

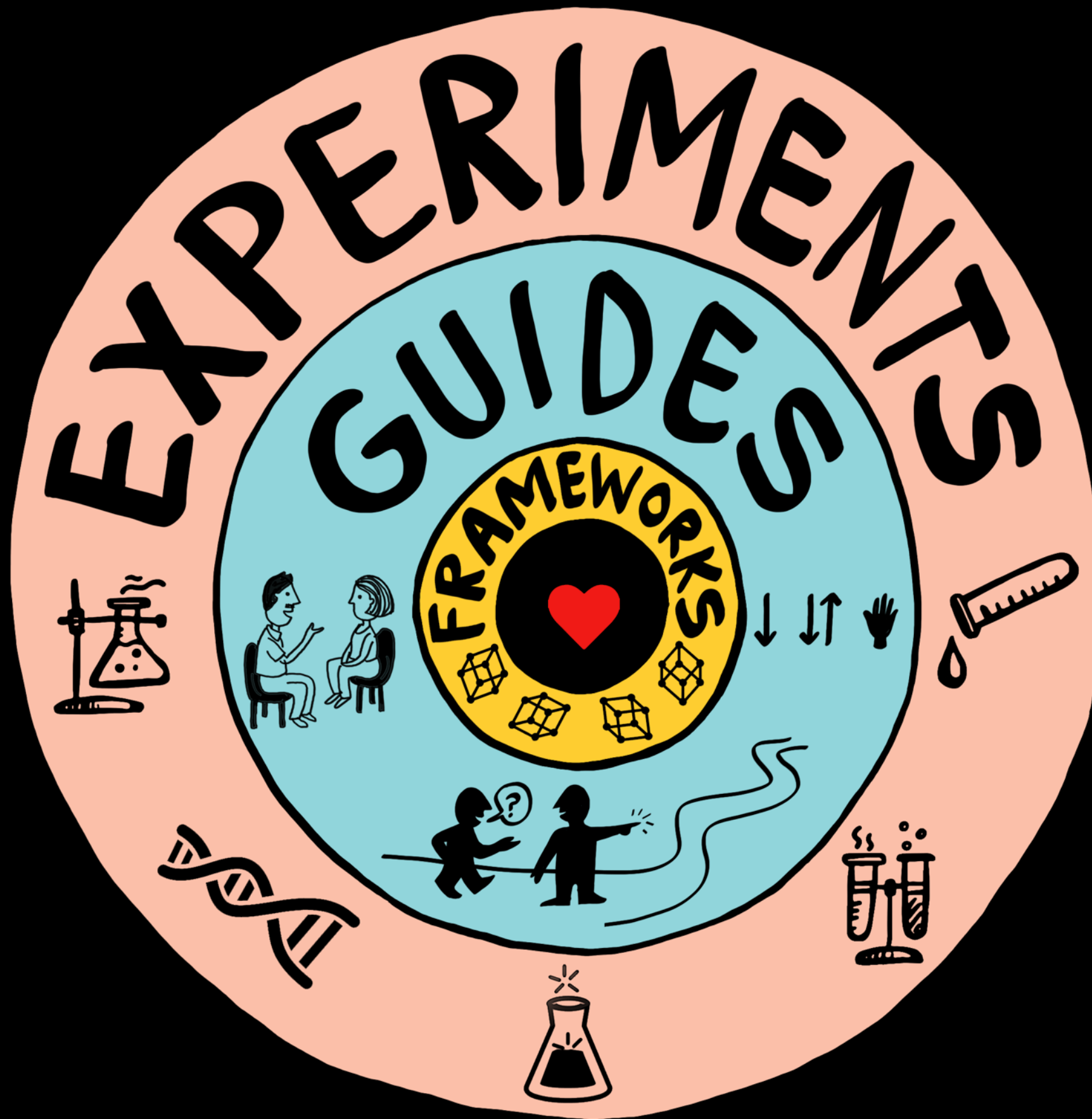
large-scale facilitation

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getting **slightly** unprofessional

high-status facilitators

lower participation

- Standing on a stage
- Being in the role of facilitator
- Having a microphone
- Controlling the slides
- Giving a talk
- Rank and privilege

take it **down** a notch
by getting **slightly**
unprofessional

concerned about safety

psychological safety





probably unprofessional enfough

my own facilitation kit



prepare with
meditation



tools
singing bowl



improv warmup
to get present



check in to get present

why meditation? **to be more aware of signals**

- Signals are an idea from from process-oriented psychology
- Paying attention to gestures that are usually dismissed
- Paying attention to thoughts and feelings that are usually dismissed
- Being an antenna for the “weather patterns” in the room

This shit can get deep. Being an antenna is not always pleasant.

