

MYANMAR FACILITATION CONFERENCE 2015



Myanmar
Development
Professionals

Facilitating Organisational Transformation

Managing Change, Enhancing Organizational Capability, Enhancing Competitiveness

11-12 May 2015

@ Asia Plaza Hotel, Yangon, Myanmar

The first **Myanmar Facilitation Conference** is jointly organised by Facilitators Network Singapore (FNS), Capacity Building Initiative (CBI) and Myanmar Development Professionals (MDP) on **11-12 May 2015** at Asia Plaza, Yangon, Myanmar.

The Conference Theme is "**Facilitating Organisation Transformation**", focusing on three pillars:

1. Managing Change
2. Enhancing Organisational Capability
3. Enhancing Competitiveness

All workshops will be conducted in English without any translation.

Seats are limited and registration is based on 'First Comes First Served' basis with full payment.

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CONFERENCE PROGRAMME

Time	Conference Day I (Monday 11 May 2015)
8:30am – 9:00am	Registration
9:00am – 10:30am	Conference Opening – What's up? Large Group Plenary 1 Facilitating Change and Transformation by Dr Douglas OLoughlin <i>Expand your capacity to facilitate change and transformation.</i> <i>Learn tools and frameworks you can use in your Organisation Development and facilitation practice.</i>
10:30am – 11:00am	Tea-Break & Networking
11:00am – 12:30pm	Large Group Plenary 1 by Dr Douglas Oloughlin - continued
12:30pm – 1:30pm	Lunch & Networking
1:30pm – 3:00pm	Concurrent Workshops A (please select ONE) A1 - Managing transitions effectively in times of change by Dr Christine Hogan A2 - Effective Organisational Change: Preparation and Understanding by Paul Stuart A3 - An exploration of the role of Values as we Challenge our current 'what is' and seek to Change people, organisations and society by Dr Tom Schwarz
3:00pm – 3:30pm	Tea-Break & Networking
3:30pm – 5:00pm	Concurrent Workshops B (please select ONE) B1 - The B.E.S.T Communication Strategy: ~ Enhancing Organisational Capability through Non-violent Communication by Ms Audrey Goh B2 - Building Organisational Capability Through LEAN by Mr Paul Singh Gill B3 – Learning Journey to one Myanmar Civil Society Organisation organised by Capacity Building Initiative, Yangon
5:00pm	End of Day 1

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CONFERENCE PROGRAMME

Time	Conference Day 2 (Tuesday 12 May 2015)
8:30am – 9:00 am	Arrival
9:00am – 10:30am	<p>Concurrent Workshops C (please select ONE)</p> <p>C1 – Designing Large Group Sessions for Organisation Change by Dr Douglas OLoughlin</p> <p>C2 - Differentiation and Integration - an introduction to the dynamics, tensions and ways forward - for Resilient and Authentic Change by Dr Tom Schwarz</p> <p>C3 - Creating Great Teams by exploring " The 5 Dysfunctions of a Team " by Paul Stuart</p>
10:30am – 11:00am	Tea-Break & Networking
11:00am – 12:30pm	<p>Concurrent Workshops D (please select ONE)</p> <p>D1- "Am I ...? Do I ...? Should I ... ?" by Ms Theresa Ratnam Thong</p> <p>D2 – The Creativity Cocktail by Ms Audrey Goh</p> <p>D3 – Do you know your Strengths and Driving Motivation? by Ms Lim Hong Li</p>
12:30pm – 1:30pm	Lunch & Networking
1:30pm – 3:30pm	<p>Large Group Plenary 2</p> <p>Facilitating organisation transformation using the Singapore Business Excellence framework by Janice Lua & Prabu Naidu</p> <p><i>Learn how you can facilitate organisation transformation using the Singapore Business Excellence (BE) Framework and its 9 Attributes of Excellence: Leading with Vision and Integrity, Creating Value for Customers, Driving Innovation and Productivity, Developing Organisational Capability, Valuing People and Partners, Managing with Agility, Sustaining Outstanding Results, Adopting an Integrated Perspective and Anticipating the Future.</i></p>
3.30pm – 4.00pm	Tea-Break & Networking
4.00pm – 5.00pm	<p>Conference Closing - So What's Next?</p> <p>Janice & Prabu will lead this highly engaging session using hybrid methodologies for conference delegates to reflect on what they have learnt the during the conference. In addition to the tools and practices, what you have discovered about yourself and what you will do after the conference.</p> <p><i>What lies behind you and what lies in front of you, pales in comparison to what lies inside of you. Ralph Waldo Emerson</i></p>

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POST-CONFERENCE PROGRAMME

Time	Post-Conference Workshops (Wednesday 13 May 2015)
8:30am – 9:00 am	Arrival & Registration
9:00am – 5.00pm	<p>Please register for ONE of the following 1-day post-conference workshops.</p> <p>Post-Conference Workshop P1 Power, participation and you the facilitator by Dr Christine Hogan</p> <p>Post-Conference Workshop P2 Deep reflections on my Facilitator functioning and getting out of my own way. Authentically embracing my courageous facilitator self - enriching my art of having others create and then realise that creation. By Dr Tom Schwarz</p>

2-DAY CONFERENCE FEE (per participant including lunch and two tea breaks)

Rates/Category	Myanmar NGO	Myanmar non-NGO	Overseas Participants
Early Bird On or Before 15 March 2015	USD 120	USD 200	SGD 390 (USD 300)
Standard Rate 16-31 March 2015	USD 150	USD 250	SGD 490 (USD 350)
Standard Rate From 1 April 2015	USD 200	USD 300	SGD 590 (USD 400)
Registration and Payment Channel	CBI	MDP	FNS

1-DAY POST-CONFERENCE WORKSHOP FEE (per participant including lunch and two tea breaks)

Rates/Category	Myanmar NGO	Myanmar non-NGO	Overseas Participants
Early Bird On or before 15 March 2015	USD 60	USD 100	SGD 200 (USD 150)
Standard Rate 16-31 March 2015	USD 120	USD 150	SGD 300 (USD 230)
Standard Rate From 1 April 2015	USD 180	USD 200	SGD 400 (USD 300)
Registration and Payment Channel	CBI	MDP	FNS

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Payment Methods to CBI

Please make payment in cash to: Ms Kay Khine Oo

Email: kkhine.kko@gmail.com Phone: (09 430 67637)

Capacity Building Initiative CBI

Room 009, Ground Floor, Building C1, Sabae Street, Yuzana Highway Complex, Kamayut Township, Yangon

OR

Cheque payment to “Capacity Building Initiative CBI” and mail it to address above.

OR

You can do a bank deposit to: *KBZ Bank Account No.- 1221210012507*

Payment Methods to MDP

Please make payment in cash to: Mr Soe Minn Lett

Email: soeminnett08@gmail.com Phone: (09 44800 8813)

Myanmar Development Professionals

No. 238, Thityar Pin Street, 23 Quarter, Bogyoke Villa, Thuwanna, Thingangyun Tsp, Yangon

OR

Cheque payment to Myanmar Development Professionals and mail it to address above.

