



Africa
promoting the power
of facilitation worldwide



Africa Facilitation Conference 2017

50 Shades of Participation

Report of the Conference



**23 – 25 November 2017,
Sariko Olasiti Lodge & Garden Park, Arusha, Tanzania**

Introduction:

About IAF:

The International Association of Facilitators (IAF) is the global association for process facilitators founded in 1994. Currently, there are almost 1700 members on all continents and 42 chapters or facilitator communities (as well as one Special Interest Group). By the time the conference was held, there were 45 members in Africa in Egypt, Kenya, Tanzania, Uganda, Ghana, Togo, Nigeria, South Africa, Botswana, Angola, Zimbabwe and Mozambique. Four members joined at the end of the conference from Tanzania.

About TAMASHA:

TAMASHA is a youth participatory development organization rooted in the local reality of the community whose work is to develop capacities of young people through using participatory approaches which brings community members in particular young people into action for their own development. TAMASHA is recognized for promoting using participatory facilitation in its work.

Conference overview:

The Africa Facilitation Conference was organized in collaboration by IAF Africa Region and TAMASHA, who hosted the conference. It was organized as one of the resolutions following the previous conference held in Nairobi, Kenya in 2016, purposive to promote the power of facilitation in Africa. With the theme of participatory facilitation embodied as 50 shades of facilitation the conference objectives were to:

- Reflect on the different typologies of facilitation and how transformative the facilitation has been to people's lives and the life of communities.
- Engage participants in practical participatory methodologies and tools.
- Provide a forum for participants to share their experiences and expertise on how the power of facilitation can be used and enhanced.
- Share best practices of renowned facilitators in Africa and beyond.
- Offer opportunities for networking, learning and collaboration among facilitators.
- Promote professional facilitation and show how and why good facilitation processes achieve greater success.

A total of 35 people participated in the conference for three days, (14 females and 21 males) from six countries, Tanzania, Kenya, Rwanda, Nigeria, Ghana and United Kingdom. A total of 14 concurrent sessions were facilitated by 18 facilitators including one online session facilitated from Mexico.

Methodology:

The conference sessions started with an Open Space session for facilitators to present their sessions in plenary, which allowed participants and facilitators to finalize the programme by slotting all sessions in time and space given as well as to decide about how plenary sessions should be carried out. Tasks were shared among the participants for running plenary sessions and discussions aimed at making the whole process more participatory and engaging.

Presentation sessions were more interactive and participatory than 'chalk and talk' where they were participant-centered activities to enable learning and acquisition of skills. The following characteristics described the different sessions:

- 2 hours sessions for each presentation with a facilitator and participants mostly sharing and learning through the process.
- Three concurrent sessions running simultaneously on different topics.
- Feedback to plenary given by participants after 2 hours of breakout sessions to the larger group to help all participants build understanding of the issues in sessions they have missed out.
- Roundtable sessions to allow participants inquire, reflect and learn, bringing out the best in both individuals and the whole.
- Use of participatory techniques like energizers, ice breakers and games.
- Open space for a group to work on sessions, plan and decide together.



Photos from some of the concurrent facilitated sessions

Conference Process:

Day One: 23rd November 2016

Introduction and Ice breaking:

- ***Mariam Okumu and Sadala Ismael***

Welcome to the conference: Theme and objectives

- ***Churchill Shakim - TAMASHA Deputy Director and conference secretary***

Word from IAF Africa, what is IAF:

- ***John Cornwell, Regional Director IAF Africa***

Keynote dialogue on participation:

- ***Richard Mabala, TAMASHA Executive Director and conference chair***

Open space, dialogue and setting the ground - Participatory Facilitation:

- ***Richard Mabala***

Concurrent facilitation sessions:

IDEAS generation. Alternative for brainstorming. (Discussion session)

- ***Judith Hartly & Lucy Pouw***

Enhancing participation for digital learning in Africa

- ***Julias Alego***

Plenary: Reflection and day two plan

Evening Meeting – Tanzania Facilitation Team to develop IAF Chapter

Day Two: 24th November 2017

Opening Session and Recap

Concurrent Facilitation Sessions

Making it memorable

- ***Christian Diaba***

Active vs effective participation in rural empowerment initiatives (e.g. financial inclusion).