Only some kinds of meditation work well for this.

recovery tip

- Try: focus hard on a point
- Try: look using your peripheral vision
- Notice your level of tension in each case. Is there a difference?

less sympathetic
more parasympathetic

See The Monkey Business Illusion by Daniel J. Simons

https://www.youtube.com/watch?v=IGQmdoK_ZfY

less sympathetic **more** parasympathetic

Hard focused attention activates the **sympathetic** nervous system

- Fight or flight
- Heavily filtered information
- Primed to act

Soft broad attention activates the **parasympathetic** nervous system

- Rest and digest
- Filters turned down
- Relaxed, might need to pee

okayness and psychological safety

- The space needs to be psychologically safe
- Act as a scout into the space, show what's okay
- Express emotional range
- Support those who may be taking a risk

how to be: some principles from stage improv

- Be more obvious
- Be more boring
- Don't concentrate
- Do less (but not necessarily LeSS)
- Allow tension to occur and be felt
also called discomfort

other principles

- Never start without a clear and simple purpose
- Distribute control while staying in charge
- Look for opportunities to actively do nothing
- Loose hold on particles, firm hand on space
- Polite yet direct:
“Next, lets...” vs “I would like us to...”

four zones of attention

Zone 0	Basic awareness
Zone 1	Self-reflection
Zone 2	One to one connection
Zone 3	This space, and all that is in it





facilitation pattern

1-2-4-all

1. Set the context, why we're doing this
2. Invite participants to visit Zone 1
3. Pair-up to visit Zone 2
4. Pairs now pair-up
5. Back to Zone 3

How to come back from visiting Zone 1 and Zone 2?

We're having an instant cocktail party.

It's going to get noisy.

**I want to get a group's attention
without shutting them down**





Please stop talking!

**My words are more important than
your words**



Please keep talking

**Your words are important,
and so is progressing this process,
so wrap up your discussion
while you can hear the tone**

dealing with resistance

- Be a *facilitator* not a *consultant-facilitator*
- Allow voices to be heard, don't let *screamers* hold attention
- Set the tone: boundaries / values / ground-rules
- Use *yes* or *yes-if*
- Use reaction rounds — *how was it to do that activity?*
- Ask “*say what you need*” — don't necessarily give it!

