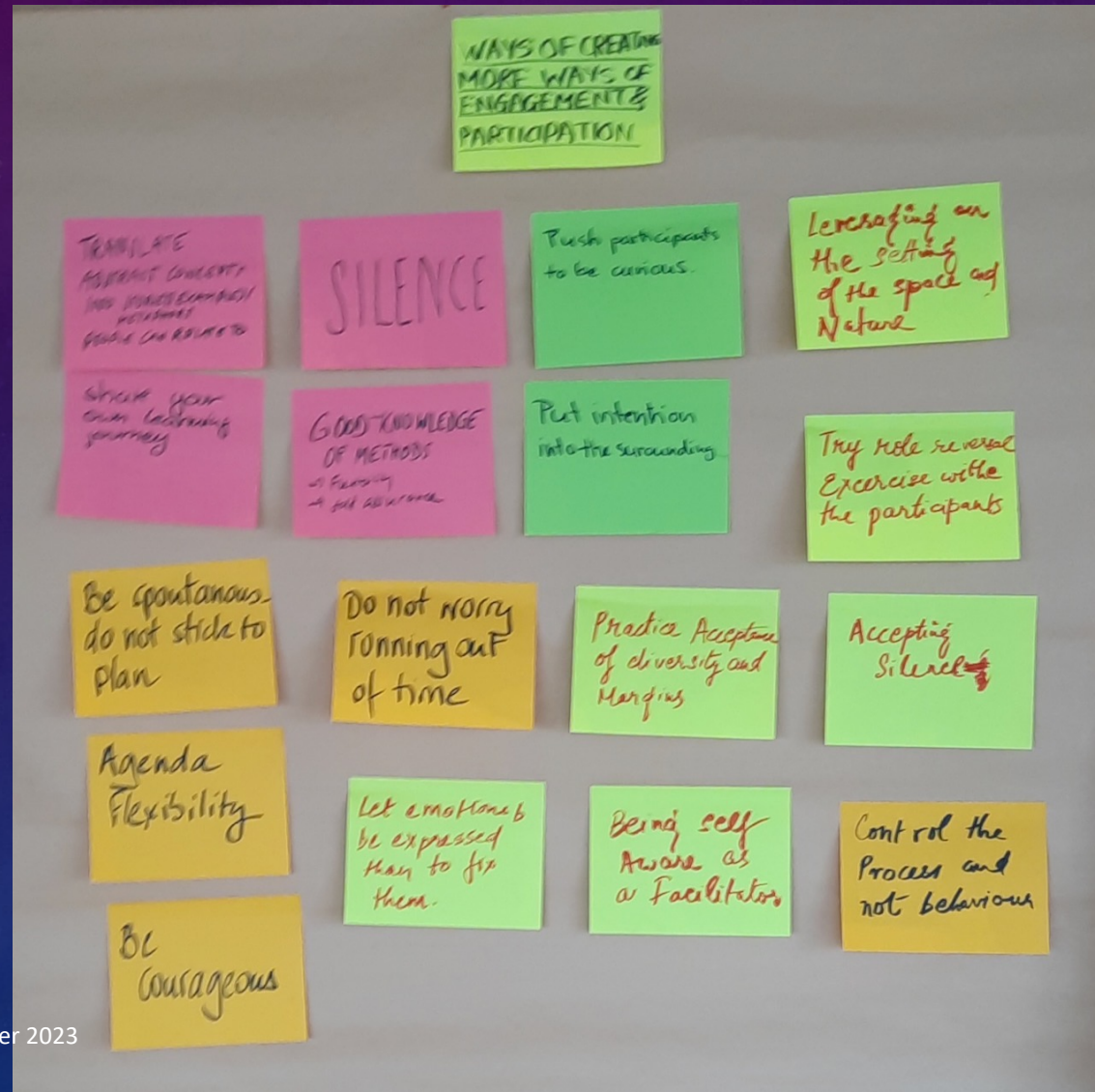
LAB 7: POWER WALK YOUR WAY INTO BRAVER SPACES!



LAB 7: POWER WALK YOUR WAY INTO BRAVER SPACES!



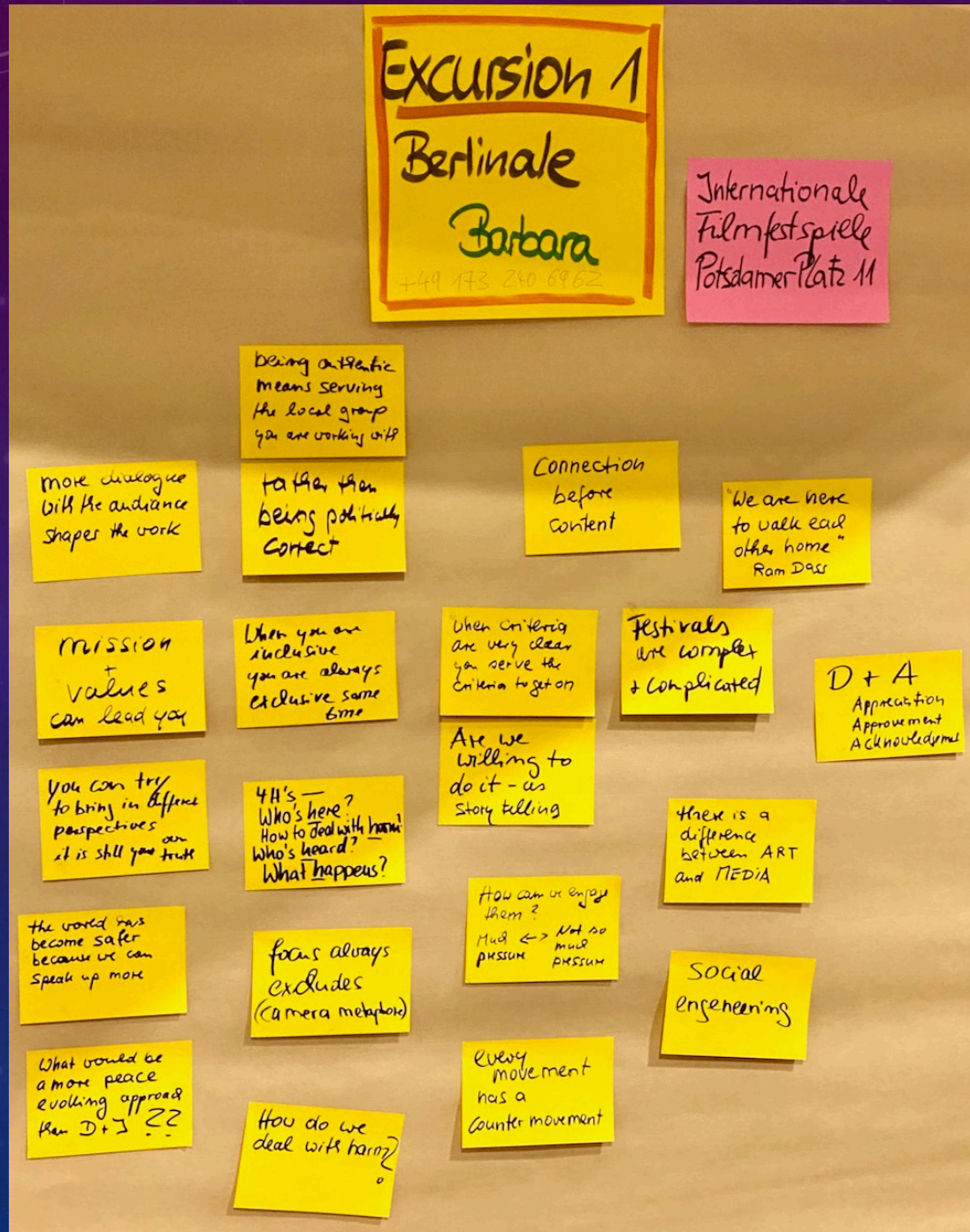
LAB 7: POWER WALK YOUR WAY INTO BRAVER SPACES!



EXCURSIONS



EXCURSION 1



EXCURSION 1



EXCURSION 2

IMAGINE
THERE'S NO
HEAVEN....

Excursion 2

House of One
Michaela
01736346649

CAN THERE BE
A REPLICABLE
LOW COST
INTANGIBLE MODEL?

BRAVERY
IN
ACTION

Project
"House of One"
as a Metaphor
for group discussion

For further reflection:
How to support diversity
and respect and not
strengthen existing power
structures within each of the
religions?

how to
document
to scale-up

What is the
model of their
collaboration?

Generosity of the
initiator: "we
have a field and
we propose a unique
project to other religions"

What methods
did they use,
to find compromise
that can be
transferred?