- ***Steven Milambo***

Exploring values/Power walk

- ***Emilienne Kayitasirwa***

Building effective teams in workplace

- ***Sajimi Olusegun***

Vee-Mapping as a tool for facilitation mediation and conflict resolution

- ***Fred Namasaka & Mercy Cheruto***

What is social inclusion?

- ***Mariam Okumu & Elisha Mwaringa***

IAF & ICAI Global Network / Focused Conversation Method

- ***Charles Luoga & John Cornwell***

Role plays to enhance learning (discussion experience from MOBISOL)

- ***Agatha Mganga & Lucy Pouw***

Plenary – reflection and day two plan

Evening session – Introduction to online Facilitation (held online)

- ***Hector Villareal***

Day Three: 25th November 2017

Opening and Recap

Facilitation an intensive movement building cycle

- ***Mary Nsemwa***

The power of using PAR to marginalized groups

- ***Annagrace Rwehumbiza***

Empowering young people to participate in development inclusion and active citizenship through experiential learning/workshops

- ***Lee Pirraoux***

Enabling greater participation of women & youth

- ***Rukia Masayanyika***

Presentation and Launching of “Facilitation Skills” Book

- ***Churchill Shakim***

Announcing a resolution to form and register

- ***IAF Tanzania team***

Where we go from here? – Ideas & Innovation

Reflection and evaluation

Afternoon – Arusha town tour

Evening – Celebration Dinner

Achievements:

This conference has been both splendid and has achieved a lot; it attained full participation from all participants to make it very memorable; it has been organized and owned by participants; from its flexibility to the interactive sessions that took place throughout. In particular:

- Diverse participatory methodologies and tools were shared among the participants. Facilitation sessions were participatory and engaging allowing participants to be involved and share their own experiences while learning together from the presentations.
- An open space was well utilized from the beginning of the conference by letting participants decide on the structure of the conference and where they would like to participate
- Participants showed great committed by volunteering to facilitate plenary sessions as well as in the organizing of a session on digital facilitation at the end of day two.
- Increased number of new IAF members. By the end of the conference, at least four new members from Tanzania paid up their membership fees to join IAF. This makes a total number of members to be five, eligible for registering an IAF Chapter in Tanzania. Several others expressed interest to join IAF in the near future
- IAF Tanzania Chapter is in the process to be registered as the result of the conference.

Comments and reflections from participants:

I felt part of something awesome. Discussions in groups were incredible. Everyone's company was in exciting, enlightening and enriching. I now feel more confident to continue touching others' lives in ways I seldom imagined. I was left yearning for more. I suggest each facilitator comes up with an innovation to be shared in the next conference. All the best for you all.

We arrived in Eldoret safely. We thank everyone profusely for all you did to make it memorable to us. Our minds are still in Arusha though our bodies are away. You all made it a dignified conference of its own kind. All the best and all the time.

Dr. Fred Namasaka Wafula – Pwani University, Kenya

The coming together of great Facilitators from the different sectors across the different countries, communities and cultures represented. The opportunity to facilitate a workshop and get great critical feedback (something that is rare in the world of Facilitators) and the opportunity to participate in great discussions, sharing experiences in the subjects of diversity, inclusion, & empowerment. Things that could happen differently. Time is always a factor but sometimes things felt a bit rushed so maybe an extra day. Also maybe having a cultural market place one evening a place for us to create a table that

reflects our country, community and cultures and share together and gift each other items from our market stall of culture to take back to our respective organisations!

It's was worth the miles and cost! One of the best professional development opportunities I have taken part in for a while. Challenging ourselves, getting out of our comfort zone, meeting peers from around the world and with good will and good intent having powerful conversations about difficult issues such as power, discrimination, equality and equity is brave and important work and we must continue to do so.

Thank you Churchill, and thank you also for all your pre, during and post conference support! It was indeed a very productive 3 days I am looking forward to getting back to work and present to my team on it all.

Lee Pirraoux – Raleigh International, UK

Social Inclusion impacted me immensely. I felt like a convert; indeed, I was! The fact that we had fellow members from across Africa and the UK was itself humbling. It was a clear sign that facilitation is a serious career. Recommendations for the future are:

- 1) Add a little more time to each and every event
- 2) Add more days to include sights and sounds
- 3) Prepare enough handouts for participants
- 4) Promote/market the event early enough to allow participants time to plan
- 5) Early bird discounts
- 6) Group discounts more especially for participants coming from one organization

I must commend TAMASHA team for an exemplary performance. Truly unrivaled by any standards. Mombasa team must have drawn many lessons from this event moving forward. The facilitation processes are memorable for years and years to come. A special thank you to Churchill and John for lifting the top trophy. The connections and friendships chain must be kept intact and jealously guarded. God bless you all.