constellations

constellations
build
mutual knowledge

mutual knowledge

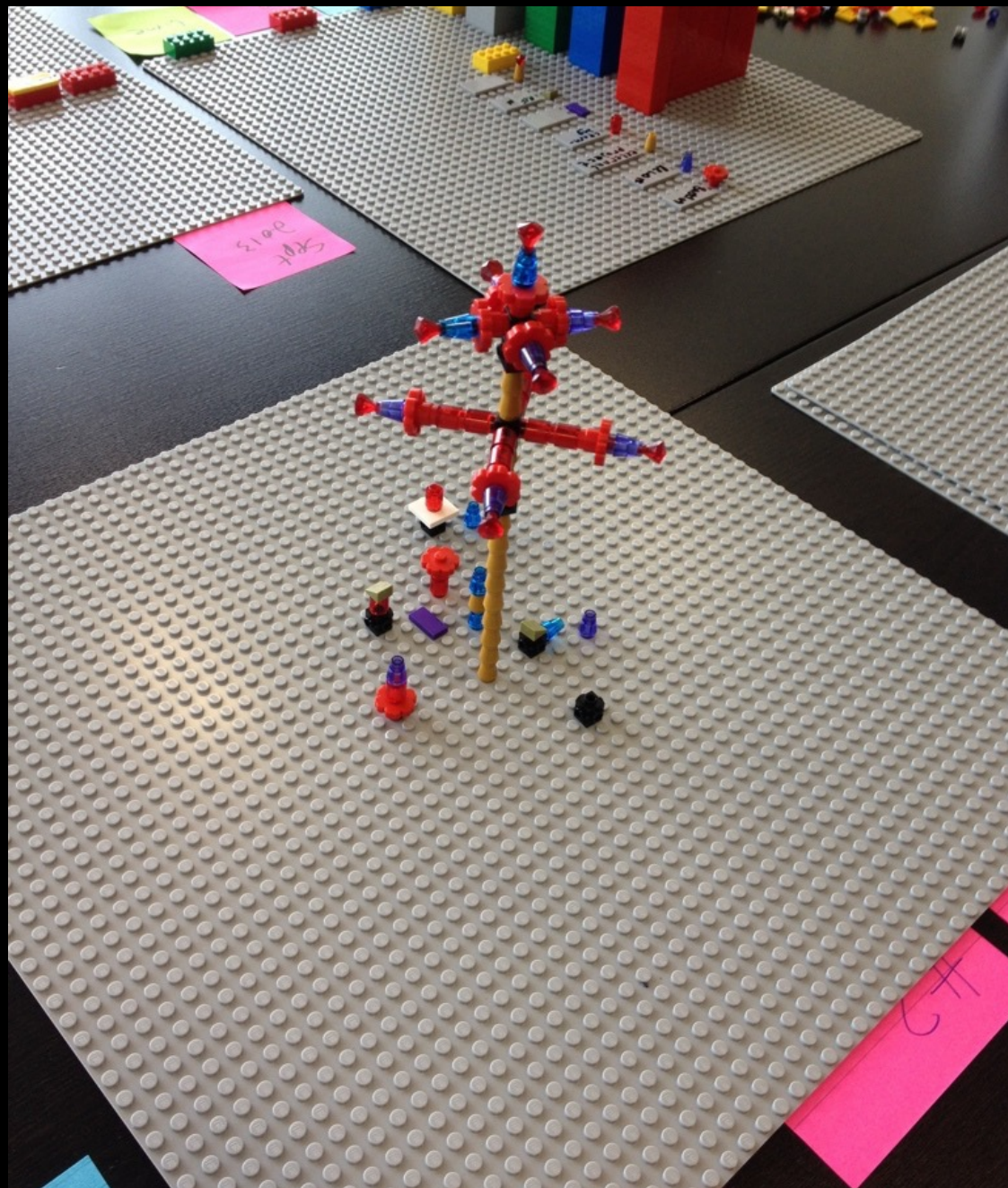
- Also called Common Knowledge
- Like eye contact — *we each know we've seen the other. And we know that we know. And we know that we know that we know...*
- Groups work faster, are more open, and take more personal risks when there is mutual knowledge

three questions for taking action

As we move into action, we're going to check how **we** are about THING

- How important is THING?
- How important is it **we** do something about THING?
- How empowered are **we** to do something about THING?

table-top constellation



carpet constellation



key questions to debrief as you go

Someone from near the outside...

- What makes it right to be standing there?

Does anyone think the same? Move nearer to them

- What might be in the gap?

