



Africa
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Togo

IAF AFRICA CONFERENCE 2019

HOTEL LÉBÉNIN

LOME (TOGO) WEST AFRICA

REPORT OF THE CONFERENCE

Developing Professional Facilitation in Africa

OCTOBER 23th – 26th 2019




Group photo at the opening session (25 participants)



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THANKS VERY MUCH

It is our pleasure to thank very much all our VIP (Very Important participants), facilitators and volunteers for their rich involvement in the success of the conference. **Wow!!!** 
Thanks to all IAF family inland or from abroad who gave their expertise.

IAF WORLDWIDE

"The International Association of Facilitators (IAF) is a participatory organization created in 1994 which operates through 47 chapters or facilitator communities.

A chapter is a community of Facilitators who organize activities together to promote the power of Facilitation around the world.

There are almost 1700 members in more than 65 countries on all continents. Our vision is to see professional facilitation used throughout the world to address the challenges faced by people in their groups, organizations and communities. Our mission is to grow the community of practice for all those who facilitate, establish internationally accepted professional standards, build credibility and promote the value of facilitation around the world". Africa is one of the seven regions where IAF is located.

IAF IN AFRICA

In Africa, there are five chapters (in Kenya, Rwanda, Tanzania, Togo and Uganda)) with a total of 80 members in Kenya, South Africa, Ghana, Togo, Nigeria, Mozambique, Angola, Rwanda, Cameroun, Zimbabwe, Egypt, Tanzania, Botswana, Ethiopia, RD Congo, Tunisia and Uganda. "

IAF TOGO CHAPTER

IAF Togo chapter has been accredited by the IAF Board of Directors in April 2018. Six months later, several good news encouraged us. Our chapter was honored with the Platinum trophies of Facilitation Impact Awards won by one of our member Alain Kofi KUMODZI and his client the order of architects of Togo. This IAF Global Award recognizes facilitators who have created powerful changes in organizations and communities using the tools of professional facilitation. The electronic voting by the IAF World Executive Board published on Saturday 20th October 2018, shows that the two representatives at the Executive Office, as Regional Director for Africa is Alain Kofi KUMODZI and Director of Membership and Chapters Development is Materne BOSSOU, both from Africa IAF Togo chapter. Four of Togo chapter members attended to African Regional conference in Mombasa (KENYA) during which IAF–Togo has been chosen to organize IAF AFRICA 2019 conference in Lomé. In November 2018, as part of the International Facilitation Week (IFW), IAF Togo organized free facilitation sessions for some companies and NGOs to enable them to experience some of the benefits of professional facilitation



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CONFERENCE OVERVIEW

While working hard to promote the profession of facilitator in Togo, IAF Togo chapter organized the eighth IAF African Regional Conference from 22th to 26th October 2019 at Hotel LÉBénin.

The theme of the Conference was: « Developing Professional Facilitation in Africa ».

The Conference had a total of 37 participants (17 women and 20 men) with the largest numbers coming from Burkina Faso, France and Togo.

Some of the participants paid for half of day, others for one or two days.

There were 6 consecutive sessions (instead of simultaneous as planned) and a range of plenary sessions including 4 keynote speeches, 1 meeting and 1 open space.

CONFERENCE PROCESS

Day One – October 23rd

Opening session with presentation of the Silver Facilitation Impact Award to Pôle -Emploi (from France) and hand over of the key of the city of Lomé.

Welcome dinner in Home Hospitality (at Ida Fiadjoe' s place) ★

Pole Emploi Representatives receiving the FIA from board members lead by Vinay KUMAR the Vice Chair





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**Mr. Vinay KUMAR receiving the key of Lome City from the Chapter Chair
M. Barthelemy ATTI**



Day Two – October 24th

Keynote Speaker: Vinay Kumar about: IAF Core Competences

CONSECUTIVE SESSIONS

Analysis Paralysis? Getting to the Next Step (Gillian Chambers, Jamaica)

Your talent, your DNA (Augustin Mirimo/Josue Muderhwa, DRC/Kenya)

Members and non-members meeting chaired by Vinay Kumar, Gillian Chambers and Materne Bossou was a very productive IAF awareness building session.