George K'Ouma – SADA, Kenya

The highlight for me was the varied styles and depths of facilitation that we all freely shared. There was such rich variety of styles and knowledge on all levels.

Areas of improvement:

1. Possibility of recording the breakout events so those who couldn't attend can benefit.
2. Very early announcement of date and venue to allow for good preparation.
3. Collaboration during the conference events were good. Could we look at making it greater?
4. Can we make summaries (could be electronic) of the sessions available very quickly after the event

Thanks to you all for the wonderful company and interactions. Really memorable 😊

Christian Diaba, Ghana

I would also suggest more participation in all sessions

Emillienne Kayitasirwa – VSO, Rwanda

TAMASHA... what a great team you are, thanks to everyone for their part.

Was my pleasure. I enjoyed the whole experience so much and looking forward to seeing the collaboration and networking that will come out of the conference. "Promoting the power of power of participatory facilitation in Africa"

John Cornwell – IAF Africa

It was a MEMORABLE three days thanks to one and all.

Richard Mabala – TAMASHA, Tanzania

Appreciations and Acknowledgement

There are so many people who were involved in one way or another to make this conference a successful one. Warm thanks goes to:

All the participants

Organizing team:

John Cornwell, Churchill Shakim, Richard Mabala, Fikiri Elias, Annagrace Rwehumbiza, Rukia Masayanyika, Bahati Mabala, Hassan Pukey and Sadala Ismael.

TAMASHA for its generous contribution in both human and financial resources that made this conference possible.

Summary of Facilitated (concurrent) sessions:

Session: IDEAS generation. Alternative for brainstorming. (Discussion session).
Judith Hartly & Lucy Pouw

Summary of key issues:

Brainstorming is one step of the progress and really nice but should people be able to express ideas.
The right brainstorming starts with the right question.

Alternative

Snowballing techniques

Writing on flipcharts

Anonymous idea box

Hats techniques where hats of different colour are given to participants with meanings representing different voices (Edward Bono).

Small groups works better

Methods and techniques

Asking questions

Idea generation process

Culture system of organization that encouraging ideas

Reflective comments in big plenary

Do not outshine leader out of conversation

Facilitator be good at mentoring and encouraging people to generate ideas and not be worried that participants are going to outshine them

How to give ideas without worrying that you are going to outshine your leader

Use and abuse of power

Session: Enhancing participation for digital learning in Africa.
Julias Alego

Summary of key issues:

Digital learning is defined as the process of learning through the use of technology.

Benefits of digital learning: convenience, variability, inclusive, accessibility and scalability.

Methods: websites, social media, mobile apps, video/voice conference, MOOCs, E-learning is very cost effective, you can get materials in websites with no cost

Tips to enhance e-learning: create scenario, value, integrate social media, storytelling, participation, recognition, mobile friendly

Challenges:

Exclusion, language barriers, intention pollution, security, fake news, learner motivation, expenses.

To manage diverse and active class when everyone wants to participate

How to engage adults effectively

E-learning aims at a high level people. We have to think on how to trickle down to the local people because it focuses to a certain level of people

How can we deal with a group of people who don't participate much? And of people who dominate the session?

Session: Making it memorable
Christian Diaba

Summary of key issues:

To make a facilitation session memorable, it should have the following characteristics...

Use of memorable phrases, Personality traits, connections and relationships, things that stick out, mental pictured, strong emotions, attention grabbing, events and situations.

Facilitation is not memorable because of, stress/depression, boredom/loss of interest, dislike, not paying attention, distractions/overstimulation, hurting, resistance, information overloaded/multiple things.

Tips and techniques to make it memorable:

Make it funny, make it stick, key concepts, keep it real, build connections,

Make use of humour, words, stories and examples, visual aids, use your body

Session: Active vs effective participation in rural empowerment initiatives (e.g. financial inclusion).
Steven Milambo

Summary of key issues:

It requires easy process like use of case studies, stories, drams etc.

A facilitator must respect tradition and cultural norms

It is affected by limited resources such as power point and venues.

Session: Power walk and Exploring values
Emilienne Kayitasirwa

Summary of key issues:

The sources of power – Social status, education, colour, gender, economic statuses, disability.