OR

You can do a bank deposit to : *KBZ Bank Account No- 00730100703897901*

Payment Methods to FNS

For Cheque Payment, please make cheque payable in Singapore dollars to:

Facilitators Network Singapore Pte Ltd and mail it to:

Facilitators Network Singapore Pte Ltd

62 Ubi Road 1, #07-26 Oxley BizHub 2, Singapore 408734.

For **Payment via Paypal**, please provide us the email address to send payment request to.

For payment by **Telegraphic Transfers**, please add **SGD30** for bank charges in Singapore. All bank transfer charges are to be borne by the remitting party.

Beneficiary Bank's Details: DBS Bank, 6 Shenton Way, DBS Building, Singapore 068809 SWIFT Code: DBSSSGSG	Beneficiary's Details: DBS Account Number: 7171-023- 901294-9 DBS Account Name: Facilitators Network Singapore Pte Ltd
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CANCELLATION AND POSTPONEMENT

Once you have registered for the conference, it is a commitment that you will attend. Upon registration, the full conference fee will be payable regardless of attendance because of our financial pre-commitment for the conference logistics. However, we welcome replacement for the registered participant(s). The full fee will apply for cancellation or withdrawal by the participant.

We are unable to refund any part of the conference not utilised.

We reserves the right to cancel or postpone the event due to unforeseen circumstances.

Fees paid will be fully refunded in the event of cancellation by organisers.

ACCOMODATION IN YANGON, MYANMAR

Overseas participants may book their hotel rooms directly with the hotel at any of the following hotel:

No	Hotel	Room Type	Single	Double	Contact	Remark
1	Asia Plaza Hotel No. 277, Bogyoke Aung San Road, Corner of 38th Street, Kyauktada Township, Yangon Tel: 95 1 245691	Deluxe	70 USD	75 USD	Daw Lai Yee Win (Reservation) hotelasiaplaza@gmail.com www.asiaplazahotel.com	Special Delegates Rate for the Conference
		Executive	80 USD	85 USD		
		Royal Suite	95 USD	100 USD		
2	Hotel K Yangon No. 190/194, Pansodan Road (Middle Block), Kyauktada Township, Yangon Tel: 95 1 373904, 373905, 373906 95 9 73054400, 730 54500	Standard	50 USD	60 USD	Daw Sandar Aung (95 9 254838882) info@hotelk.asia www.hotelk.asia	Standard Rate
		Superior B	60 USD	70 USD		
		Superior A	70 USD	80 USD		
3	Panorama Hotel No. 294-300, Pansodan Street, Yangon Tel: 95 1 253077	Superior	90 USD	100 USD	panoramaygn@myanmar.com.mm rev.panorama@gmail.com www.panoramaygn.com	Standard Rate
		Suite	110 USD	120 USD		
4	Aung Tha Pyay Hotel No. 74/80, 38th Street (Middle Block) Near Merchant Street, Kyauktada Township, Yangon Tel: 95 1 378663, 378664	Standard	65 USD	65 USD	Dev Raj (Operation Manager) aungthapyayhotel@gmail.com www.aungthapyayhotel.com	Standard Rate
		Suite	75 USD	75 USD		

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CONFERENCE ORGANISERS



Prabu Naidu
Co-Founder, FNS



Janice Lua
Co-Founder, FNS

Profile of FNS:

Facilitators Network Singapore (FNS), a social enterprise, was formed in 2003 with the mission of promoting and supporting the art and practice of professional facilitation in Singapore and the region through methods exchange, collegial networking and support services.

FNS provides professional facilitation training and services for effective corporate retreats, strategic planning, group decision-making, board meetings, stakeholder focus group consultation/engagement and OD consultancy services for corporations at affordable professional fees.

FNS manages certification for the Certified Competent Facilitator (CCF), endorsed by the International Institute for Facilitation (INIFAC). Trained facilitators from FNS volunteer their services to Voluntary Welfare and Not-For-Profit Organisations. FNS organises regular learning and development activities for local and regional network of facilitators.

Visit FNS website at <http://www.fns.sg> for a current list of events.

Facilitators Network Singapore Pte Ltd (FNS)

Company Regn: 200600307Z

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CONFERENCE ORGANISERS



Ngwe Thein
Director, CBI



Kay Khine Oo
CBI-FNS Project Manager

Profile of CBI:

Capacity Building Initiative (CBI), a Local Non-Government Organisation, CBI is a registered local organization in Myanmar with a vision “Competent individuals and organizations are working together and contributing enthusiastically for the development of Myanmar.” CBI aims to provide various trainings for Myanmar nationals so that local knowledge and expertise in Myanmar can be drawn on to design, implement and manage more effective development projects.

The main functions of CBI are:

- 1) providing Organization Development and Human Resource Development Services, and training/workshops demanded by the NGOs, Community Based Organizations and Self-help Groups,
- 2) coordinating among NGOs through the NGO cooperation monthly meetings and 3) providing knowledge and information by resource centre and newsletters. Up to now, CBI provided various trainings and workshops to over 8000 staffs of International NGOs, Myanmar NGOs, Local Development Organizations, Community Based Organizations and many Self-help groups.

CBI is licensed by FNS to conduct its 'SPOT on Facilitation' workshop in Myanmar for the NGO sector.

Visit CBI website at <http://www.cbiinmyanmar.org>

Capacity Building Initiative (CBI) – LNGO Regn: 2123

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Pyi Sone Nyein
Managing Director,
MDP



Soe Minn Lett
MDP-FNS Project Manager

Profile of MDP:

Myanmar Development Professionals (MDP), is a private company focusing on training, organizational development consultancy, research, professional facilitation services, and business plan development. MDP values being professional and provide professional services to clients to enhance their value in service. MDP did many creative initiations in system development process, restructuring process and policy development process. MDP practice the process consultation approach and develop change model together with the client.

MDP is licensed by FNS to conduct its 'SPOT on Facilitation' workshop in Myanmar for the non-NGO sector.

For further information:

Visit: www.myanmarmdp.com

www.facebook.com/myanmardevelopmentprofessionals

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CONFERENCE WORKSHOPS – SYNOPSIS

Large Group Plenary 1

Facilitating Change and Transformation by Dr Douglas OLoughlin

Objectives

- Expand your capacity to facilitate change and transformation.
- Learn tools and frameworks you can use in your Organisation Development and facilitation practice.
- Make meaningful connections to others and to community.

Outline

- Overview and Change Connections
- Change and Transformation Assessment Activity
- Change Formula Line-ups
- Models for Change and Transformation
- Small Group discussions on the STAR Model for change
- Large group Sharing and Completions

Synopsis

The pace of change and level of complexity seems to be accelerating for most countries, organisations and individuals. If the environment is in such a state, how do we facilitate transformation at all levels of the systems we work in? In this workshop we will explore together a number of frameworks so you can build your capacity to support transformation. The session will be interactive, engaging, and thought provoking, and you will leave with tangible tools you can put right into practice. As consultants and facilitators, we are poised to support organisations and people as they navigate through these fast-changing and complex times. Let's come together and expand our capacities to support organisations to transform themselves in the midst of changes in their external environment.