Dinner in Home Hospitality (at Materne Bossou's place) ★



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**Gillian Chambers during her session on “Analysis Paralysis?
Getting to the Next Step”**



Day Three – October 25th

Keynote Speaker: Madam Derman from UNDP about: Professional facilitators and procurement in the UN System

CONSECUTIVE SESSIONS

Surfacing the elephant in the room - The role of a facilitator (Vinay Kumar, India)

Icebreakers, the need for lively sessions (Materne Bossou, Togo)

Facilitate a learning through a coaching and mentoring approach (Kofi Kumodzi, Togo)

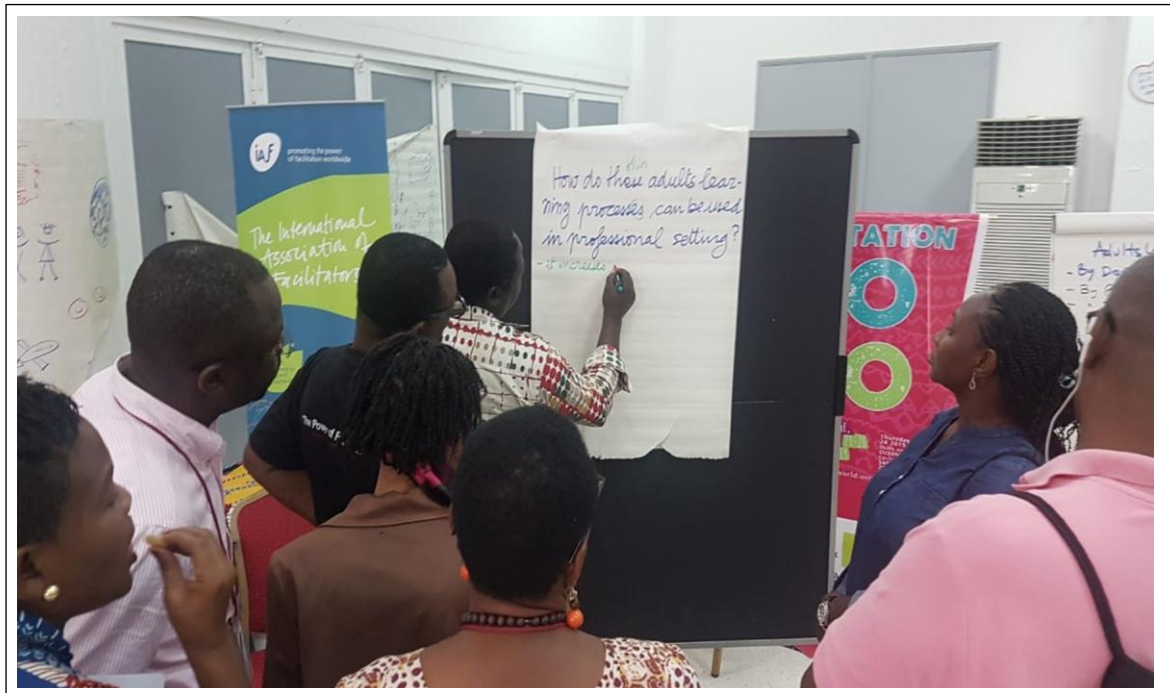
Stress and Health (Josue Muderhwa, Kenya)

Dinner in Home Hospitality (at Kofi Kumodzi 's place) ★



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**Group works during the session on
“Facilitation of learning through coaching and mentoring approach”**





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Day Four – October 26th

At lake side about 30 kilometers out of the city

CONSECUTIVE SESSIONS

Facilitation tools (Gillian Chambers, Jamaica)

The futur of facilitation and IAF in Africa in open space (Kofi Kumodzi, Togo)

Closing dinner at the hotel

Group picture at the end of the outdoor activity





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OBJECTIVE OF THE CONFERENCE





The main objective of IAF conferences at all levels is to provide IAF members, other interested persons and associated organizations with cutting-edge information, case studies, research and exhibitions enabling to advance facilitation as a profession and to promote the practice of facilitators, as well as to create and improve relationships between our members and the professionals who use facilitation in their practice.

WHAT THE CONFERENCE ACHIEVED

Compared to the objective of the conference and according to the participants' evaluation, Our **Wow** Conference reached good results.



For the first time, IAF TOGO a very young chapter based in a French country in West Africa succeeded to organize for the facilitation family, a continental event at a very cheap price at the best conditions.

-  37 participants came from 9 Countries (Benin, Burkina Faso, DRC, France, Ghana, Inde, Jamaïca, Tanzania, Togo) located on 4 Continents (Asia, Europe & Oceania, Latin America & Caribbean, Europe and Africa)
-  ➤ New members learnt more about facilitation as a profession, his tools and methods.
-  ➤ It was a very good opportunity to discuss about the future of facilitation and IAF in Africa. Some ideas to be transformed into projects with action plans at short, medium and long terms (Promotion of facilitation, Information, Chapter development, Professional Practice of facilitation, show results, Increase number of facilitators),
 - Develop Bi Languag IAF in Africa (French – English Promotion, Use technology for communication, Research the methods & process in French, Find Volunteers to translate methods & processes and so on
 - Ideas of networking between French countries came up
 - Some big Companies like ASKY, Atlantic Telecom, Moov, Lomé Port Authorities, Global Excel, Clinique Biosa, in Togo were interested by the conference and gave their sponsoring showing that in the future; they will need and use facilitation in their structure.
 - The participants made suggestions start the conference with members and non-members session, what is facilitation and core competences to allow new member to better understand all the program
-  As an illustration of facilitation week, our vice chair Vinay Kumar did one hour free session in One of the best Clinique in Lomé Clinique BIASA which staff realized how powerful is facilitation.



