

Reviewing the past to prepare for the future



Introducing ICA's Technology of Participation (ToP) - tools for dialogue, learning, consensus & change

Friday 18 November in Geneva, 09:00-17.00 – Martin Gilbraith CPF with IAF Geneva

Who this course is for

This one-day tailored master-class will be suitable for all those who want to be able to involve people more effectively in dialogue, learning, consensus & change, including team leaders and managers within organisations, those working with Boards, management teams, partnerships and external stakeholders, youth and community workers and independent facilitators.

Questions this course answers

“How can I enable more purposeful & productive conversations, bring out the wisdom of a group and reach shared awareness and new insight in meetings?”

How can I help a group take a comprehensive and long-term strategic view - to learn from the past, appreciate the present and anticipate the future?

How can I enable a group to come to a common vision, a deeper understanding of its current reality and a real sense of ownership and commitment to a shared way forward - so that for once their plans actually deliver the change that they are seeking?”

What you will gain

This course will introduce two foundational methods of [ICA's 'Technology of Participation' \(ToP\)](#) methodology, and two that adapt and apply these foundations to strategic review, planning and change:

- [ToP Focused Conversation](#) provides a structured, four-level process for effective communication which ensures that everyone in a group has the opportunity to participate
- [ToP Consensus Workshop](#) is a five stage process that enables a facilitator to draw out and weave together everybody's wisdom into a clear and practical consensus
- [ToP Historical Scan](#) (or 'Wall of Wonder') is a powerful tool to enable a group to share and learn from their varied perspectives of a journey through history, and in context, to review the past in order to prepare for the future
- [ToP Participatory Strategic Planning](#) is a structured long-range planning process which incorporates ToP Consensus Workshop for building consensus, ToP Focused Conversation for effective group communication, and an implementation process for turning ideas into productive action and concrete accomplishments.

More experienced facilitators may be ready to apply at least the first three tools effectively in their own situations, and at least key principles of the fourth. For others the course will serve as a powerful, experiential introduction to ICA's ToP methodology.

These methods have been featured in publications including:

- Brian Stanfield's '[Art of Focused Conversation](#): 100 Ways to Access Group Wisdom in the Workplace',
- Jo Nelson's '[The Art of Focused Conversation for Schools](#): Over 100 Ways to Guide Clear Thinking and Promote Learning', and
- Brian Stanfield's '[The Workshop Book](#): From Individual Creativity to Group Action'
- Bill Staples' '[Transformational Strategy](#): Facilitation of ToP Participatory Strategic Planning',
- Bunker & Alban's '[Large Group Interventions](#): Engaging the Whole System for Rapid Change',
- Holman & Devane's '[The Change Handbook](#): the definitive resource on today's best methods for engaging whole systems',

Learning style

The methods will be presented in a practical and participatory way. Three methods will be demonstrated in turn in practice, each followed by an explanation of the method and an exploration of how it may be applied in participants' own situations. Participatory Strategic Planning will be introduced by means of a case study with an international humanitarian NGO in Geneva, in which it and the other three methods all are applied.

This tailored masterclass is adapted from elements of ICA:UK's 2-day [Group Facilitation Methods](#), [Participatory Strategic Planning](#) and [Organisational Transformation](#) courses, and IAF conference sessions presented in [Moscow](#) and in [Copenhagen](#) in 2014. Excerpts from ICA:UK course workbooks will be provided as a resource, and links to further online resources.

Martin Gilbraith CPF

I am an independent facilitator, trainer and consultant based in London, UK.

I am a Certified Professional Facilitator of the [International Association of Facilitators](#), IAF 'Hall of Famer' and former IAF Chair and IAF Europe Director.



I am President of the [Institute of Cultural Affairs International](#) (ICAI), and an Associate and former Chief Executive of [ICA:UK](#), the participation and development charity. I have been facilitating and training, specialising in ICA's ToP facilitation methodology, since 1986.

For more on my work, and what others have to say about it, please see [how I work](#), [who I work with](#) and [recommendations & case studies](#) – or view my profile and connect with me on [LinkedIn](#).