Dr. Douglas OLoughlin is a Principal Consultant in the Institute for Leadership and Organisation Development (ILOD) in the Civil Service College (CSC) in Singapore. He has been in the OD field since 1988, with AT&T, Joy of Learning Consultants, and now CSC. He has done projects in more than 20 countries, was originally from the U.S., and has been based in Singapore since 1993. His expertise is in the field and practice of Organisation Development (OD), in areas such as Systems Change, Large Group Interventions, Team Effectiveness, Leadership, and Facilitation. He is also certified in a wide range of instruments and assessments, and is a certified Executive Coach.

Douglas has a M.B.A from the Rutgers Graduate School of Management, and a PhD in Organisation Development from Assumption University. He researched how the frameworks and tools of Adult Developmental Psychology can enhance Leadership and Organisation Development Douglas is co-founder of the Asia OD Network, the OD Group at SIM, and the OD Network of Singapore. He has spoken at many conferences, written numerous articles, and has written a book "Facilitating Transformation: 12 Strategies for Creating Breakthroughs with Groups." He is also an Adjunct Lecturer in the Master's program in OD at Assumption University, Bangkok.

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Workshop A1 - Managing transitions effectively in times of change by Dr Christine Hogan

Objectives

At the end of this workshop, participants will be able to:

- describe strategies they used to manage "transition times" and change in the past
- identify a current change or transition in their lives
- describe the main stages of the "hero/heroine's journey" and where they are now
- use card sorts to identify feelings generated by being in transition; the impact on their bodies and mind and strategies to manage them
- use 10 generic transition skills that will assist them to manage current and future change.

Outline

1. Describe strategies they used to manage "transition times" and change in the past both enabling i.e. positive and restrictive i.e. negative coping strategies
2. Explore the "hero/heroine's journey"
3. Describe feelings generated by being in transitions and strategies to manage them
4. Use 10 skills that will assist them to manage transitions
5. We can change things" Process: A Song!

Synopsis

During times of change we need transition coping strategies and resilience skills. Change impacts on us physically, emotionally and mentally and you will learn ten practical transition skills to use yourself and with your families, teams and community groups. In this workshop we will use picture card packs to help you identify the feelings involved during "transition time" and positive coping strategies. You will learn about the stages of transition through the "hero/heroine's journey" and how this story links to stories in your culture/s. The interactive and fun activities in this workshop are designed to boost self-confidence. Participants will be able to use a variety of skills to take ownership of their own current and future transitions and changes in their lives.



Contact: Christine@hogans.id.au
Phone: +61 8 9279 8778
Website: www.hogans.id.au

Dr Christine Hogan is a consultant in community development and organisational change, cross-cultural communication, climate change adaptation & disaster preparedness. She has worked in Kiribati, Lao PDR, Thailand, Malaysia, The Philippines, Mongolia, Nepal, Senegal, Abu Dhabi, Bhutan, Hong Kong as well as Australia and the UK. She was an Adjunct Professor with the Curtin University Sustainability Policy Institute until 2014. Previously, she taught full time as a Senior Lecturer in Human Resource Development for 12 years at Curtin University, Perth, Australia.

Christine is the author of many books on Group Facilitation:

1. Facilitating cultural transitions & change. (2013) 4 Square Books. Stillwater, Minn., USA. Available from Amazon.com and Amazon.co.uk
2. Facilitating multicultural groups. (2007) Kogan Page. London.
3. Practical facilitation: A toolkit of techniques. (2003) Kogan Page, London.
4. Understanding facilitation: Theory & principles. (2002) Kogan Page, London.
5. Facilitating empowerment: A handbook for facilitators, trainers & individuals. (2000) Kogan Page, London. Reprinted (2012) 4 Square Books. Stillwater, Minn., USA.
6. Facilitating Learning: Practical Strategies for College & University. (1999) Éruditions. Melbourne. Australia.

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Workshop A2 - Effective Organisational Change: Preparation and Understanding by Paul Stuart

Objectives

1. Appreciate the essential steps required to implement change successfully
2. Understand the “journey” people follow when change is introduced
3. Appreciate that all change involves individual loss of some sort
4. Explore ways to deal with resistance

Outline

1. Introduction: * Objectives and agenda * Exercise : The factors driving change
2. The Change Journey: * 3 stages of change * Exercise : The change journey
3. Resistance: * Why do people resist ? * Exercise : How to overcome resistance
4. Leading Change: * Exercise : The Kotter 8 stage implementation model
5. Summary

Synopsis

Whether it is to keep up with competitors, make best use of technology or explore new opportunities, modern business life seems to be one of continual change and at an ever-increasing rate ! The ability to guide teams through change in an effective manner has thus become a key managerial skill, and yet a significant proportion of change initiatives fail. This short workshop will focus on introducing participants with the foundation skills and knowledge to help them lead organizational change using a structured, best-practice methodology which will minimise resistance and result in a more effective, efficient and consistent implementation.



Paul Stuart is a free-lance Performance Consultant operating in four main roles : - • Regional Head of a UK based Training and Consultancy provider. This role encompasses both programme design and delivery, as well as business development
• Regional Director of a US provider of a wide range of diagnostic tools and surveys for both organisations and individuals, such as Organisational Alignment, Sales Competency
• Executive Associate of a specialist project management training provider Facilitation Skills

Paul has facilitated a wide range of Personal Development interventions and has a special interest in the areas of motivation, influencing and performance management. Amongst the subjects he has covered are : Project Management, Assertiveness, Change Management , Creative Problem Solving, Critical Thinking, Effective Communications, Diversity and Inclusion, Inter-cultural Sensitivity, Organisational Savvy, Performance Management, Leadership Motivation and Engagement; Influencing without Authority, Strategic Planning, Successful Negotiations, Effective Teams.

He has served clients across Asia and across different sectors including banking, technology, oil and gas, consumer goods and aviation.

Originally from the UK, Paul also has considerable international exposure including project work in the Middle East, and has lived for 5 years in Hong Kong and 14 years in Singapore. Professional Qualifications and Training Certified Executive Coach, UK Association for Coaching Registered facilitator for Relationship Awareness Theory (Strengths Deployment Inventory) Certified “ Dr Thiago “ trainer HND Business Studies – Distinction CIPD, Graduate Member – Distinction”.

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Workshop A3 - An exploration of the role of Values as we Challenge our current 'what is' and seek to Change people, organisations and society by Dr Tom Schwarz

Objectives

Content perspective: The participants will have explored and experienced working with Values – and gained insight into how they might engage people more deeply with this topic. Process perspective: Understand and have experienced how to design processes that take a group on a journey * from an initial state of individual/stakeholder/sub-groups - with strongly polarizing views and positions on topics - such as Values * to working with these usefully and gaining a group consensus on ways forward. (The participants will have also gained exposure to large and small group processes) Dynamics Perspective: Understand and have experienced the internal shifts required and that take place as they change perspectives from the 1st person (me, I, mine) to the 2nd person (you, yours) – and then get glimpses of the 3rd person (objective observer) view.