TAKE INTO ACCOUNT
THE SAFE SPACES
and the BRAVE SPACE
AND FACILITATE IN
A DIFFERENT WAY EACH
SPACE

Behaviour matters,
following our dreams
leads to make impact
on others and to gain
followers

"Great
Thinking"
be brave to dare
an Historic
initiative

WHAT IS THE ESSENCE?
HOW CAN WE
FOSTER RECOGNITION
AND APPRECIATION
OF DIFFERENCES?
HOW CAN DIFFERENT
VIEWS COLLABORATE?

COLLABORATION
OF COMMUNITIES
OUTSIDE

THE POWER
OF
TAKING RISKS

Quality of
the Gremium
as a day to day
coordination
between stakeholders

HOW CAN WE DO
IT WITHOUT
BUILDING NEW
TEMPLES? JUST
BY CONNECTING,
LISTENING, APPRECIATING

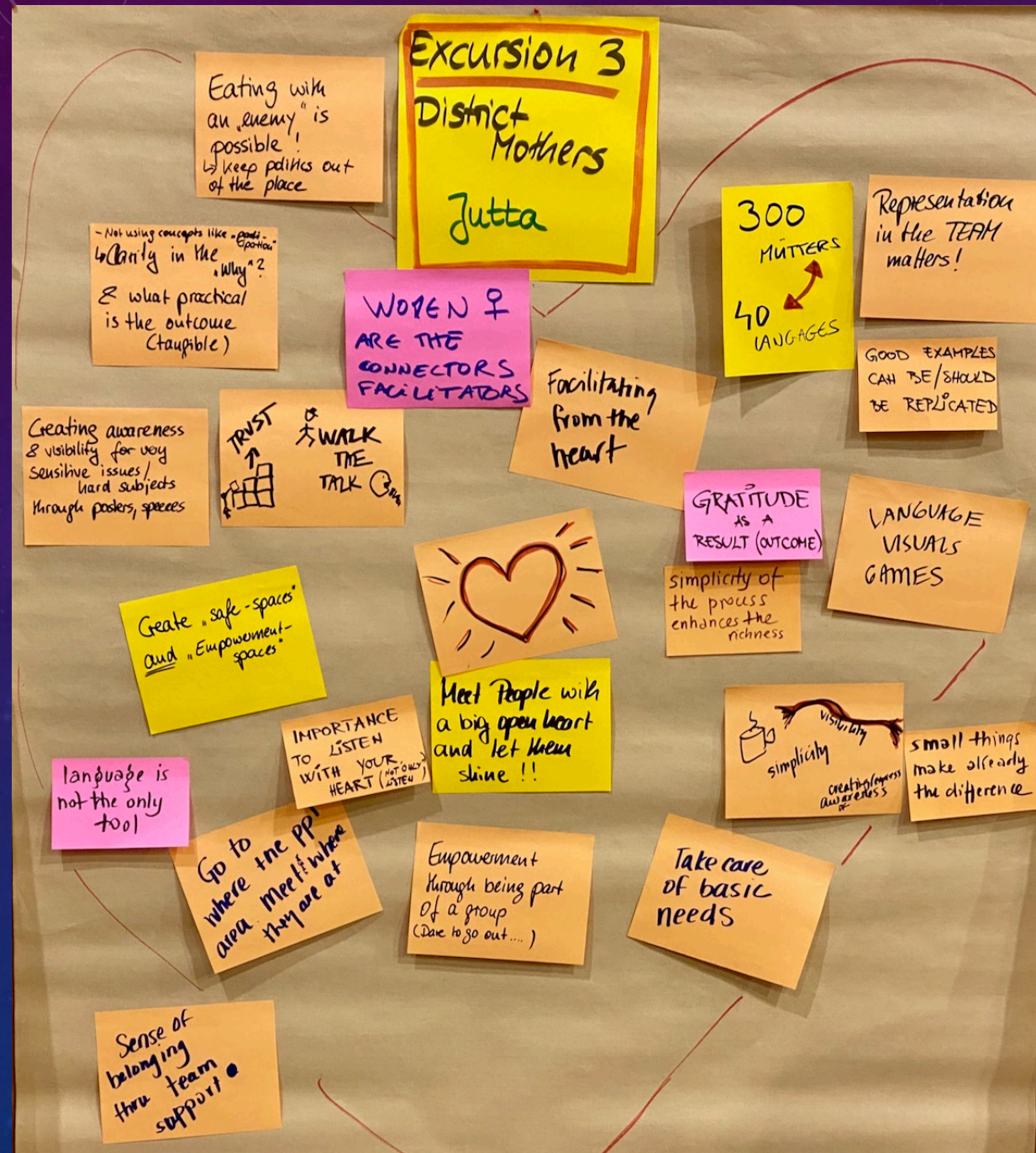
HOW TO MAKE A
COMPLEX PROJECT
SIMPLE? CREATING A
COMMON PLACE AND
ACCEPTING THEIR
IDENTITIES?

THE RISK
OF
TAKING
POWER

EXCURSION 2:



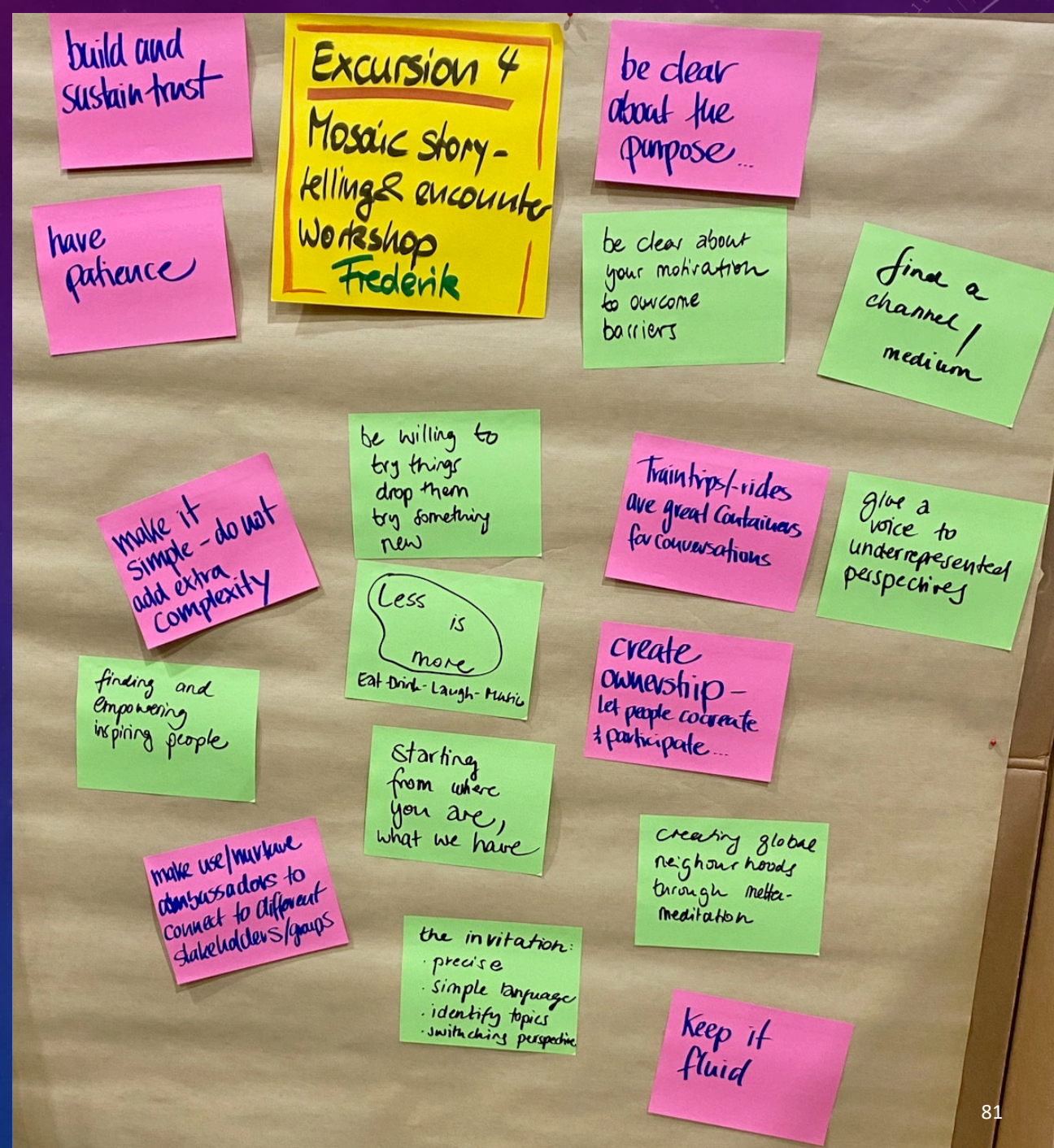
EXCURSION 3



EXCURSION 3



EXCURSION 4



EXCURSION 4



DAY 2 - "FINALE"



