



**Free facilitation webinar 20 June 2016 in Adobe Connect**

*Hosted by Martin Gilbraith with Sunny Walker & Bill Staples*

## Agenda

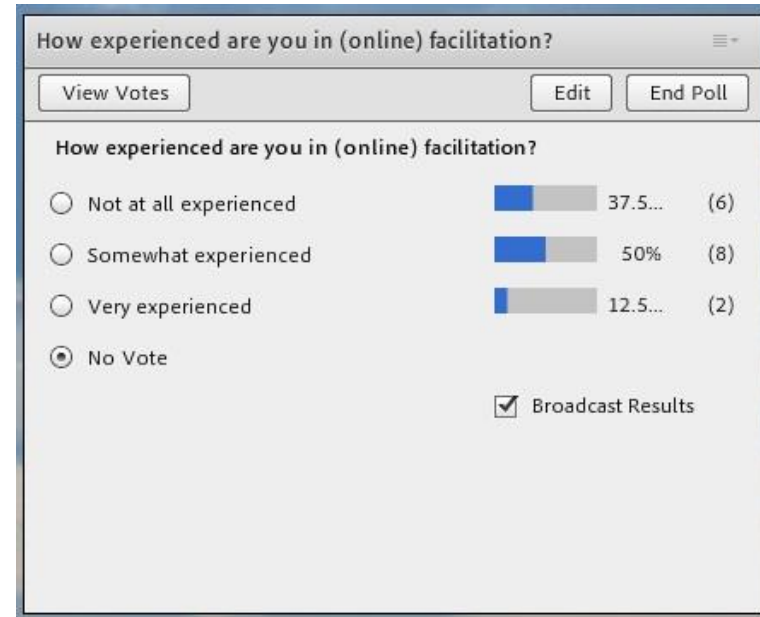
13:00-14:00 BST

1. Opening, overview & introductions
2. Presentation
3. Q&A, discussion
4. Reflection & close

## Participants

32+ from Austria, Belgium, Canada, France, Germany, India, Indonesia, Italy, Kazakhstan, Netherlands, Russia, Spain, Switzerland, UK, USA.

## Introductions



- **Farah:** Hi Martin Farah here from India, Bangalore. Right now log in in from Abu Dhabi.
- **Seema:** Hi All, I am Seema Srivastava from India. Look forward to a fantastic learning session
- **Larry:** Seema, hello from Texas.
- **Guido:** hi all, i'm Guido from Italy. now in Alcala de Henares. Madrid
- **Bill:** Welcome, Guido. I see it is a lovely hot day in Madrid.
- **Bill:** the site <http://top-facilitation.com/programs/> has many case studies of ToP Participatory Strategic Planning.
- **Simon:** Simon Koolwijk, the Netherlands. expert, trainer, facilitator participatory video, The Netherlands.
- **Constance:** Hello! Constance here - from Altgen, workers' co-operative based in London. We support young people to set-up co-

operatives in order to create a more equal, democratic and sustainable economy.

- **Michael A:** Hi Michael here from Paris
- **Marge:** Would love to connect with other facilitators - feel free to follow me @margelicious on twitter
- **Jayne:** Hi I'm Jayne from the rainy UK
- **Stephen:** Hi Stephen from Mt. Abu, Rajasthan, India
- **Michael:** Michael Nord from Amsterdam, work with global clients on facilitation and coaching. Feel free to connect on LinkedIn for further networking <https://nl.linkedin.com/in/michaelnordnl>
- **Ashaney:** Hello everyone, This is Ashaney from Jamaica
- **Michael:** Also rainy in the Netherlands
- **Jill:** Jill McAllister from the USA. I've done quite a lot of facilitation but am still new to ToP
- **Erica:** Hello, I'm Erica from Italy
- **Stephen:** I use facilitation in my workplace. I work as Manager Organisation Development at a Not for Profit Hospital in India. I am exposed to ORID but not the rest of the ToP methods
- **Guido:** hello everybody, I'm Guido Granello, I'm Italian but now I'm in Madrid. I use facilitation in landscape planning. park, land management, etc...
- **Eva:** hi, I am consultant from Russia, starting to use facilitation for business sessions

## Questions & comments

- **Simon:** In what way did the session strengths and resources help the process between the contradictions and the strategic directions? what was the added value? And why there and not between the strategic directions and the operational planning?
- **Simon:** Did you just document the workshop results, or did another consultant draw up a written strategic plan from this

process? In many consultancies they ask nowadays to write a strategic document and the facilitation is a support in this process. How was it in this case? and why?