Outline

Element 1 Group connecting: Who are we ?

Session introduction, objectives and session map 'Values' warmup

Element 2 FlipFlop Debate High-energy Plenary/group experience

Element 3 Meaning Making 1 The Arguments/Challenges – of the roles

Element 4 Meaning Making 2 Insights into Values and Working with Values Insights into

Perspectives/positions; Insights into 'permissions' and role-play.

Element 5 Applications To Life and Work

Element 6 Close; Session Reflection; Celebration

Synopsis

For participants this is a highly experiential journey of multiple levels:

Dynamics perspective: Experiencing the internal shifts required and that take place as they change perspectives from the 1st person (me, I, mine) to the 2nd person (you, yours) – and then get glimpses of the 3rd person (objective observer) view.

Content perspective: Exploring and experiencing working with Values – and gained insight into how they might design processes to engage people more deeply with this topic.

Process perspective: Understanding and experiencing how to design processes that take a group on a journey

* from an initial state of individual/stakeholder/sub-groups - with strongly polarized views and positions - eg. on topics such as Values * to working with these usefully and gaining a group consensus on ways forward. (The participants will have also gained exposure to large and small group processes)

The approach experienced in the session is applicable to situations where groups may need to deal with strategies or strategy elements, action items, polarized positions or issues, or change directions - where there are strong and conflicting ideas held that need to be expressed prior to the group 'moving forward' – eg such as around Values. By its nature it provides high engagement and ownership to participants – involving both head and heart – the session construct generating high energy, and the flip-flop role changes bringing about deep insights into roles perspectives and 'permissions' - and profound 'aha's' as these are connected to our Challenges in Leadership and Change and self.

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Dr. Tom Schwarz is a Consulting Facilitator helping organizations, teams and people unfetter and realize their aspirations and potential - focusing around facilitative leadership and management development, and team effectiveness and creativity. He is a Certified Professional Facilitator (International Association of Facilitators - IAF) and CPF Assessor, was an IAF Board member and IAF ANZ Regional Representative - with a broad formal and informal facilitation, training and Consulting background and experience. These are derived from senior corporate roles (over 20 years with Dec, Apple, HP - Training, Consulting, Sales, Marketing & Strategic Planning – introducing disruptive change into the IT sector), and then running his outcome focused organisational agility development practice over Asia Pacific - with almost a decade of living in Asia -Singapore, Hong Kong, Shanghai.

Tom is the Principal of Kinnogene (Aus) – which uses participatory and values based approaches to bring about enduring change and resilience. These are grounded in the core values embodied in such approaches as the Technology of Participation, Future Search, World Café, Improv and PsychoDrama/SocioDrama.... through to custom 'roll-your-own' - to deliver sustainable transformation journeys to clients, including Adaptive Leadership action learning labs.

He is an inaugural IAF 'Hall of Fame' recipient in recognition of his Global contribution to the Profession of Facilitation, and has been invited to provide workshops at International Facilitation conferences regularly since 2004 across Asia, Europe and America. Tom believes in and practices life-long learning and is an advanced Psychodrama Trainee with AANZPA Psychodrama - as well as a keen student of various dance forms (Swing, Blues, Balboa, Contact Improv) - all of which involve deep listening and being in the moment as we dance with 'the other'.

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Workshop B1 - The B.E.S.T Communication Strategy: ~ Enhancing Organisational Capability through Non-violent Communication by Ms Audrey Goh

Objectives

Have a better understanding of the communication landscape within their organization, while appreciating the communication styles & profiles of their stakeholders. This will encourage & enable them to practice B.E.S.T Communication Strategy: > Build Rapport > Engage Stakeholders > Strengthen Communication Channels > Take Initiative & Action towards a Non-violent Communication approach

Outline

1. Opening Activity: Hi-5 Networking
2. Exploring the Communication Landscape through an Environmental Scan analysis
3. Discovering Your Communication Style through a Profiling activity
4. Connecting with Components of Non-violent Communication
5. Closing Activity : The R.I.C.E Framework for Proactive Action in Communication

Synopsis

This interactive workshop focuses on how effective COMMUNICATION can contribute positively towards enhancing an organization's capability. The session will begin with exploring the current Communication Landscape within the organization. Participants will also discover their preferred Communication Style by completing a simple communication profiling tool. They will also gain insights into Non-violent Communication and appreciate this process or model of communication that keeps our attention focused on a place where we are more likely to get what we are needing. It guides us in reframing how we express ourselves and hear others.



Audrey Goh is a Corporate Trainer & Community Facilitator based in Kuala Lumpur, Malaysia. Her portfolio of clients include those in the Oil & Gas industry (Shell, BP), FMCG (Dutch Lady/Friesland Campina), Retail industry & malls (Suria KLCC), Hotel & Catering industry (G- Tower Hotel) and Education (Reliance College of Hospitality & Tourism).

Her facilitation assignments are mostly community based, serving the needs of NGOs and civil society organisations in their community outreach projects. Audrey completed her tertiary education in England, where she studied Hotel Management & Catering, alongside Business Studies.

She is currently also the Editor for DreamCatcher Magazine - a bi-monthly Travel & Lifestyle magazine, published in Malaysia. She delights in writing articles related to travel, culture & heritage and also writes food reviews.

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Workshop B2 - Building Organisational Capability Through LEAN by Mr Paul Singh Gill

Objectives

Participants will gain a deeper understanding of: - LEAN Principles and Philosophy - Why LEAN is synonymous with Myanmar's Development Journey - How Participants Can Easily Deploy LEAN in Their Organisations - LEAN Tools and Their Benefits

Outline

1. Brief Introduction to LEAN (5 mins) 2. Activity: How is LEAN Relevant to my Organisation? (15 mins) 3. Lean Principles & Philosophy (5 mins) 4. Activity: What Are Some Areas in My Organisation that Can Benefit from LEAN? (15 mins) 5. LEAN Deployment in the Organisation (5 mins) 6. Activity: What Are Some of the Barriers I Currently Face in Implementing LEAN in My Organisation? (15 mins) 7. How Do We Spend Our Time at Work? (5 mins) 8. Activity: How Can I Help My Organisation Improve Time Management and Increase Organisational Capability? (15 mins) 9. Wrap-Up, Q&A and Close (10 mins)

Synopsis

In the framework of Myanmar's development journey as a nation, concepts of Quality and meeting customer requirements consistently are now becoming increasingly relevant. It is imperative that as Myanmar opens up to trade and investment, local organisations must be able to step-up to the demands placed upon them by their partners. Often, these demands are for Quality, Efficiency and Effectiveness. A useful first step in this journey often starts with understanding concepts of LEAN. A "Lean" business produces just what is needed - when it is needed and with no additional labour, cost and time. This 90-minute workshop will share with the audience why LEAN is so important in Myanmar's industrial development, and how it can help in transforming organisational capabilities - with benefits both in industrial operations as well as in service environments.