OpenSpace
DAY 3
18 Oct



Europe
and the
Middle East
Conference

16
18
Oct
2023



BeachMitte,
Berlin

THE STAGE IS SET ON OCT 18



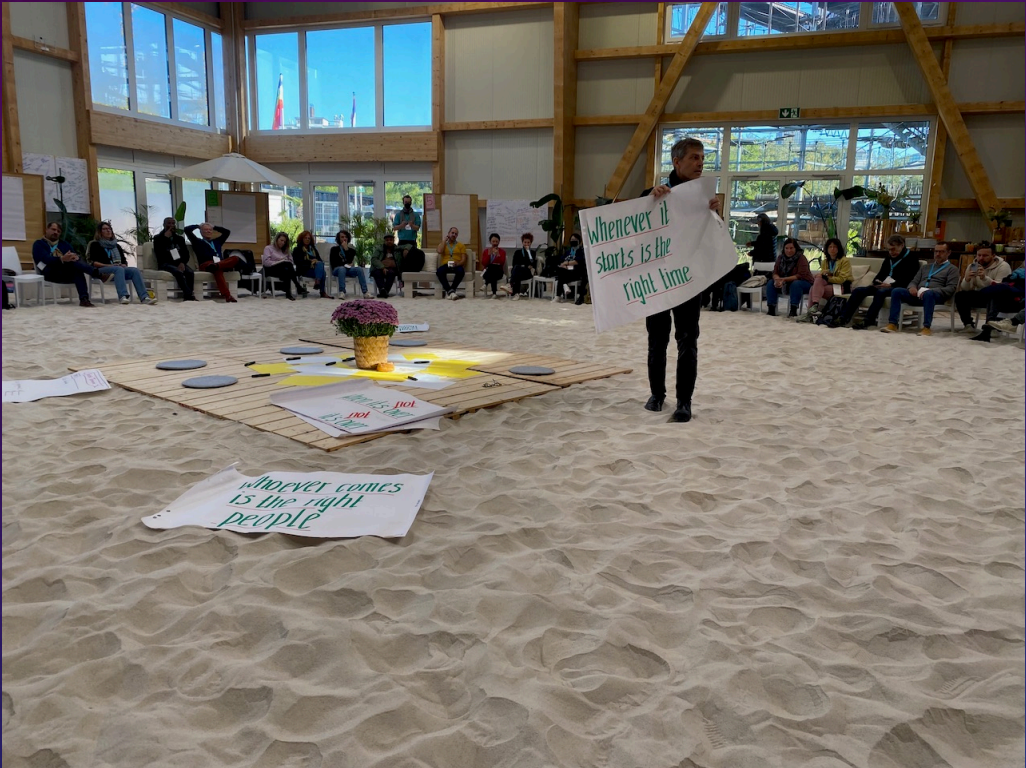
FACILITATORS' HANDOVER TO GERARDO DE LUZENBERGER



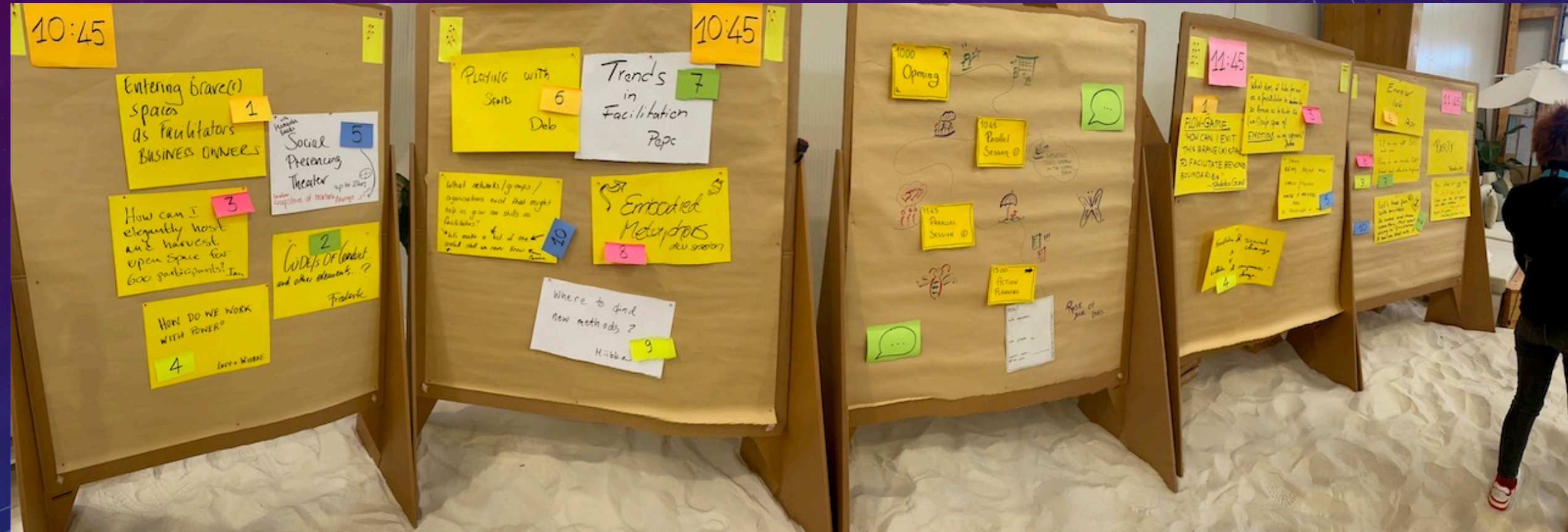
FACILITATOR INTRODUCING THE METHOD



FACILITATOR INTRODUCING THE METHOD



BULLETIN BOARD



10.00
Opening



10.45
Parallel
Session ①



"IMPORTANT THINGS HAPPEN IN THE COFFEE BREAK"



11.45
PARALLEL
SESSION ②



13.00
ACTION
PLANNING



TOPIC: _____

We discussed: _____

We propose to: _____

CONTACT PERSON: _____

BY: who created: _____

REST OF
YOUR LIVES...

OPEN SPACE – SEQUENCE OF STEPS

COLLECTING TOPICS ON BULLETING BOARD (1)



COLLECTING TOPICS (2)



MARKET PLACE



WORKING PHASE 1

10:45

1 Entering brave(r) spaces as Facilitators BUSINESS OWNERS

3 How can I elegantly host and harvest open space for 600 participants? Jan

4 HOW DO WE WORK WITH POWER? Lucy + WIEBKE

5 Social Presencing Theater with Marlene Good up to 2hrs location: upstairs at marbon lounge

2 CODES OF CONDUCT... and other elements...? Frederike

6 PLAYING with SAND Deb

7 Trends in Facilitation Pepe

10 What networks/groups/organisations exist that might help us grow our skills as facilitators?
↳ let's make a list of the useful staff we never knew ↳ Corine

8 Embodied Metaphors dev session

9 Where to find new methods? Miikka

1

TOPIC:
We discussed:
We propose to:
CONTACT PERSON:
BY WHO JOINED:

How can we make alliances around common topics?
growing as a team of facilitators? best practices?
Scaling up from solo to N+?
shorter length of contracts
CLIENT NEEDS CHANGING
How to build safety net in case of agency
Cycle of client's faster
Time consuming social media visibility -> how to solve
Getting clients recommending

What to do as entrepreneur (to grow impact)
How do we do proposals?
"Right" pricing
Niche strategy?
Structure of customer - challenge / opportunity
Engaging Associates respecting client lead time
AI - what does it mean for business?
How to book WS follow-up work

get new customers as freelancer
Marketing networking?
What's going to change further
CUSTOMER LOYALTY + REPEAT BUSINESS
Succession planning Business Transfer
actual business model
Clients may "forget" you -> be remembered?

Build CoP using Barcamp
Introducing young student companies in their core degrees
Clarify our messages of added value to be consistent
Open sharing of fees & # days
Share research work
Use Outsource marketing agencies.