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COMMENTS, OPINIONS AND SUGGESTIONS OF PARTICIPANTS

Aichi Kitalyi from Tanzania: Naming the 2019 Africa IAF Conference, "WOW Conference" was very prophetic. The reception from Day one to the last Day was fantastic and the hospitality was of its kind. The conference agenda was well balanced and that coupled with the high-quality presentations, informal setting and use of various facilitation methods to me made the conference very unique. Kudos again Materne, Ida, all presenters and the whole organizing team.

On areas for improvement I am suggesting a session for learning experiences of the different country chapters. This could be done during a pre-conference activity

Florence Honvo Bello from Benin: The recent IAF Africa conference was very rich including the quality of presentations and the program, the Togo team hospitality, and dedicated participants. This is my first participation and a memorable one; it will motivate me to attend future ones.

Elise Ouatarra from Burkina Faso: This is Africans! Why do you want us to point something that doesn't exist?

The organization, the methodology, the presentations, their content... all was perfect. It was a really teachful conference, full of facilitation methods and technics which will be helpful for me, particularly. You managed to ensure effective participation of each of your VIPs!!! Kudos!!!

Kofi Tutu Apaloo from Ghana: Yes, a Waoooo conference it was. It begun with the welcoming attitude by the organizers and Secretariat. Within minutes we were in conversation as if we had known ourselves forever. Continue doing same.

What can I say about the introduction itself? Flawless and the use of both English and French without batting an eye in all the sessions was to me well calibrated such that nobody felt disadvantaged. Do more.

The "Facilitation" and the skills employed provided great opportunity for learning. All one needed was to copy, Kofi, Vinay, Materne, Gillian and all who led the sessions deserve great applause.

I will not stop here without a word (misnomer) of appreciation to the organizing committee led by the indefatigable IDA and her team. All was perfectly timed and executed. It was good, the food ☐☐☐, the coffee breaks, the home hospitality with local food, you just name it. Only that I added a few more kilos that I would rather have avoided.

May I suggest that at the next meeting we get a full afternoon all by ourselves to hit the town and discover. Maybe we can paint the town whatever colors we want and get in to one trouble or other, non.

All in all, I appreciate the work done and the great opportunity to get more knowledge about IAF and ask that organizers make minor improvements to the next one.



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Ada Yaya Bocoum from Burkina Faso: Thank you for this conference which was for me real moments of learning and enrichment. Program quite busy overall and some shifts in the initial timings are the points to improve. Thank you for the welcome and the wonderful moments.

Mateene Augustin from DR Congo: Hi everyone!

There are life opportunities that make you save years of your life... the Lomé conference belong to those I've recorded so far.

A great thanks ☺☺ for the organizing team, participants and session facilitators.

However, I would like to echo Koffi's point on an afternoon time at the end for the discovery of the city. Also, I would appreciate having all session facilitators involved and participate in other sessions. I can end by highlighting the fact that recommendation and way forwards were in line with the IAF priorities and the African (each country's) context. That made the conference successful and really Wow!

Again thank you all!

Souleymane Gamene from Burkina Faso: A Well design conference Which deliver about the future of Facilitation in Africa. Consistant propice in a friendly atmosphere

Fidèle Adjovi from Benin: After being a trainer for almost 20 years, I discovered that I'd better become a facilitator thanks to the IAF Lomé wow-woW-wOW-WOW Conference where I met 30 outrageously wonderful family members and really-rarely competent facilitators. I am so grateful to each and all of you, you'll very soon see who you made of me.*



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THANKS TO OUR PARTNERS
ASKY, ATLANTIC TELECOM, MOOV,
LOMÉ PORT AUTHORITIES, GLOBAL
EXCEL, CLINIQUE BIASA



THANKS VERY MUCH TO OUR
ORGANIZING TEAM

**Materne, Kofi,
Barthélémy, Amacoue,
Magalie, Kifayat, Esther,
Prudence, Henri, Ida**



**PLEASURE TO SEE YOU AT
STOCKHOLM SWEDEN
PRE- CONFERENCE 27-28
CONFERENCE 29-30
OCTOBER 2020**

**The Conference Chair
Ida Edjoe FIADJOE**