Paul Singh Gill is a consummate process re-engineering professional - having led and participated in major corporate transformation initiatives over the last 20 years. His experience spans a wide variety of industry sectors: gold & copper mining; chemicals manufacturing; insurance & asset management; banking & financial services; web search and business process outsourcing. Key strengths include business and financial strategy development; leadership coaching; change program deployment & audit; and organizational design & implementation. Paul is also passionate about teaching - and has over the years trained and mentored hundreds of project managers in Lean, Six Sigma, Balanced Scorecard and Change Management programs in Asia, the Middle East, Europe, North America and Australasia.

Starting out at The Dow Chemical Company where he led its organisational excellence initiatives in Asia, Paul moved from a manufacturing environment to a transactional one when he joined AIG in Hong Kong as VP & Director of Facilitation. Here, Paul oversaw the company's change management program in North & South East Asia. Not long after, Paul was headhunted back to Singapore as Senior Change Management Leader at Standard Chartered Bank's Group Finance division. In this Finance Transformation role, he was responsible for integrating people, process and systems changes across the function globally. Since 2009, Paul has been an independent business transformation leader and currently consults to the many of the world's largest industrial organizations.

Paul holds an Executive MBA qualification from the University of Chicago Booth School of Business. He also earned a Master of Science degree in Petroleum Economics from the Institut Français Du Pétrole (French Petroleum Institute, Paris, France) and another MSc degree in Mineral Economics from the world-renowned Colorado School of Mines (Colorado, USA). His BA degree was earned at the State University of New York (NY, USA) in Economics. Paul is a member of the Sustainable Energy Association of Singapore and the Singapore Productivity Association.

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Workshop B3 – Learning Journey to one Myanmar Civil Society Organisation organised by Capacity Building Initiative, Yangon

From the learning journeys, participants could learn:

How the Myanmar people especially Yangonites are collectively helping the poor and marginalized citizens in Yangon in the Social sector particularly health and education under the names of Civil Society Organization taking social responsibility. It would be interesting to learn that the initial objectives became the activities as they expand their services through the time. The participants could share their experience as well as take the ideas and initiate in their areas if they thought possible in their context. A brief description of the organisation will be provided soon.

Workshop C1 – Designing Large Group Sessions for Organisation Change by Dr Douglas OLoughlin

Objectives

Become more mindful of the type and quality of experiences they are creating for their stakeholders
Understand key design and facilitation principles
Learn a template and some tools for designing large group sessions

Outline

Overview of Large Group Interventions for Change
Connections Activity
Discovering the Way things Are Activity
Elicit Dreams Activity
Decide Actions activity
Completions Activity
Summary and Lessons Learned

Synopsis

This workshop is designed for you to experience and learn how to design a large group intervention, for organisations and communities who are looking to expand or transform their effectiveness. You will gain an understanding of the meeting canoe, designed by Dick and Emily Axelrod, and how to use the canoe to more easily and effectively design and facilitate sessions with up to a few hundred people (the canoe also works for smaller groups as well). You will also get some ideas for tools you can use in your design, as you get to customise the design in support of objectives and outcomes.

For Douglas' bio, please refer to the one given in the Large Group Plenary 1

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Workshop C2 - Differentiation and Integration - an introduction to the dynamics, tensions and ways forward - for Resilient and Authentic Change by Dr Tom Schwarz

Objectives

- have a deepened understanding of the diversity in any situation – the lens and perspectives that might be at play, and how to have this diversity find voice.
- have been introduced to approaches and a framework that can deliver increases in capacity - resilience and sustainability of outcomes - of teams/groups/organisations and communities – especially in high diversity situations.
- feel shifts in themselves, and also note this in others during the workshop – and have space to reflect on what this means in terms of their Leadership and Facilitation as change agents.

They will have in the workshop experienced and applied the following

- Dynamics perspective: Experienced the internal shifts required and that take place as they change perspectives from the 1st person (me, I, mine) to the 2nd person (you, yours) – and then get glimmers of the 3rd person (objective observer) view.
- Content perspective: Explored and experienced working with Change from a Diversity perspective – and gained insight into engaging themselves and others people more deeply in this paradigm.
- Process perspective: Understanding and experiencing how to design processes that take a group on a change journey honouring both difference and inclusion - from an initial state of individual/stakeholder/sub-groups with strongly polarized views and positions to working with these usefully and gaining a group consensus on ways forward Framework perspective: Explored and experienced an approach based upon Differentiation and Integration (of systems, of self) - and applied this framework to bring about strength, richness and creativity from diversity.

Outline

Element 1 Group connecting: Who are we ? Session introduction, objectives and session map ‘ Change’ warm- up, focus question development

Element 2 Differentiation and Integration (D&I) – generative Dialogues (based on Yvonne Agazarian, John and Joyce Weir, Lawrence & Lorsch, et al) - an introduction to the internal and external paradigm of Differentiation AND Integration – ‘YES AND ‘... as an authentic ‘all voices being heard’.

Element 3 Addresses the Leadership & Change challenges - of focus in the midst of Multi-stakeholder high- diversity and issues complexity – around Change (Introduction and experience of the Generative Change Community Dialogics into Change)

Element 4 Meaning Making (of content and processes) Plenary and Group work on insights from the workshop experiences to:

- The frameworks and processes - Change and Challenging ‘what is’...
- Leadership and paradigm shifting responses to ‘what is’ and ‘what’s needed’ ... around Change .

Element 5 Session journey Reflections – around but not limited to Insights into Change and Resilience Insights into Perspectives/Positions

Element 6 Applications to Life and Work Celebration/ Close"

Synopsis

Differentiation and Integration - an introduction to the dynamics, tensions and ways forward - for Resilient and Authentic Change. We want to soar in our capacities in enabling enduring, resilient change and transformation - in bringing divergent worlds together, working across differences – and yet are seemingly hindered by fixed and diverse views of the world.

Come and engage with change in a highly experiential exploration and meaning making fun experience, with a serious side – as we explore in a mind-changing way our engagement with working with others in bringing about change – in ourselves and others. You will feel shifts in yourself, and also note this in others during the workshop – and have space to reflect on what this means in terms of your Leadership and Facilitation, your capacity to work with diversity.

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For participants this is a highly experiential journey of multiple levels:

Dynamics perspective Experienced the internal shifts required and that take place as they change perspectives from the 1st person (me, I, mine) to the 2nd person (you, yours) – and then get glimmers of the 3rd person (objective observer) view.

Content perspective: Explored and experienced working with Change from a Diversity perspective – and gained insight into engaging themselves and others people more deeply in this paradigm.

Process perspective: Understanding and experiencing how to design processes that take a group on a change journey honouring both difference and inclusion - * from an initial state of individual/stakeholder/sub-groups with strongly polarized views and positions * to working with these usefully and gaining a group consensus on ways forward

Framework perspective: Explored and experienced an approach based upon Differentiation and Integration (of systems, of self) - and applied this framework to bring about strength, richness and creativity from diversity.