Entering brave(s) spaces as Facilitators BUSINESS OWNERS
UPSELL & PROMOTION
Number of projects -> impact
JAZZ TEAMS OF FACILITATORS
THE ENTREPRENEUR AS A FACILITATOR OF TEAMS OF PROFESSIONALS
Book "Company of One" F. Scallone
★ LOVE YOUR CLIENTS, NOT TO GET MORE BUSINESS
-> BEHIND THE CURTAIN of SCUM, THEN BOOK SUCCESSORS.
STEPPING INTO "PROJECT" BUSINESSES AS FACILITATORS
Be brave to build / learn by bringing other IAF people into one of your projects -> learn how to work together, how others do business lol lol lol

Community of Practice = FAC. as BUSINESS OWNERS

Pablo Martinez (IAF ITALY) pablo.martinez@futor.it (+39 340 5922047)
 Maureen Oreg. (IAF SPAIN) maureen@manahma.com (+34 65314532)
 Yulia Sapozhnikova (Belarus, Minsk) info.y.sap@profaecilitation.by (+375 29 344 9172)
 Christian Riedman (Germany, Kasse) christian.riedman@manahma-works.com
 BHAV@BHAVCOACH.COM
 Hannah Boneham (UK) - hannah.boneham@hotmail.co.uk 07886 033 140
 chae hong mi @ inpeople.co.kr
 Hiltrud Kinnunen @ viafacto.fi michelle@blueprinting.ca
 alonamoroz.am@gmail.com
 aitor@manahma.com aitor@visia.co.uk (manahma)
 oliver.mand@inprincipo.com
 Tamara Živadinović (SERBIA) tamara.zivadinovic@gmail.com

How to elegantly host and harvest Open Space for 600 participants...

- Share principles in advance, including rules of engagement
- Start to think about topics
- Look into harvesting tool/app.
- keep it stupidly simple
- Harvesting on A4 on clipboards
- be ready to create more spaces
- Open mike for most important outcomes - harvest that on flipchart as summary.
- type up all harvesting sheets for report
- Can Chat-GPT make a summary of outcomes? - Check KM people...
- Look into electronic display of topics/locations. How big is the screen? Can it be downloaded by everyone?

TOPIC: How to elegantly host and harvest open Space for 600 pax...

- We discussed:
- to keep it stupidly simple.
 - inform pax beforehand of topic, principles and rules of engagement
 - harvesting tool/app? Chat gpt?
 - electronic display of topics

- We propose to:
- Harvest on A4 on clipboards.
 - Open mike for x-time for most pressing results.
 - Post-processing of outcomes by in-house group.

CONTACT PERSON: Ian Andersen

WHO JOINED: sai@andersen@gmist.com

Celeste, Jo, Fran, Nidhi

CAPTURE YOUR IDEAS → TURN THIS INTO A POSTER.



TOPIC: How to elegantly host and harvest open Space for 600 pax...

We discussed:

- to keep it stupidly simple.
- inform pax beforehand of topic, principles and rules of engagement
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- electronic display of topics

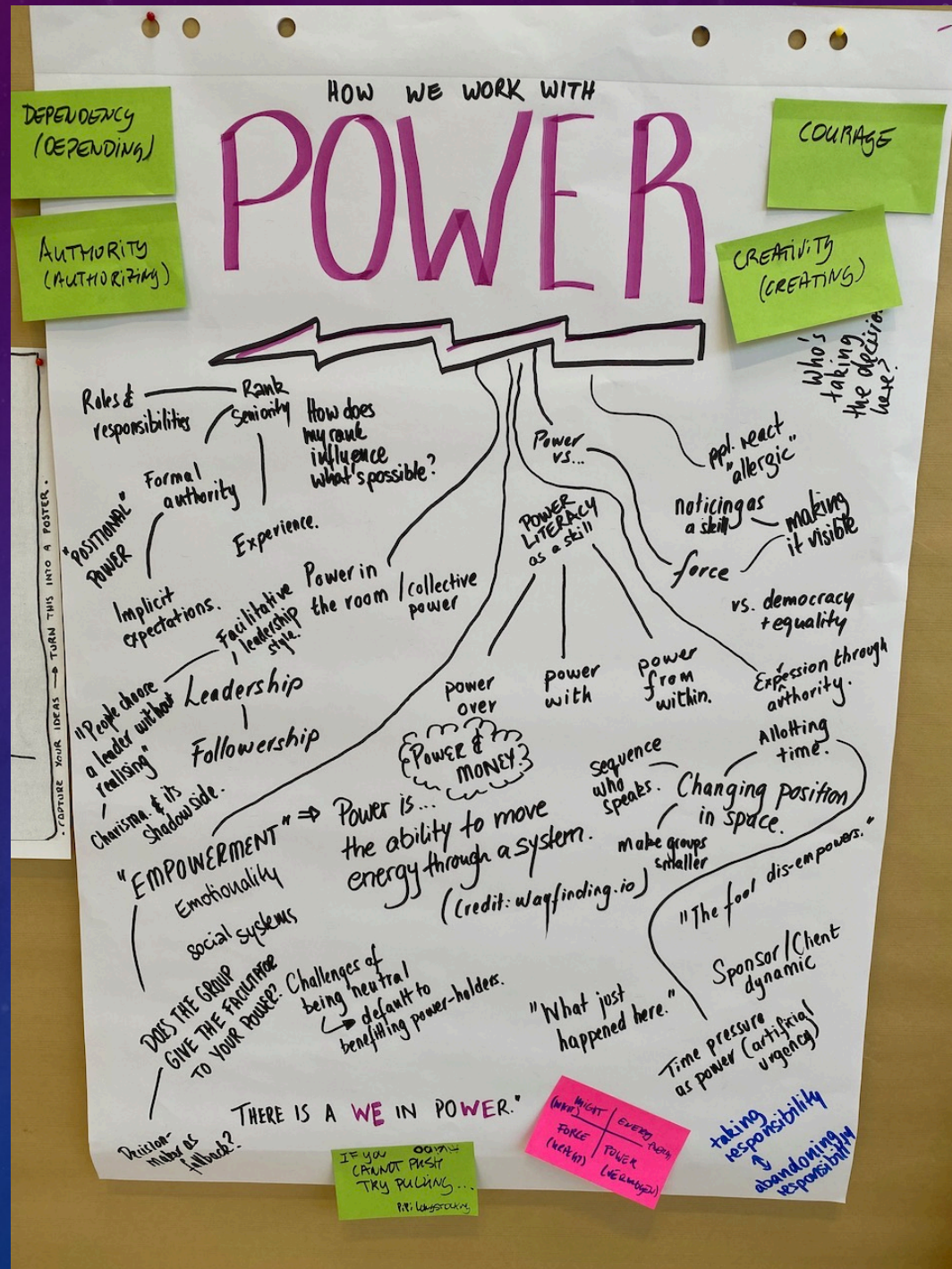
We propose to:

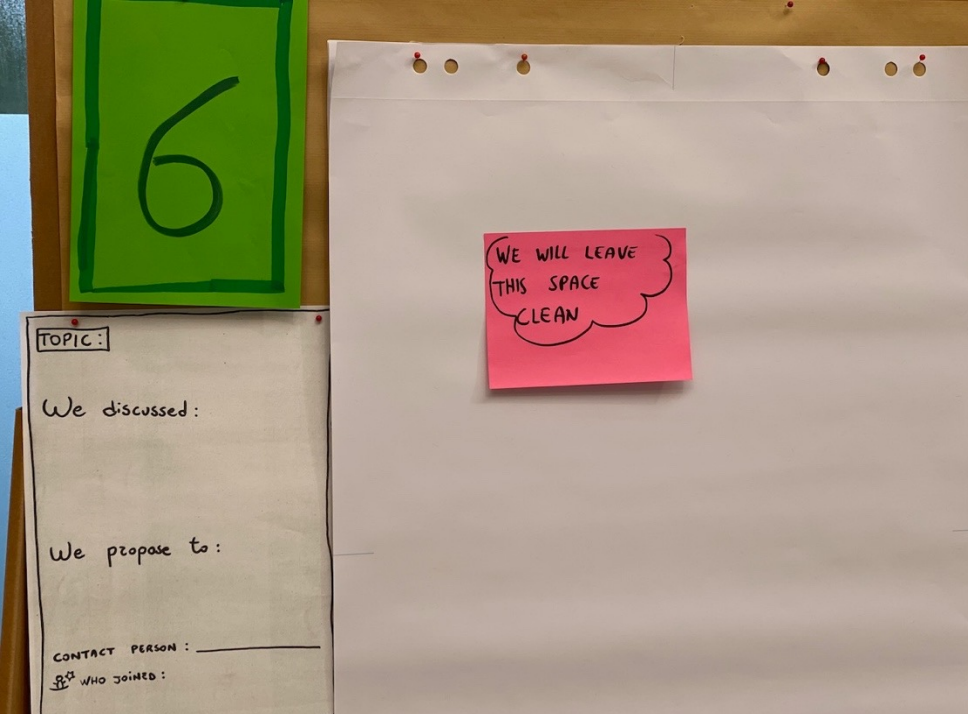
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CONTACT PERSON: Ian Andersen