- **Stephen:** Can u explain the Carousel brainstorming process a bit more
- **Robert:** Does PSP need to be done in a continuous time window? or could it be done just as well in, let's say, weekly recurring meetings?
- **Sunny:** Thanks for all your questions. We'll address those shortly!
- **Martin:** thank you all for your questions & comments
- **Robert:** I would like to ask Bill Staples whether it is correct that the ends (but not the means) of PSP are very similar to Theory-U?
- **Marge:** PSP process is an ideal way to stop 100 page 'novels' of strategies from sitting on a shelf!
- **Simon:** Bill I have been reading your book, transformation strategies. Most of the case studies show transformation in ideas on content. How do you integrate discussions on behaviour change? behaviour change in transforming society. And what methods do you include to discuss behaviour change in strategic planning sessions. Myself I think theatre or video is more appropriate if you want to have behaviour change in your strategic plans. How do you think about that?
- **Fred:** Quick practical question- the background material for the wall and the stickies, how is that prepared?
- **Sunny:** Fred, the "sticky wall" as we call it is a large nylon cloth (rip-stop nylon or parachute material, though even paper can be used). We spray it with 3M Artist's Mount or "repositionable spray." Then any paper will stick. We often use recycled half sheets (as long as what's on the back isn't confidential info!).
- **Stephen:** Bill you said " ToP strategic planning has less to do with what to do but ....." can u repeat that

- **Bill:** Thanks, Stephen. ToP Participatory Strategic Planning has less to do with making things better, or groups more effective, and more to do with transforming the capacity of the individuals and the organization to be more responsive to and responsible to society.
- **Fred:** Martin, quick question, can you drop[ me an email with an answer; Quick practical question- the background material for the wall and the stickies, how is that prepared?

## What has worked well in your experience of online facilitation and engagement?

- **Michael:** being part of the design of the day/event
- **Simon:** the participatory part. People feeling inclusive, building up rapport and connection with each other.
- **Robert:** creating a safe environment for participation
- **Michael:** give inspiration from outside world beforehand
- **Jill:** For me too - the participatory aspect. People come away happy, uplifted, hopeful
- **Ashaney:** Setting a clear outline from the start with participants
- **Marge:** People are often surprised at what participatory methods can achieve
- **Ashaney:** Have 2 or more facilitators with large groups
- **Fred:** use a cover story vision - process - the "magazine" cover 1 page summary
- **Fred:** big headlines, images, sidebars
- **Ashaney:** know your audience and be open

## What have been some challenges in your experience of online facilitation and engagement?

- **Marge:** Expectations of client on providing a full report afterwards! Learning to say that it's OK to say no and explain why...
- **Stephen:** Getting a management team that has never done a strategic planning exercise to actually agree to do a strategic planning
- **Michael:** how to get the group or management to use the outcome of the workshop
- **Marge:** Working out how to run the action planning/ implementation bit - how much detail to go into
- **Marge:** Getting people to get their heads around what strategy actually means
- **Robert:** no full system approach where outsiders necessary for implementation don't feel ownership for the outcome of the process
- **Simon:** During the intake, it becomes clear that not strategic planning is the need, but there is an underlying conflict that needs to be solved first.
- **Veronique:** Allowing for emergence within processes so people can experience what is needed
- **Simon:** Getting clarity about the available resources to implement the strategic directions.

## Feedback

- **Veronique:** Thank you very much for this opportunity.
- **Michael A:** Hope to see some of you in Brussels!
- **Marge:** Thanks for a great session!
- **Ashaney:** Thanks for your session
- **Michael A:** Thanks.
- **Kathryn:** Thanks Martin, a great informative session
- **Jill:** Thanks so much!
- **Michael:** Thanks
- **Simon:** Martin, Sunny and Bill thanks a lot for sharing and conducting this webinar.
- **Robert:** Thank you so much for sharing your time and experience with us.
- **Martin:** thank you all for your participation!
- **Seema:** Thank you
- **Michael:** Thank you all
- **Erica:** Thank you!
- **Marge:** Webinars like this are crucial to freelancers like myself to allow for learning and connecting, and time out for reflection - thanks for sharing your experience and time Martin, Sunny and Bill.
- **Fred:** got to go, many thanks for a great session!
- **Stephen:** Thanks so much Martin, Sunny and Bill
- **Simon:** Bye all!
- **Guido:** grazie mille!!!really thank you
- **Seema:** oh great...Thank you Martin...whatever I heard was fantastic