For Tom's bio, please refer to the one given in Workshop A3.

Workshop C3 - Creating Great Teams by exploring " The 5 Dysfunctions of a Team " by Paul Stuart

Objectives

1. Understand the key elements of the 5 Dysfunctions of a Team model 2. Make an initial assessment of their own team against the 5 Dysfunctions 3. Explore potential ways of overcoming dysfunctions with low scores 4. Appreciate best practice tactics developed by the author of the model.

Outline

1. Opening exercise: World's Worst teams
2. Introduction * Objectives / Agenda / Methodology
3. Exercise: Self-assessment of own team * How to use this back in the workplace
4. The 5 Dysfunctions model * Explanation and sequence
5. How to overcome dysfunctions * Selfreflection and Group exercise
6. Tips from the author * Video; Patrick Lencioni 7. Summary

Synopsis

In all aspects of life, whether in business, government, notforprofit , sport etc so much of the success of the organization depends on the ability of different units or individuals to work together effectively. But, true teamwork, particularly in the commercial world; proves elusive for many organizations; resulting in wasted effort, reduced morale and less than optimum results. This short workshop will introduce the key elements of The 5 Dysfunctions model developed by Patrick Lencioni and so provide a simple, practical approach to uncovering the dysfunctions in any team.

For Paul Stuart's bio, please refer to the one given in Workshop A2.

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Workshop D1- "Am I ...? Do I ...? Should I ...?" by Ms Theresa Ratnam Thong

Objectives

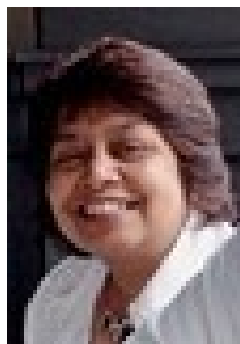
1. Review some of their inner struggles when facilitating
2. Recognise some of the human subsystems that can either act as a safety net or become a landmine when facilitating
3. Reflect on their "presencing" when facilitating

Outline

Welcome and Workshop Outline
Group Intro and Energizer
W.O.W.
Activity
Group discussion
Group reporting
Reflection and Nuggets
Evaluation and Close

Synopsis

As facilitators we are often faced with questions to which answers are hard to come by. Our journey with groups often sees ourselves being confronted with "Am I ...? Do I ...? Should I ...?" questions. This Workshop explores our human subsystems to cope with the inner struggles and challenges in our quest to remain neutral as we enable groups to discern and collectively arrive at a desired point.



Ms Theresa Ratnam is with Asian Management Research Consultancy Sdn Bhd (AMReC) which was formed in 1984. She was trained in Community Development in the Asian Social Institute, Philippines and completed the Intermediate in Laws with University of London (External). She is a Certified Professional Facilitator and Assessor, the first Malaysian to be certified by the International Association of Facilitators (IAF) in Ottawa, Canada. She was recently inducted into the IAF Hall of Fame, the first Asian to be honoured.

Theresa Ratnam has been in the field of training and facilitation (corporate and non-corporate sectors), with special focus on human, organization and community development, for the past thirty two years. Prior to joining AMReC in 1985, she was working with a private welfare organization which was deeply involved in the promotion of social conscientization, growth and commitment towards people development. In the past twenty years she also has been focusing on sustainable development and urban development.

Theresa Ratnam is a member of the International Association of Facilitators and served on the IAF Board as Vice-Chair (2007 – 2008) and the Regional Coordinator for Asia (2001 – 2003). She is a member of the Association of Psychological and Educational Counsellors of Asia (APECA). She was also a Member of the Malaysian Society for Training and Development (MSTD) and served as one of the Vice-Presidents. She was involved in the writing and co-facilitating of one of the modules for the Professional Diploma in Training and Development for the Centre for Continuing Education, University Malaya. Theresa Ratnam is part of the Facilitators' Group in Malaysia devoted to promoting and advancing facilitation in the Region. She is the founding Partner of the Facilitators Network Services, Malaysia. She is also part of the organizing committees that organize the Annual IAF Asia Facilitator Conferences in the Region.

Theresa Ratnam served as a Councilwoman with the Local Government - Subang Jaya Municipal Council (2008 – 2010). She was appointed as a member of the Residents' Representative Committee - Zone One, Subang Jaya and served as the Chairperson from 2002 - 2004; 2008 - 2010. This is part of the UN Local Agenda 21 Initiative undertaken by the Municipal Council.

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She is the Chairperson of the Lafite Apartments Management Corporation (2005 – 2008; 2014 till now) and was a Member of the Malaysian Lasallian Education Council (2005 - 2007).

Theresa Ratnam was among twenty-five facilitators selected worldwide to help facilitate in the meetings of the multi-stakeholder process during the Implementation Conference at the World Summit on Sustainable Development in August 2002 held at Johannesburg, South Africa, a follow-up to the Rio De Janeiro Earth Summit. Theresa Ratnam also facilitated the United Nations Country Team Retreat on the Millennium Development Goals Draft Report for Malaysia which was attended by the Heads of respective UN Agencies from the Region. Theresa Ratnam was the Lead Facilitator for the CEOs Roundtable Dialogue during the Women@Work Summit in August 2003 organized by the Ministry of Women and Family Development, Malaysia. She was also the Chief Facilitator at the Malaysia Water Forum, an event that was held during the First Malaysia Water Week and 9th AGM of the Global Water Partnership co-organized by the Malaysian Water Partnerships under the Department of Irrigation and Drainage, Malaysia in June 2004.

Theresa Ratnam was one of the twenty-five persons from all over the world invited to participate in the Global Community Launch Meeting of the Generative Dialogue Project in New York, U.S.A. in October 2005. This Meeting was organized by the Synergos Institute in Partnership with the United Nations Development Programme for Democratic Dialogue, Global Action Network, Society of Organizational Learning and the Third Millennium Foundation. She is part of the Group for the Global Generative Change Community which promotes the use of dialogue and other dialogic processes to help bring about individual, organizational and societal transformation.

Theresa Ratnam's main areas of facilitation are: Participatory Planning and Decision Making Multi-Stakeholder Dialogues and Meetings Generative Dialogue and Sustainable Change Approaches Social Awareness, Community and Societal Development Strategic Planning and Development Issues Diagnosis and Conflict Reconciliation Process Facilitation and Learning Processes Effective Communication, Leadership and Team Development.

Workshop D2 – The Creativity Cocktail by Ms Audrey Goh

Objectives

be able to use the Art of Mixology to concoct refreshing and thirst-quenching cocktails and mocktails! In addition, they would also be equipped and enriched with the 3R Creativity Strategies which will enable and empower them to further enhance their personal and/or organizational competitiveness. It will provoke and inspire them to "whack" out of their habitual thought patterns and entice, encourage and enlighten them to look at what they're doing in a fresh, fun and fulfilling way!