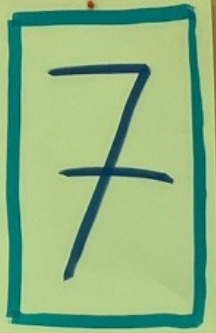
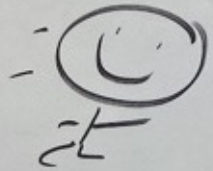
WHO JOINED: sai@andersen@gmist.com

Celeste, Jo, Fran, Nidhi





Trends in Facilitation



TOPIC: _____

We discussed: _____

We propose to: _____

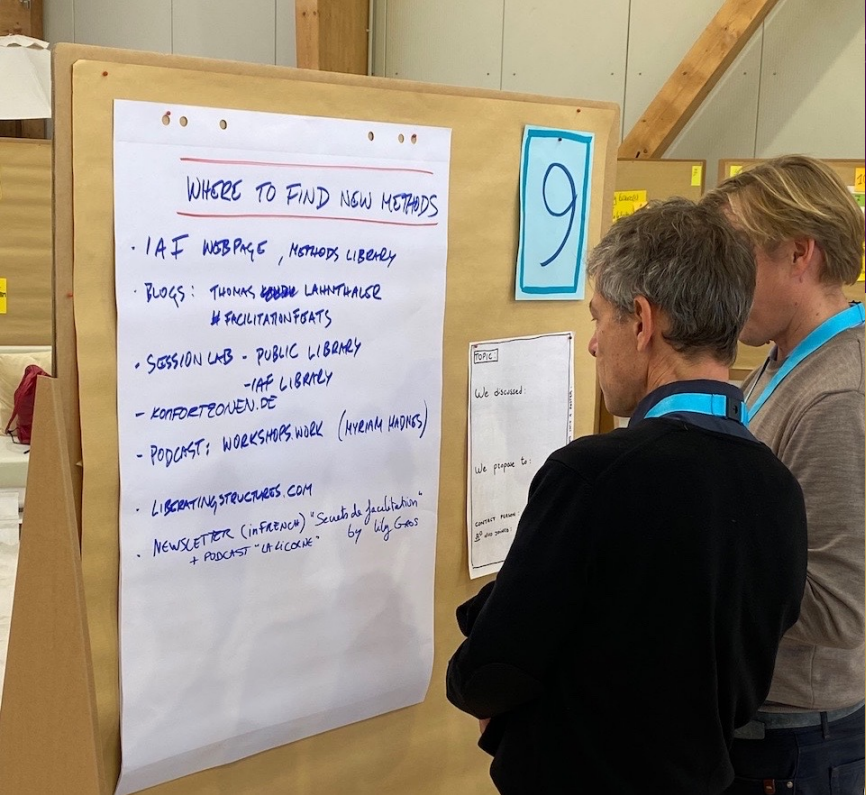
CONTACT PERSON: _____

WHO JOINED: _____

1. Liberating structures growing ↑
2. Interest in tools + transparency ↑ Pick the tool + do.
3. AI ↑ Design, brainstorming
Artificial Intelligence
4. Self-learning ↑
5. Team development (south-garden) ↑
6. Working without talking.
Doing not talking
7. Shorter workshops
8. Shorter work week
9. Long preparation

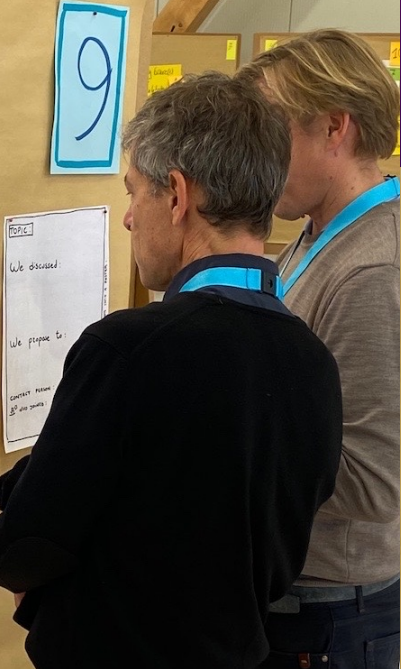
10. Internal facilitators ↑
Train the trainer
11. Markers + post-it's ↓
12. Mobile tools embedded
in offline
13. How to include younger generations ↑
14. Interest in culture ↑
core-values.
15. Bringing people back to office ⇒ building community ↑
16. No talking ↓ writing
17. No more 9-5 work
18. Finding about themselves
19. Academic evidence ↑





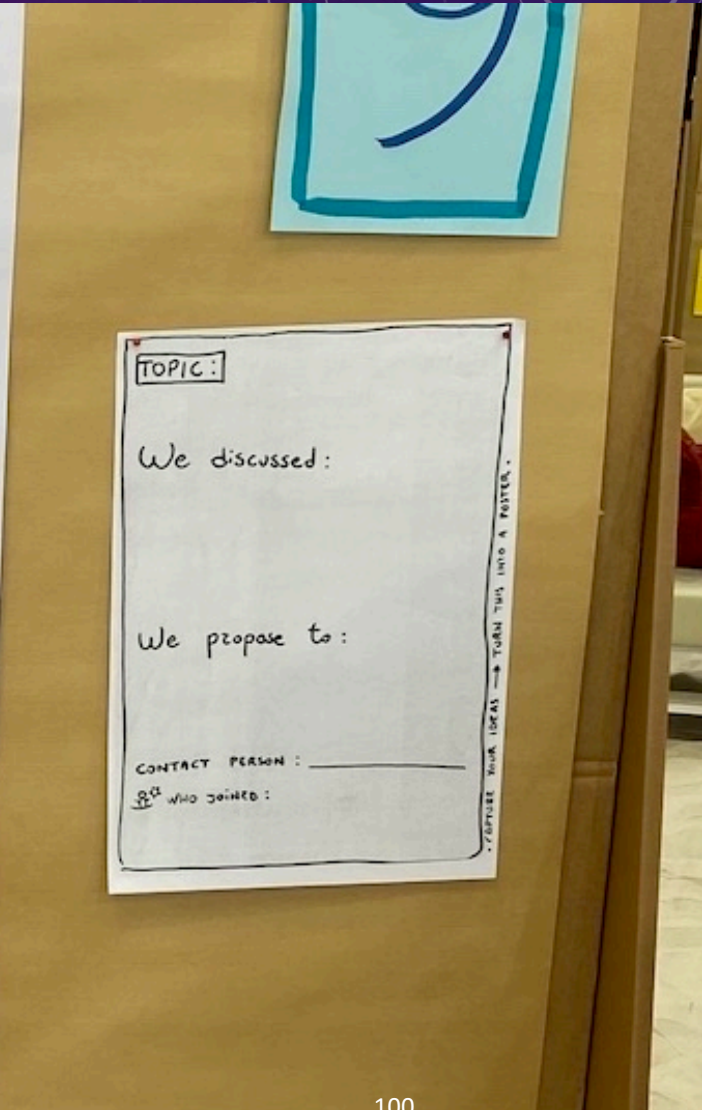
WHERE TO FIND NEW METHODS

- IAF WEBPAGE, METHODS LIBRARY
- BLOGS: THOMAS ~~KORBE~~ LAHNTHALER # FACILITATIONFOATS
- SESSION LAB - PUBLIC LIBRARY - IAF LIBRARY
- KONFORTEONEN.DE
- PODCAST: WORKSHOPS.WORK (MYRIAM MADNES)
- LIBERATINGSTRUCTURES.COM
- NEWSLETTER (in FRENCH) "Secrets de facilitation" by Lily Gross + PODCAST "LA LICORNE"



WHERE TO FIND NEW METHODS

- IAF - WEBPAGE, METHODS LIBRARY
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- KONFORTEONEN.DE
- PODCAST: WORKSHOPS.WORK (MYRIAM MADNES)
- HANDBOOK OF PROFESSIONAL FACILITATION by PEGE NUHMI
- LIBERATINGSTRUCTURES.COM
- NEWSLETTER (in FRENCH) "Secrets de facilitation" + PODCAST "LA LICORNE" by Lily Gross
- Cynedin.io (Complex facilitation)
- ALSO LOOK FOR NEW DESIGN INSTEAD OF JUST METHODS
- grapepeople.com learning page
- chriscornigan.com/facilitation resources
- thiagi.com



TOPIC:

We discussed:

We propose to:

CONTACT PERSON: _____

WHO JOINED: _____

EMPOWER YOUR IDEAS → TURN THIS INTO A PAPER.

