Four hands on the steering wheel
Four hands on the steering wheel: content agenda

1. When are ‘four hands’ better than two?
2. Forms
3. Joys
4. Sorrows
5. Q & A
6. Open discussion
7. Case study
8. Do this
9. Q & A
10. Open discussion
• Easier
• Skills / knowledge
• Large group
• Complexity
• Long process
• Content & process
• Learning
• Prefer
Forms of co-facilitation

1. Process x 2: primary, secondary
2. Process x 2: ‘tandem’
3. Contractor + sub contractor
4. Process x 1 + Content x 1
5. External + Internal
6. Facilitator + Learning
7. Professional partnership
• Blind spots buster
• 6 > 12 string guitar
• Model different styles
• Deepen relationship
• Parallel working
• ‘What's happening?’
• Get some rest
• Easier and easier ...
• Profession ‘quality control’

Joys

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• Another relationship to take care of
• Small relationship cracks visible
• Irritations behind the scenes
• Talking to myself quicker than to another
• Are we so difficult?
• Complex contracting
• Higher cost or lower fees

Sorrows

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Your Joys?

Your Sorrows?

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COP18/CMP8
ONE CONFERENCE - ONE TEAM
Teambuilding Retreat
DO THESE THINGS

• Choose co-facilitation if ...
• Make co-facilitation clear to group
• Clear roles in front of group
• Yes and ...
• Relationship irritations in private
• Notice projections and power
• Practice letting go of cherished habits
• Celebrate your skills and theirs

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WATCH OUT FOR THESE THINGS

• One ‘on stage’ at a time

• Inflating small irritations

• Over cautiousness – don’t want to offend

• Transparent about money, contract

• Bigger challenge & rewards