Outline

- The Art of Mixology: - learn the basics of cocktail/mocktail making
- > Concocting Creativity Cocktails for the Facilitator Fraternity!
- > The 3R Creativity Strategies: ~ Random Links ~ Revolutionize! ~ Re-Imagine...

Synopsis

Build, Stir, Shake & Blend your way to a concoction of creative strategies that will enrich, empower and enable you to enhance your personal and/or organizational competitiveness! This highly participative, interactive and engaging session infuses the Art of Mixology with the 3R Creative Strategies that will give you the "whack" you need to generate your ideas and give you the "kick" you need to get your ideas into action!

For Audrey's bio, please refer to the one given in Workshop B1

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Workshop D3 – Do you know your Strengths and Driving Motivation? by Ms Lim Hong Li

Objectives

This highly experiential workshop will provide new insights for participants to unlearn and relearn to work as a team, organization and community. It aims to use a learning model as a possible way to help strengthen collaborative relationships and enhance teamwork within a team. It also aims to leverage each other's strengths to produce greater results.

Outline

1. "Strengths in Chaos" Energiser
2. Discovering Strengths Concepts
3. Activity 1: What Drives us?
4. Where are the Crossroads?
5. Activity 2: How to Spark Good Relationship?
6. Activity 3: Action Planning
7. Debrief and Check-out

Synopsis

Have you wondered how we can do these? Know the intent behind a behaviour?

Facilitate individual towards greater team identify?

Strengthen collaborative team spirit and relationship amongst team members?

Harness individual strength and tap on collective strength within the team?

This workshop will uncover the strengths of individual towards greater team, organisation and community synergy. At the same time, you will experience the art and science of facilitation while discovering your strengths."



Lim Hong Li, CPF, holds a degree in Business Administration (National University of Singapore). She is an IAF Certified Professional Facilitator by the International Association of Facilitators. She has accumulated more than 20 years of work experiences across the recreation, service, media and education sectors. Hong Li has also worked extensively with more than 70 diverse organisations from various industries in the public, private and people sectors on process facilitation, experiential learning, creativity/innovation, leadership, teambuilding, and train-the-trainer sessions.

For the last 15 years, she has also conducted retreat programmes, strategic and action planning, focus group solutioning, assertiveness and influencing, communications and project management workshops for her clients. She also has rich experience in training and facilitating Facilitation Skills training, Ask Stupid Questions, Aspiration Pathfinder, Multiple Intelligence, Design Thinking, Graphics Design and Rapid Learning/Storytelling workshops.

Her work spans Singapore, Norway, Japan, China, Korea, Malaysia, Indonesia, Vietnam and Cambodia. True to the flaming spirit of helping groups from diverse sectors, cultures and languages, she aspires to lead more international programs. She is a trained associate with the Facilitators Network Singapore.

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Large Group Plenary 2

Facilitating organisation transformation using Singapore Business Excellence (BE) framework by Janice Lua & Prabu Naidu

Objectives

- Be aware of the drivers of organization performance and results through the BE framework
- Appreciate the key characteristics of high performing organisations through the attributes of excellence (i.e. core values)
- Experience collective wisdom through large group facilitation methods

Outline

- Overview of the BE framework and attributes of excellence
- Break-out group discussion on the practices and opportunities
- Large group sharing and key takeaways

Synopsis

Learn how you can facilitate organisation transformation using the Singapore Business Excellence Framework and its 9 Attributes of Excellence: Leading with Vision and Integrity, Creating Value for Customers, Driving Innovation and Productivity, Developing Organisational Capability, Valuing People and Partners, Managing with Agility, Sustaining Outstanding Results, Adopting an Integrated Perspective and Anticipating the Future. The Singapore BE framework is aligned with excellence frameworks adopted for the US Malcolm Baldrige National Quality Award, European Foundation for Quality Management Excellence Award, Japan Quality Award and the Australian Business Excellence Awards.



Janice Lua is a Certified Professional Facilitator and a Certified Master Facilitator. She has a MSc (UK) in Technology Management and a MBA (Australia) in Entrepreneurial Management.

With over 20 years of experience in the private, public and people sectors across different industries in senior management positions, she has extensive training, facilitation and consultancy experiences in organisation-wide change management, business process re-engineering, productivity improvements, strategic/corporate planning, action planning and project management. She has facilitated internationally using methods such as The World Café, Open Space Technology and Future Search.

She is on the Management Committee of the Singapore Productivity Association, a Lead/Senior National Business Excellence Assessor, Certified Management Consultant, Certified Strengths Deployment Inventory® Facilitator, PMI certified Project Management Professional, IAF Certified Professional Facilitator (CPF), an INIFAC Certified Master Facilitator (CMF) and CMF Assessor, and licensed Dynamic Facilitation Instructor.

She co-founded the Facilitators Network in 2004 to upscale the competencies of facilitators in Asia and co-authored SPOT on Facilitation in 2011.

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Prabu Naidu is a Certified Professional Facilitator and a Certified Master Facilitator. He holds a Masters in Organisational Behaviour (UoL - Birkbeck College, UK) and gained 19 years of MNC experience (1980-1999) with Philips, AT&T and Compaq which spanned diverse functions in Engineering, Materials, Project Management, TQM, HRD, Managing Change and Supply Chain Re-Engineering - these set the foundation for his current fourteen years (2000-2013) of training, facilitation and consulting work in organizational development.

He has designed and delivered numerous OD interventions for MNCs, SMEs, Government departments & not-for-profit organisations in Singapore and regionally for MNEs & SMEs. He is an IAF Certified Professional Facilitator (CPF) and an INIFAC Certified Master Facilitator (CMF).

He co-founded the Facilitators Network in 2004 to upscale the competencies of facilitators in Singapore and the region. His lectures at professional institutions are always well received by the students as all his lectures are very engaging and facilitative. He co-authored SPOT on Facilitation.

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1-Day Post Conference Workshop Synopsis (13 May 2015, 9am-5pm)

Workshop P1 - Power, participation and you the facilitator by Dr Christine Hogan

Objectives

At the end of this ONE DAY post conference workshop participants will be able to:

- describe different interpretations of the concepts of "power" and "empowerment" from a variety of different work and cultural perspectives
- explore the lessons learned from past empowering and depowering experiences using the "empowerment cycle"
- identify a current work related problem and turn it into a "change project"
- apply over 60 power bases/sources and the "power card pack" to make a change project happen (Hogan 2011)
- develop action plans using power bases selected
- identify how they use power in their facilitation work with participants (Heron 1999)
- exchange methods they use to enhance the empowerment of others
- describe ways of letting go of power in groups (Chambers 2002).