Topic: What networks/groups exist that might grow our practice?

Check out:

- Art of hosting.org
- Association of facilitators ^{podc} → UK
- School of facilitation → community *Kirsty Lewis*
- ICF → coaching
- KCF → Korea coaching Federation
- Scrum / Agile
- College of extraordinary experience _{→ extraordinary.college}
- SKOOL.co
- Facilitators club
- near done before (podc.)
- there saw workshop for that (podc.)
- Facilitation stories podcast (uk)
- IAF special interest groups → IAF website base camp

IN THE 2023 REPORT THERE IS A LIST TOO

We've gone exploring... please add your ideas!
Pens ↓ ☺



WORKING PHASE 2

11:45

1

FLOW-GAME
"HOW CAN I EXIT THIS BRAVE(R) SPACE TO FACILITATE BEYOND BOUNDARIES"
- Shalaka Gundi

What does it take for me as a facilitator to ~~enter~~ be so brave as to enter the (un-?) safe space of EMOTIONS in my approach?
Jochen

3

DISCUSS BEING BRAVE WITH FAMILY / FRIENDS WHERE IT MATTERS MOST. & PRIVILEGE IS HIGH.

5

Facilitation & social change
^
v
Facilitation & companies' change.

4

Energiser lab

6

Pepe

11:45

If we are all 30s next year

8

How do we make IAF brave and attractive again?


9

7

PARTY...

Frederic

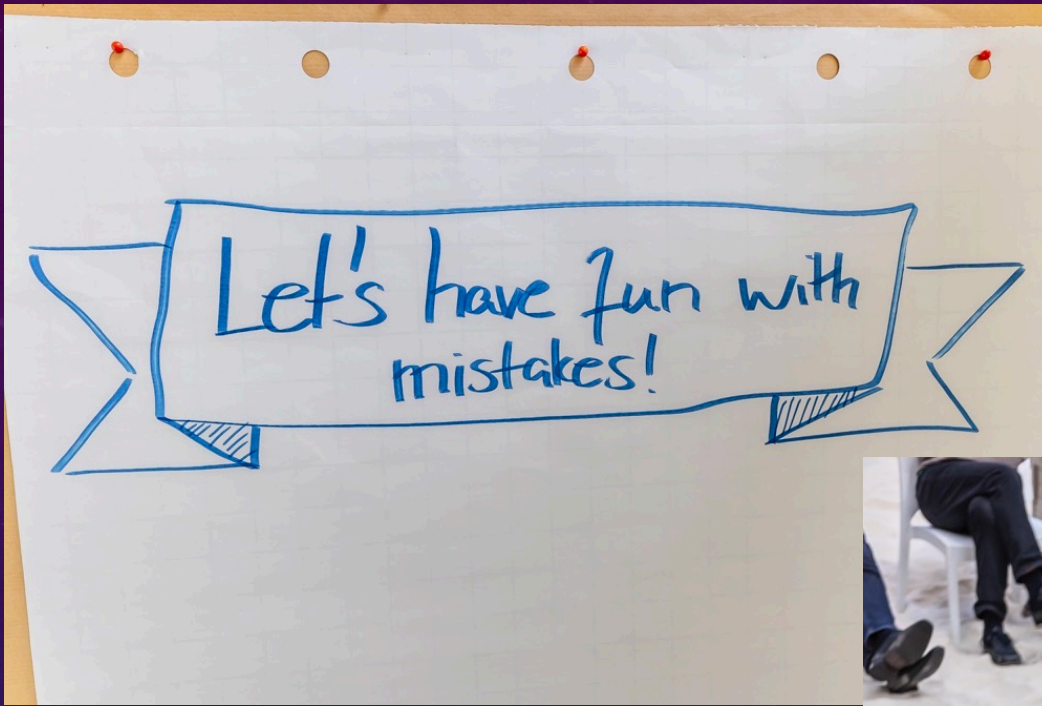
Hey! What are you doing
26-27 April '24??
Come join the IAF England and Wales conference
Birmingham, UK
Register for updates:
<https://bit.ly/facilitate2024>

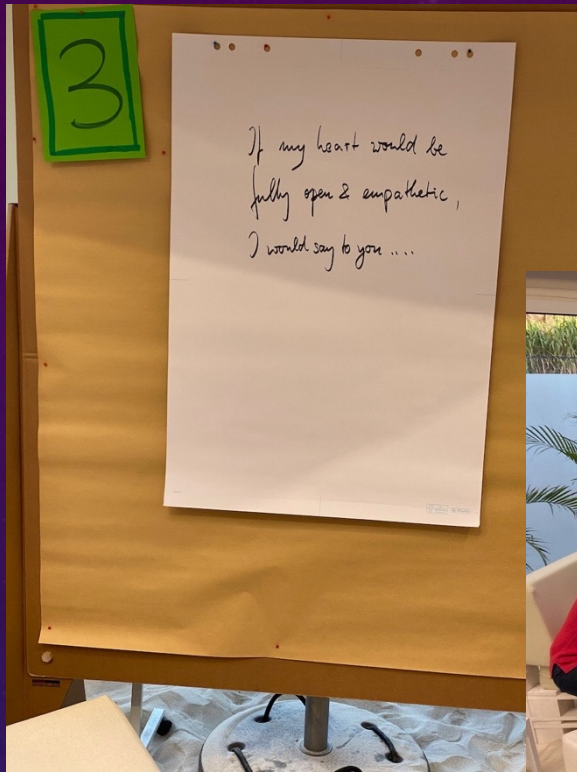
Let's have fun 😊
with mistakes: 
Be brave and share something that went wrong in facilitation & how you dealt with it.

10

2





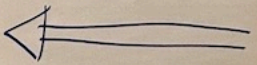


5

DISCUSSION

BRAVE SPACE CLOSE RELATIONS

JOIN
3



TOPIC:

We discussed:

We propose to:

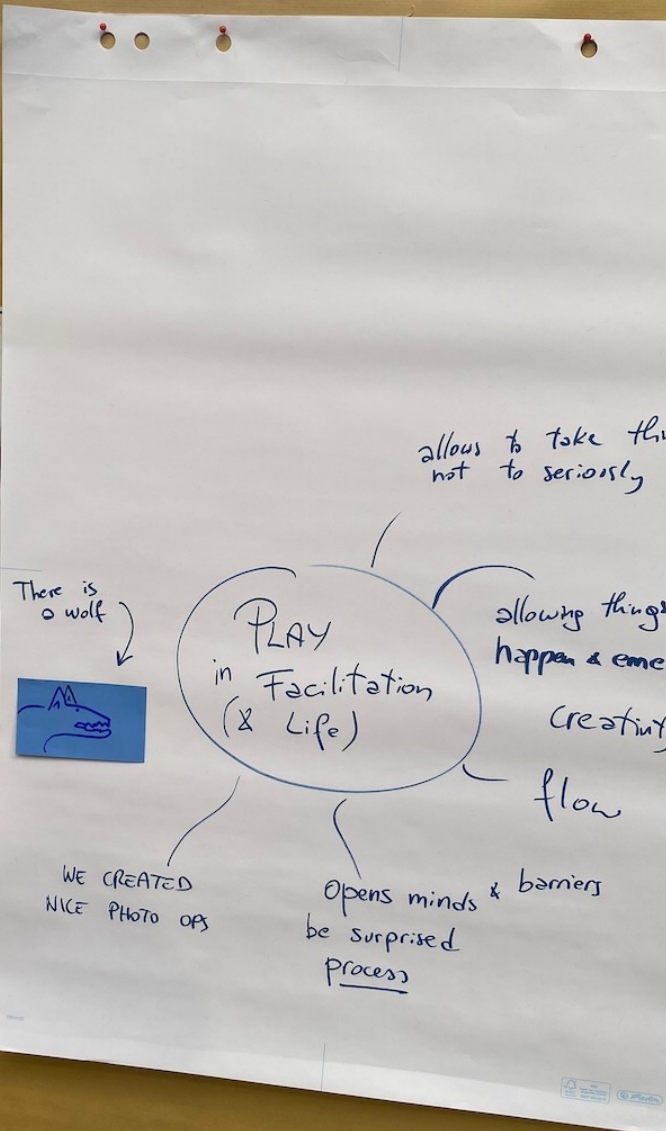
CONTACT PERSON: _____

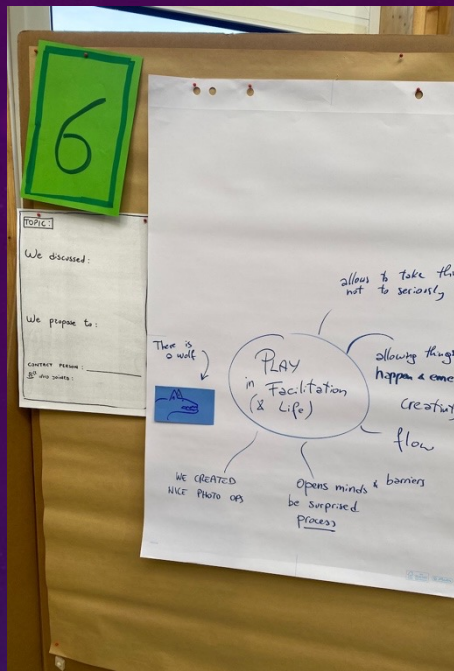
WHO JOINED:

CAPTURE YOUR IDEAS → TURN THEM INTO A POSTER.