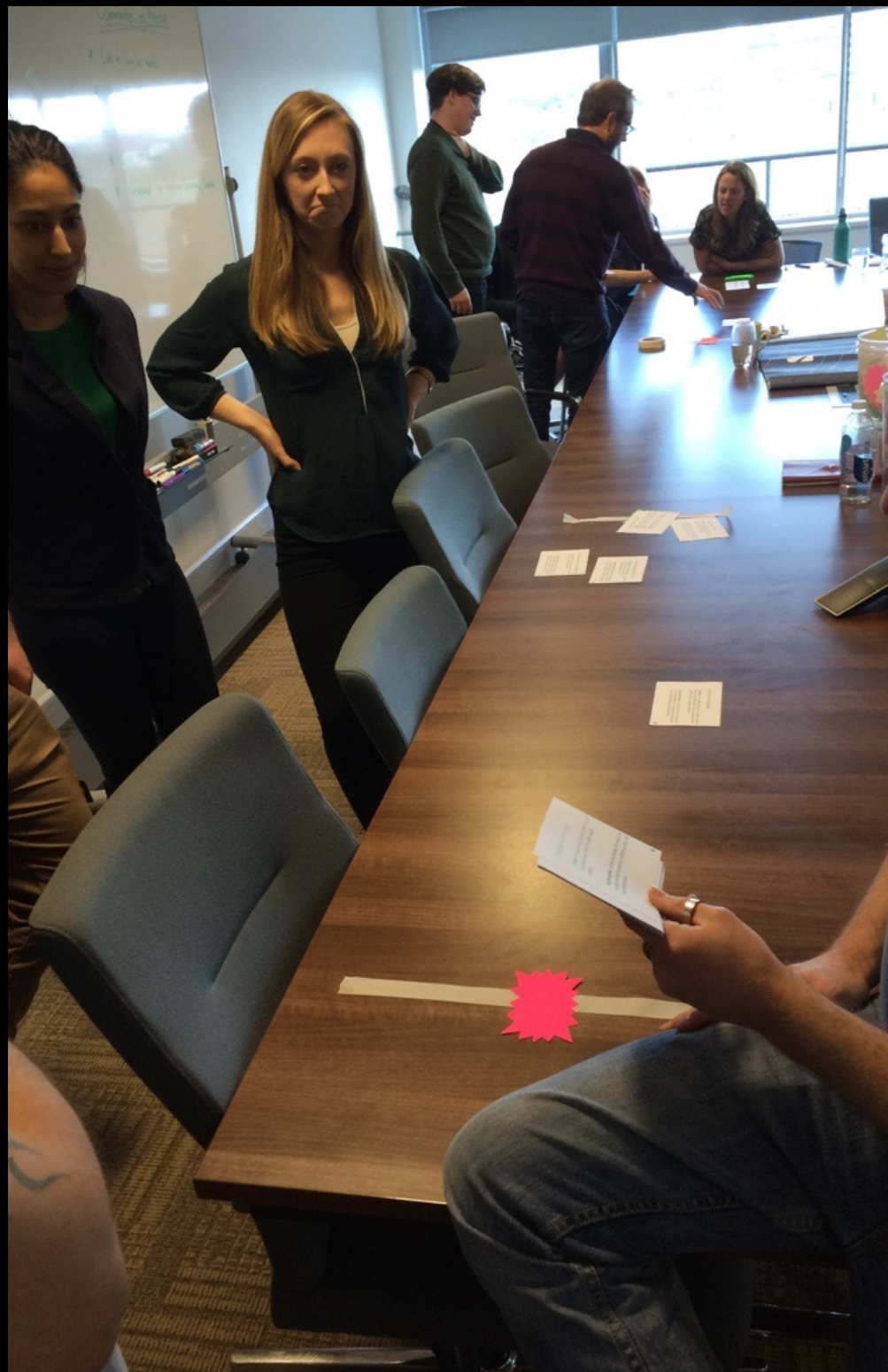
Now someone from the middle area...

pitfalls to avoid

- Do not ask specific people to speak
- It is okay not to speak
- Work from the outside in
those near the edge may hold the marginalised view
- Stay neutral — acknowledge but do not agree
either with words, or with other signals



linear constellation



parallel constellations

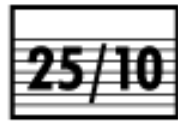


after a successful workshop

drawing together

One of the 33 Liberating Structures

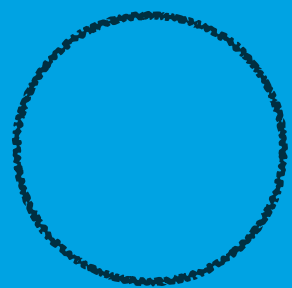
liberatingstructures.com

LS Menu 	Wicked questions 	What³ debrief 	Min specs 	Heard, seen respected 	What I need from you 	Integrated autonomy 
Design elements 	Appreciative interviews 	Discovery and action dialog 	Improv prototyping 	Drawing together 	Open space 	Critical uncertainties 
1-2-4-All 	TRIZ 	Shift & share 	Helping heuristics 	Design storyboards 	Generative relationships 	Ecocycle 
Impromptu networking 	15% solutions 	25 : 10 crowdsourcing 	Conversation café 	Celebrity interview 	Agree/certainty matrix 	Panarchy 
9-whys 	Troika consulting 	Wise crowds 	User experience fishbowl 	Social network webbing 	Simple ethnography 	Purpose to practice 

