

Empowering Collaborations: Unleashing the Magic of Facilitation for Beginners

Join this interactive session with Irene Maweu.
Co-facilitator: Doreen Mutune

Tuesday

30 January 2024

11:00 EST New York

16:00 GMT London

19:00 EAT Nairobi

21:30 IST Mumbai



Africa
promoting the power
of facilitation worldwide



Facilitated By: Irene Maweu and Doreen Mutune

Lets Dance (2 mins)



Wombo Lombo

Angelique Kidjo



Agenda (2 mins)

- ★ Lets Dance - (2 mins)
- ★ About the The Heart of African Facilitation (1 Min)
- ★ Opening Check-in / Waterfall (6 mins)
- ★ Why this Session? (2 mins)
- ★ Session Agreements (1 min)
- ★ Impromptu Networking - lets meet (10 mins)
- ★ Ikigai (2 min)
- ★ Self Reflection with Elements of Ikigai (5 min)
- ★ Breakout Rooms - Ikigai (10 mins)
- ★ Share our Thoughts (7 mins)
- ★ Our Reflections on the session - on Padlet (5 mins)
- ★ Closing Music (4 mins)

The Heart of African Facilitation

Aims to

- Increase networking for Facilitators in Africa and around the world
- Develop our facilitation skills and methods
- Exchange of Resources
- Enhance the effectiveness of our facilitation work
- Expand our virtual facilitation skills
- Professional Development
- Learn from each other's experiences and insights
- Encourage each other to facilitate in the Facilitators' community
- Fosters a sense of belonging and togetherness among facilitators



Opening Waterfall (6 Mins)



- Where are you joining us from and how is the weather **(as a Metaphor)**

share in the chat



Why this Session? (2 min)

- First Session as part of the **The Heart of African Facilitation** in **sharing of knowledge** and **expertise across** Africa and the world
- We have very few **young and new facilitators** or **professionals** who would like to add facilitation skills.
- We also have those **leaving their careers** to join facilitation and don't know where to start from.

This is a conversation that we hope will help with the baby steps into the facilitation space



Session Agreements (1 min)



Let us ...

- ★ Treat each other with respect
- ★ Treat personal reflections as confidential
- ★ Refrain from judgement about each others perspectives
- ★ Camera ON or OFF is welcome



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Impromptu Networking (10 mins)



In Break-out Rooms

**Let's Network and meet “new” people
Introduce yourselves to each other and
reflect on...**



Image generated with DALL-E 3

- ★ Your experience in facilitation
- ★ What is limiting in the facilitation world?
- ★ What is encouraging or motivating?
- ★ What would you like facilitators to provide?



IKIGAI (2 min)



- **IKIGAI** is a Japanese concept that represents the intersection of four fundamental elements:
 - ★ what you love,
 - ★ what you are good at,
 - ★ what the world needs, and
 - ★ what you can be paid for
- It is often referred to as the "reason for being" or the "purpose in life."



Self Reflection with Elements of IKIGAI (5 min)



What you love: Identify your passions, interests, and activities that bring you joy and fulfillment.

What you are good at: Recognize your skills, talents, and strengths that you excel in or gifted in.

What the world needs: Consider the problems, needs, or challenges in the world that align with your values and where you can make a positive impact.

What you can be paid for: Explore opportunities where you can leverage your skills and passions to earn a living.



(On a pieces of paper, write 1 or 2 things under each one of the elements - (5 Minutes)

Breakout Room 1 (names) 5 Minutes



What I love

- Writing and advising people
- Encouraging, facilitating
- Nature
- Networking
- Talk
- Meet new people
- Bring people together
- Pass information
- Showing my skills & interacting w/people

What I am good at

- Training - good at explaining, mobilizing
- Facilitation - stage mgmt, injecting energy
- Observing & Exploring
- Facilitate group process
- Simplifying ideas
- Coordinating
- Inclusivity
- Communication. - make people laugh

What I can be paid for

- Experiential learning - walks in nature and transfer it to the teams environment

- What the World Needs
- Knowledge, skill, awareness
- Awareness, wisdom & progress
- Connection, less complexity
- Cooperation less competition
- Collaboration skills
- Everyone on the same page
- Love, joy
- Professional facilitators
- Facilitative mediators
- Facilitative leaders
- Less complications/simplicity

Breakout room 2 (names) 5 Minutes



What I love

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What I am good at

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• What the World Needs

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What I can be paid for

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Breakout room 3 (names) 5 Minutes



What I love

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What I am good at

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• What the World Needs

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What I can be paid for

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Breakout room 4 (names) 5 Minutes



What I love

- Food
- Piece of mind
- Travelling
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What I am good at

- Time keeping
- Community Organising
- Collaborator
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● What the World Needs

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What I can be paid for

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Your Thoughts (7 min)



- ★ What came up in the breakouts?
- ★ Any further thoughts?



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Self-Reflection and Skill Development

1. Assess your **strengths** and **areas for improvement** as a facilitator
2. Identify the **core skills required** for effective facilitation, such as active listening, communication and conflict resolution
3. **Seek opportunities to enhance these skills** through workshops, courses, or practice sessions

Observe and Learn from Experienced Facilitators

Attend: Make time for facilitation sessions or workshops conducted by experienced facilitators and other professionals

Observe: Be curious and observe their methods, techniques, approaches, and interaction with participants

Take note: Effective strategies and adapt them to your own style





Practice in Safe Spaces

1. Have small sessions with **practice** groups at work, community or even friends
2. Ask for **feedback** from trusted colleagues or mentors
3. **Reflect** on **your experiences** and identify areas for **improvement**
4. Gradually increase the **complexity and size** of the groups you facilitate

Read



Listen



Learn

- [IAF Methods Library](#)
- [Liberating Structures](#)
- [ICA-UK TOP Methods](#)
- [Sessionlab Methods](#)

- Podcasts
- YouTube Recording of sessions



More Book resources:

<https://rachdavis.notion.site/Facilitation-Books-2df59fb0ee9643399172675f5917fd92>



Build Your Own Support Network

1. **Connect** with other facilitators, either in person or through **online communities**
2. **Participate** in facilitator forums or discussion groups
3. **Share experiences**, ask questions, and **learn from others in the field**
4. Seek **mentorship** from **experienced facilitators** who can provide guidance and support



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**IAF mentoring
programme**

The Heart of African Facilitation



SessionLab
COMMUNITY

butter

Virtual workplace growth as butter

Our Reflection on the Session (5 Min)

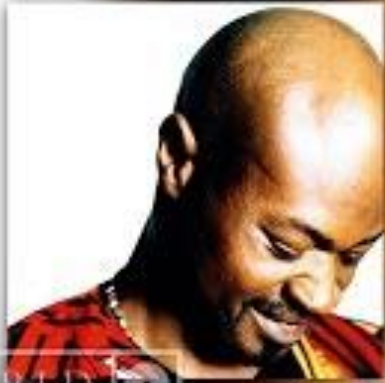
In Padlet

- What did you enjoy?
- What surprised you?
- One takeaway from the session is.....

Share your thoughts in this
[Time to Reflect Padlet](#)



Let us close with some music (4 min)



**Kothbiro - by
Ayub Ogada**

Next Session

Tools to Enhance Facilitation Sessions

Join this interactive session with Irene Maweu

Tuesday

27 February 2024

11:00 EST New York

16:00 GMT London

19:00 EAT Nairobi

21:30 IST Mumbai



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To Register:

<https://us02web.zoom.us/meeting/register/tZAodO6pqjkqGNBIsCSmX6cl3nn2WbfjvdOg#/registration>