6

TOPIC:
We discussed:
We propose to:
CONTACT PERSON: _____
WHO JOINED: _____





1. Do it 2. Write it down
- Energisers**
1. Facilitator strike
 2. Message with a story
 3. Penguin + store
 4. Walk, stop, jump, clap, turn around, name
 5. Stretching with concentration
 6. Brain Gyms
 7. Word with movement
 8. Prohibited movement
 9. Coming in the room Landing
 10. Temperature
 11. Similarities (go there)
 12. One step if you agree
 13. If you share this, change your seat
 14. Boxer, Masseuse, doctor, trainer
 14. Watermelon from air
 15. Drawing sculptures
 16. Finding pairs with eyes
 17. The cauldron



1. Do it 2. Write it down

Energisers

- ① Facilitator strike
- ② Message with a story
3. Penguin + stork
4. Walk, stop, jump, clap, turn around, name
5. Stretching with concentration
6. Brain Gyms
7. Word with movement
8. Prohibited movement
9. Coming in the room. Landing
10. Temperature
11. Similarities (go thru)
12. One step if you agree
13. If you share this, change your seat
14. Boxer, Masseuse, doctor, trainer

14. Watermelon from air
15. Drawing snowflakes
16. Finding pairs with eyes
17. The cauldron

take things seriously

allowing things happen & emerge

creativity

flow

ids & barriers

d

7

2024 IAF 30 years
If we all are 30 next year...
How do we make IAF brave and attractive again?

BOLD
RISKEY
ATTRACTIVE ^{AND}
ACCEPTABLE
ACCESSIBLE
VARIABLE
VALUABLE
EXCELLENT
A BRAVE

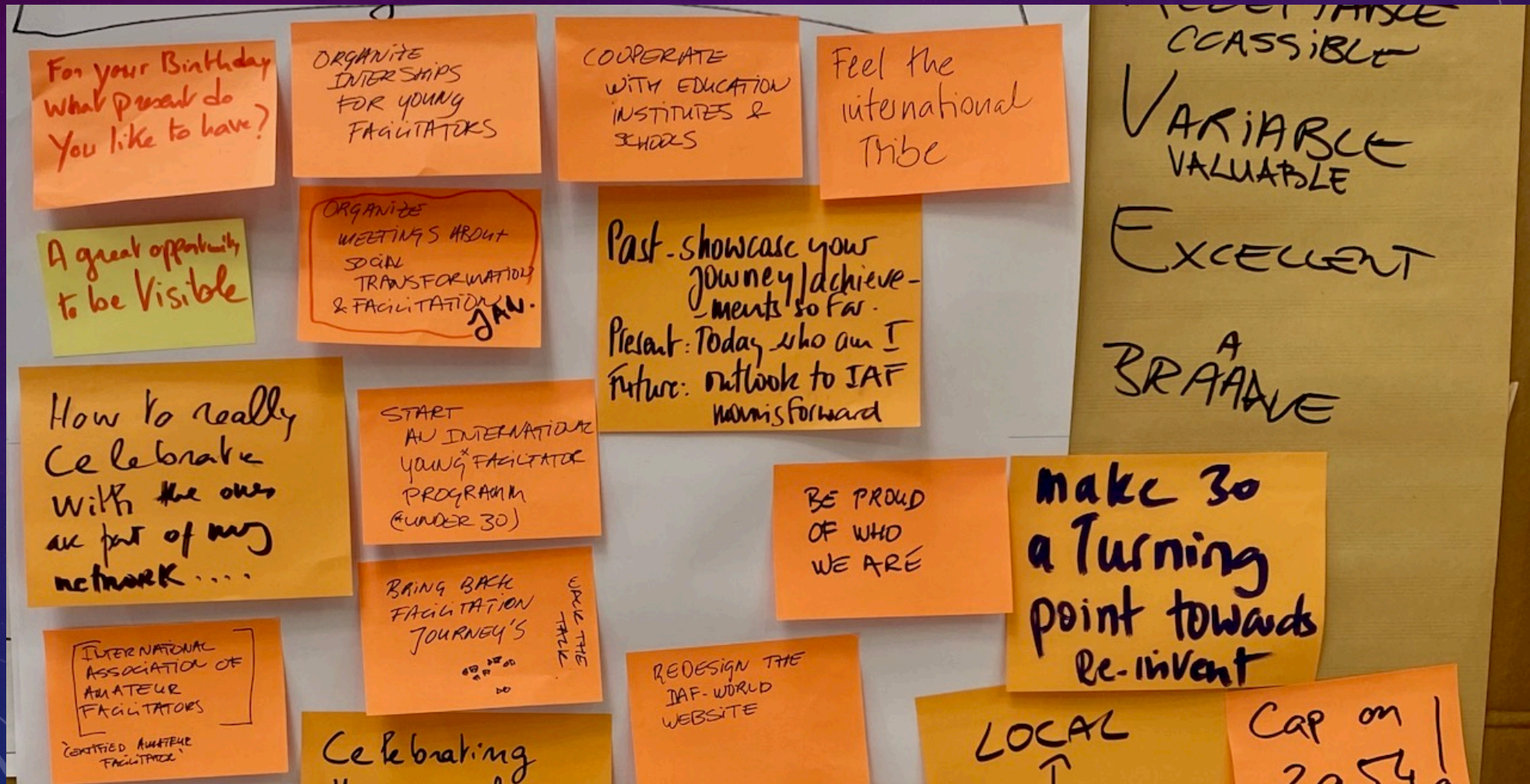
TOPIC:
We discussed:
We propose to:
CONTACT PERSON:
WHO JOINED:

For your Birthday
What would you like to have?
ORGANISE INTERSHIPS FOR YOUNG FACILITATORS
COOPERATE WITH EDUCATION INSTITUTES & TEACHERS
Feel the international vibe
A great opportunity to be visible
STARTING WITH THE BEST TRANSPORTATION & FACILITATION
Past: showcase your journey/achievements so far
Present: Today, who are IAF members?
Future: outlook to IAF
How to really celebrate with the ones we are part of our network...
START AN INTERNATIONAL YOUTH EXCHANGE PROGRAM (summer 2024)
BE PROUD OF WHO WE ARE
CELEBRATING THE POWER OF IMPACT TO ORGANISATIONS TO WORLD'S ISSUES
GIVE A REWARD TO YOUNG PARTICIPANTS
REDESIGN THE IAF WORLD WEBSITE
LET MEMBERS PARTICIPANTS PAY WHAT THEY CAN AFFORD...
CELEBRATING + CHALLENGING THE INTENTION FOR NEXT 30 YEARS
OPEN THE DOOR
30% Fee during 30 days + communication + campaign
ORGANISE COMMERCIAL MEETS
EACH* CHAPTER HAS A ROLE TO CONTRIBUTE TO 30th birthday
THE HOUSE OF FRACTIONALISM
How to recruit VOLUNTEERS?

make 30 a turning point towards re-invent
LOCAL
↓
INTERNATIONAL
CAP on 2024!

THE ANSWER IS:
THE TRUTH?
How to recruit VOLUNTEERS?





FACILITATORS
CERTIFIED AMBASSADOR FACILITATOR

WEBSITE

LOCAL
↓
INTERNATIONAL

CAP on 2054!