The lesson from power walk emphasizes that we are all born equal but we only get to be different, people should help out others, it tells that people should not be selfish, provide opportunities to others, diversity should be celebrated.

Values should not define people

Understand that values keep changing

Respect diversity in terms of values.

Session: Building effective teams in workplace
Sajimi Olusegun

Summary of key issues:

A team refers to a group of people who have been brought together to accomplish some common goals. The success of the team depends also on how well the team members coordinate their efforts. A team can be compared to a machine with different parts. The parts are interconnected. Each of the part might be performing a different operation, but they are interconnected. Similarly the work of one person in a team affects the performance of others in the team. The more integrated the team is, the more success it would achieve as a unit. Each team member has to act responsibly, and remain committed to the common goals. For most of us, teamwork is a part of everyday life. Whether it's at home, in the community, or at work, we are often expected to be a functional part of a performing team. This workshop will encourage participants to explore the different aspects of a team, as well as ways that they can become a top-notch team performer.

Team is also defined as a group of people with complementary skills to achieve pre-determined goals.

Effective team includes, communication, commitment, courage and character

These are the stages of team work, Forming, Storming, Norming, Performing and Adjourning.

There are different personalities in team work:

Introverts: sanguine, choleric

Extroverts: melancholy, phlegmatic

Session: Vee-Mapping as a tool for facilitation mediation and conflict resolution
Fred Namasaka & Mercy Cheruto

Summary of key issues:

It is recognized that a divergence of opinions is not necessarily bad but is potential source of conflict among members of a Family, Team, Group, Institution or Community. Effective ways and means of preventing and resolving disputes is one that could help people get to a point of convergence, having a common understanding. Mediation is a complex process that requires appropriate tools for accessing knowledge on one side and doing the right thing on one side. Knowledge without utility is merely information. When people apply knowledge they move to a level of wisdom which is crucial for conflict resolution. Vee-Mapping approach is a tool that help carry out effective participatory facilitation in conflict management. The purpose of this poster is therefore to shade light of knowledge on how Vee-Mapping tool can be sued to facilitate in mediation and conflict resolution.

Session: What is Social Inclusion?
Mariam Okumu & Elisha Mwaringa

Summary of key issues:

The session started with fresh activity to define discrimination and how, when we consciously and unconsciously discriminate others because of our attitudes (assumptions, stereotypes, values)

Social inclusion is about equal treatment of people regardless of their race, religion, age, gender etc

Session: Role plays to enhance learning (discussion experience from MOBISOL)
Agatha Mganga & Lucy Pouw

Summary of key issues:

Role play is used as a learning method during training so that to conceptualize the concepts.

People shared their experiences on how their use role plays in their jobs.

Session: Facilitating an intensive movement building cycle
Mary Nsemwa

Summary of key issues:

TGNP Mtandao (TGNP) advocates for gender equality, equity, women's empowerment and social justice in Tanzania. It focuses on building a vibrant transformative feminist movement that challenges patriarchy and neo-liberal policies and structures, and strongly addresses issues of gender, democracy, women human rights and social justice at local, national and international levels.

The session aims at sharing TGNP's experience of facilitating an intensive movement building cycle (IMBC). This is model which shows step by step process that focuses on grounding the transformative Feminist movement building (TFMB) at the grassroots level. Raising consciousness of grassroots women and other marginalized groups, strengthening their analytical capacity and their agency to make change Within their communities, districts and national level.

Through the process, grassroots women and other marginalized groups of men, girls and boys, people with disability and other poor people become more conscious, empowered and able to articulate their issues, demand their rights and hold authorities to account.

IMBC – Intensive Movement Building Circle – capacity building/knowledge centres – local media training on raised issues/investigative journalism – budget analysis – gender festival – site mapping – animation training – PAR – feedback sessions/wards and districts

Methods:

Picture codes, mapping/risk mapping resource, ranking, venn diagrams, role plays, case studies/stories, focus group discussions, songs, powerful videos, time use matrix, resources ownership, power walk,

Session: The power of using PAR to marginalized groups
Annagrace Rwehumbiza

Summary of key issues:

PAR Facilitation

The session intended to bring the participants together to share their knowledge and experiences on Participatory Action Research (PAR), the differences between PAR and other facilitation projects, the added values of PAR to the marginalized groups, strengths, as well as discuss challenges and at last the participants will be able to look together at what is needed for a successful PAR.