Outline

1. different interpretations of the concepts of "power" and "empowerment" from a variety of different work and cultural perspectives (individual drawings, discussion)
2. explore the lessons learned from past empowering and depowering experiences using the "empowerment cycle" (mind mapping in groups)
3. problem & change project (paired discussion)
4. 60 power bases/sources (explanation and clarification questions and card sort by individuals and/or groups)
5. action planning (reflection by individuals and/or groups; presentation and feedback to one another)
6. facilitation power modes in facilitation work (individuals review how they use power in groups in relations to the Heron model)
7. can you empower others? (dialogue versus debate as processes to explore issues)
8. how can you let go of power in groups? (review of ideas of Robert Chambers in different cultural contexts)
- 9 What did you get out of the day? (ORID discussion process)

Synopsis

Power is everywhere, but is seldom spoken about directly. It is sometimes like "an invisible elephant in the room" in workshops. Power is often the missing link between how groups picture the changes they want to achieve and how they achieve those changes.

The workshop will include a variety of processes and frameworks including:

- the "empowerment cycle"
- mind mapping past empowering and depowering experiences
- power card pack of "sources of power" (there are over 60)
- action plans using power bases selected
- different facilitation power modes and ways of letting go of power in groups. "If you don't like it do something about it!" These were the words of a friend when Christine was commenting on how power was used and/or abused in organisations.

Christine set out to ask people:

- "What makes you feel powerful?"
- "What do you see in others as powerful?"

The outcome was an empowering journey from 1995 to the present day and led to the publication of "Facilitating empowerment: A handbook for facilitators, trainers & individuals", first published in 2000 and reprinted in 2012 by Amazon.

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Dr Christine Hogan is a consultant in community development and organisational change, cross-cultural communication, climate change adaptation & disaster preparedness. She has worked in Kiribati, Lao PDR, Thailand, Malaysia, The Philippines, Mongolia, Nepal, Senegal, Abu Dhabi, Bhutan, Hong Kong as well Australia and the UK. She was an Adjunct Professor with the Curtin University Sustainability Policy Institute until 2014. Previously, she taught full time as a Senior Lecturer in Human Resource Development for 12 years at Curtin University, Perth, Australia.

Christine is the author of many books on Group Facilitation:

1. Facilitating cultural transitions & change. (2013) 4 Square Books. Stillwater, Minn., USA. Available from Amazon.com and Amazon.co.uk
2. Facilitating multicultural groups. (2007 Kogan Page. London.
3. Practical facilitation: A toolkit of techniques. (2003) Kogan Page, London.
4. Understanding facilitation: Theory & principles. (2002) Kogan Page, London.
5. Facilitating empowerment: A handbook for facilitators, trainers & individuals. (2000) Kogan Page, London. Reprinted (2012) 4 Square Books. Stillwater, Minn., USA.
6. Facilitating Learning: Practical Strategies for College & University. (1999) Éruditions. Melbourne. Australia.

Contact: Christine@hogans.id.au

Phone: +61 8 9279 8778

Website: www.hogans.id.au

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1-Day Post Conference Workshop Synopsis (13 May 2015, 9am-5pm)

Workshop P2 - Deep reflections on my Facilitator functioning and getting out of my own way. Authentically embracing my courageous facilitator self - enriching my art of having others create and then realise that creation by Dr Tom Schwarz

Objectives

We will work with Action Methods (aka Moreno) to bring alive and develop new progressive (ie more satisfying and effective) responses to those emergent critical times when our Facilitator functioning was inadequate to the needs of the moment - for ourselves, the group, our client - when these lack energy or indeed 'goes wrong'.

The workshop experience will generate insights, and offer role-training - using psychodrama and sociodrama approaches - to develop our more progressive creative and spontaneous Facilitator functioning. The approach will tap and share the creative genius within us all to heighten our capacities to notice and respond more appropriately.

Outline

We will work according to the principles of Moreno - where we 'say' by 'doing' - where all conversations and dialogues are 'in action'

Element 1 Our beginning

Group gel - warmup (engaging with..) to theme, and to each other.

Day's journey map and workshop agreement

Element 2 Deepening our warmup

Small-group work on sharing our journey to arrive at the workshop

Deepening the warmup to our critical moments and our functioning in these

Sharing of some of these in Plenary

Element 3 Begin progressive role development - increase the warmup to theme.

Director based selection of some stories that reflect the work of the group

Psychodrama/SocioDrama/Role-training enactments of these

Sharing responses to integrate the work

Element 4 Continue Progressive Role development - heighten the warmup

Repeat Element 3 Expand with new stories that arise in response to these

Element 5 Close Day's reflections - insights and felt change

Connection affirmation

Goodbyes"

Synopsis

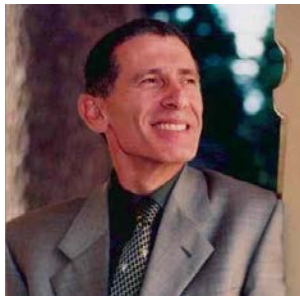
We will work with Action Methods (aka Moreno) to bring alive and develop new progressive (ie more satisfying and effective) responses to those emergent critical times when our Facilitator functioning was inadequate to the needs of the moment - for ourselves, the group, our client - when these lack energy or indeed 'goes wrong'.

The workshop experience will generate insights, and offer role-training - using psychodrama and sociodrama approaches - to develop our more progressive creative and spontaneous Facilitator functioning. The approach will tap and share the creative genius within us all to heighten our capacities to notice and respond more appropriately by using the principles of Moreno - where we 'say' by 'doing' - where all conversations and dialogues are 'in action'.

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This is NOT a theory or a 'tools' class - it is highly experiential and reflective developmental invitation ... and will both improve and develop critical aspects of your Facilitator functioning that are independent of your facilitator 'toolkit' or approaches or facilitator development stage.



Dr. Tom Schwarz is a Consulting Facilitator helping organizations, teams and people unfetter and realize their aspirations and potential - focusing around facilitative leadership and management development, and team effectiveness and creativity. He is a Certified Professional Facilitator (International Association of Facilitators - IAF) and CPF Assessor, was an IAF Board member and IAF ANZ Regional Representative - with a broad formal and informal facilitation, training and Consulting background and experience. These are derived from senior corporate roles (over 20 years with Dec, Apple, HP - Training, Consulting, Sales, Marketing & Strategic Planning – introducing disruptive change into the IT sector), and then running his outcome focused organisational agility development practice over Asia Pacific - with almost a decade of living in Asia -Singapore, Hong Kong, Shanghai.

Tom is the Principal of Kinnogene (Aus) – which uses participatory and values based approaches to bring about enduring change and resilience. These are grounded in the core values embodied in such approaches as the Technology of Participation, Future Search, World Café, Improv and PsychoDrama/SocioDrama.... through to custom 'roll-your-own' - to deliver sustainable transformation journeys to clients, including Adaptive Leadership action learning labs.

He is an inaugural IAF 'Hall of Fame' recipient in recognition of his Global contribution to the Profession of Facilitation, and has been invited to provide workshops at International Facilitation conferences regularly since 2004 across Asia, Europe and America. Tom believes in and practices life-long learning and is an advanced Psychodrama Trainee with AANZPA Psychodrama - as well as a keen student of various dance forms (Swing, Blues, Balboa, Contact Improv) - all of which involve deep listening and being in the moment as we dance with 'the other'.