CELEBRATING
the power of Impact
to organisations
to world's issues

**LET MEMBERS/
PARTICIPANTS
PAY WHAT THEY
CAN AFFORD...**

OPEN THE DOOR

**CELEBRATING +
CHALLENGING
THE INTENTION
FOR NEXT 30 YEARS**
!!!

**30% Fee
during 30 days
+ communication
campaign.**

**CHARGE IAF INTO
A FOUNDATION.
WITH A HOW-DAY-OF
CALL IT PURPOSE.**

**How to be brave?
(In IAF)**
- Business
- IA
- Research
- Impact

**TO BE
ahead
on key
Topics**

BRAVE =
Be ahead on
relevant topics
by sharing between
facilitators

**ORGANIZE
COMMUNIAL
MEALS**
(TRAFFIC JAMS AVOIDING MEETINGS)

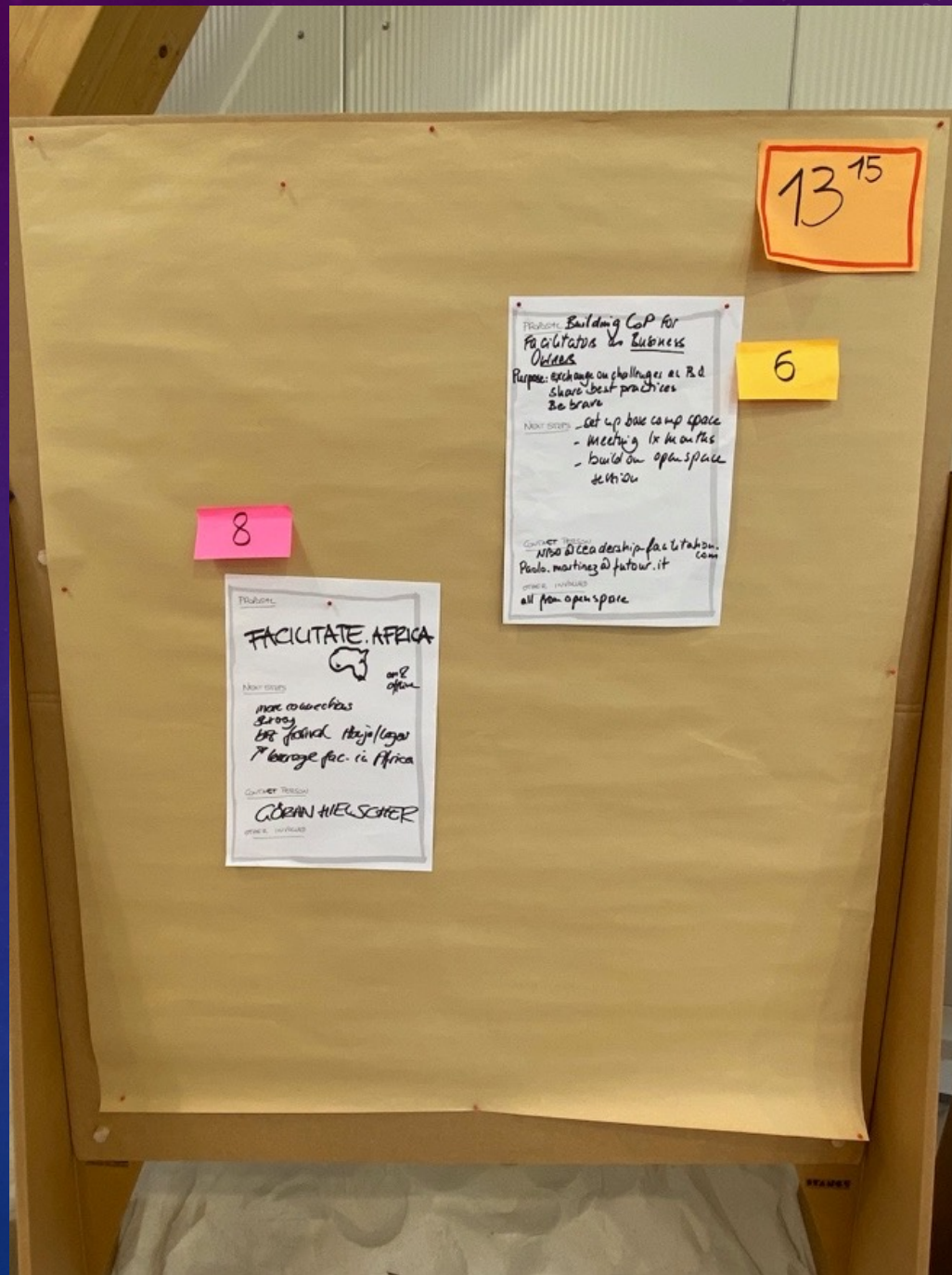
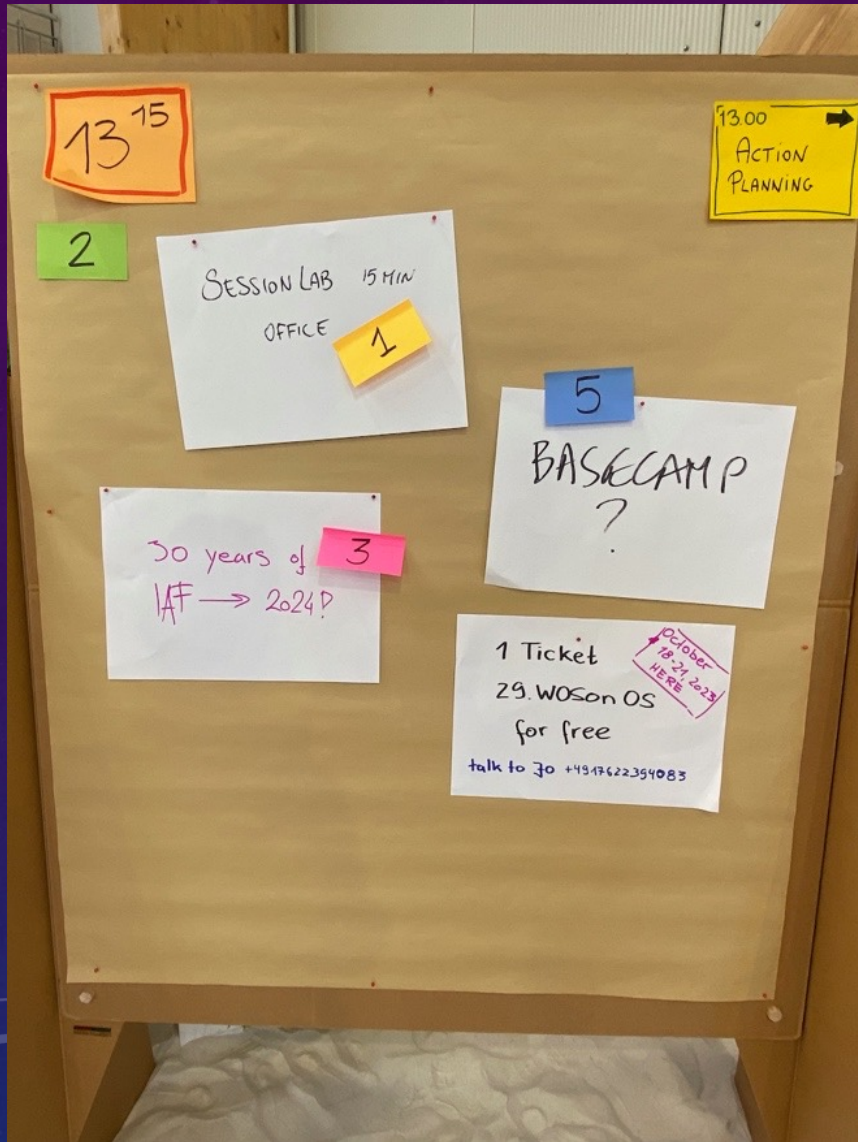
**THE ANSWER IS:
THE TRUTH?**

**EACH CHAPTER
HAS A ROLE
TO CONTRIBUTE
TO 30th birthday**

**THE HOUSE
OF FACILITATORS**

**HOW TO MOBILIZE
VOLUNTEERS?**

ACTION PLANNING



PROPOSTA Building CoP for
Facilitators & Business
Owners

Purpose: exchange on challenges as B.O.
Share best practices
Be brave

- NEXT STEPS
- set up base camp space
 - meeting 1x in months
 - build on open space
definition

CONTACT PERSON
NBSO @ leadership-facilitation.com

Paolo.martinez @ futur.it

OTHER INVOLVED
all from open space

PROPOSTA

FACILITATE.AFRICA



on &
offline

NEXT STEPS

- more connections
- strong
- big festival Abuja/Lagos
- leverage fac. in Africa

CONTACT PERSON

GÖRAN HIELSCHTER

OTHER INVOLVED

IMPRESSIONS



THANK YOU ALL FOR PARTICIPATING IN THIS GREAT EVENT!





With the best regards from the
facilitator team:

*Jutta, Barbara, Anton, Kurhula, Albrecht
Mpumelelo, Frederik, Monika, Katrin*

*Very special thanks to Gerardo for
facilitating the OS!*