drawing together

1. Learn visual vocabulary
2. Practice it
3. Use it to communicate

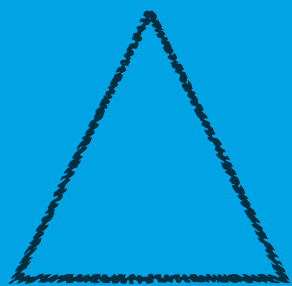
practice drawing



circle
completeness
or **the whole**



box
structure
or **support**



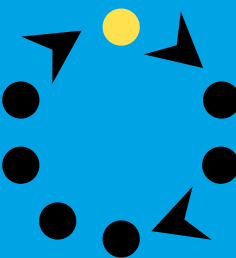
triangle
goal



spiral
change
or **disorder**



star (person)
people
or **relationships**



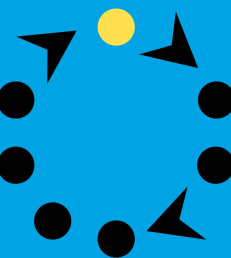
example



(without using words)

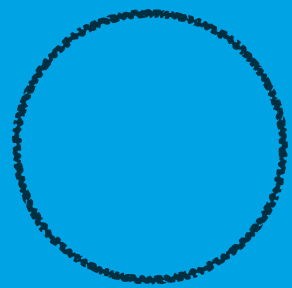
drawing together

1. Consider: What is this conference like for you?
2. **Without using words**, draw it on your index card
3. Start by drawing a practice version on the back
4. Re-draw it on the front, if you like
5. Keep it simple, we only have 5 minutes!



(without using words)

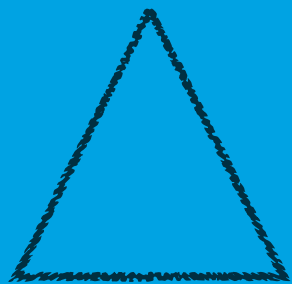
what is this conference like for you?



circle
the whole



box
structure
or **support**



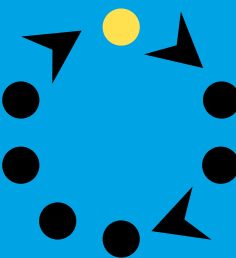
triangle
goal



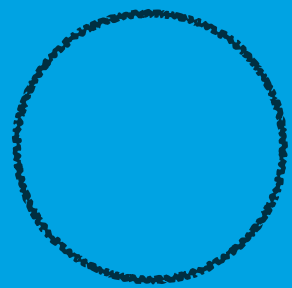
spiral
change



star (person)
relationship



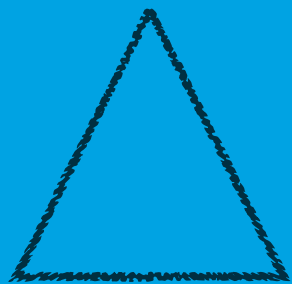
**pair up – ask your neighbour to read
your card back to you (then switch)**



circle
the whole



box
structure
or **support**



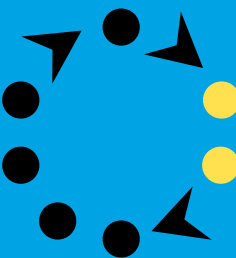
triangle
goal



spiral
change

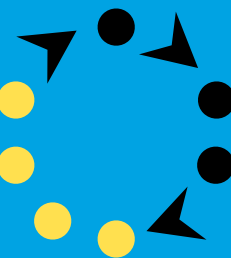


star (person)
relationship





how was that?



what just happened then?

resources (the end)

Psychological safety

<https://lnkd.in/ekJ-Yak>

<https://www.linkedin.com/pulse/psychological-safety-keeping-organisations-workable-steve-alexander>

Core protocols

<https://liveingreatness.com/core-protocols/check-in/>

Liberating Structures

<http://www.liberatingstructures.com/>

ORSC

<http://www.crrglobal.com/alchemy.html>

Process-oriented psychology

<http://stanfordsiver.net/wp-content/themes/twentyten/pdf/PWTheory.pdf>

Improv

Google *"improv class near me"*