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#FacInd

Four hands on the steering wheel?

Effective co-facilitation in action



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IAF India facilitation webinar 19 July 2017 in Adobe Connect

Hosted by Martin Gilbraith CPF & Martin Farrell CPF with Sunny Walker CPF

Agenda

7.00-8.30pm IST

1. Opening, overview & introductions
2. Martin Farrell's experience, Q&A
3. Discussion - your joys & sorrows
4. Martin Farrell's case study & "do's", Q&A
5. Discussion - your next steps
6. Reflection & close

Participants

28 from Bangalore, Chennai, Delhi, Mumbai, Pune & elsewhere in India, plus Martin, Martin & Sunny.

Introductions



- **Parag:** Hi, Parag this side
- **Sweta:** hiiii sweta here first webinar
- **Lata:** Hi This is Lata from Chennai
- **Bharti:** Hi everyone, Bharti Dekate from Mumbai
- **Farah:** Hi I am back in .. Farah from Bangalore. Looking forward to an evening of learning, growing and sharing!
- **Sweta:** Hello Sweta from Pune
- **Vanitha:** Hi Vanitha here, Im actually from Bangalore but currently taking this call from PUNE
- **Anirban:** Hello. I am Anirban from Kolkata
- **Nitul:** Hi ! This is Nitul from Mumbai
- **Arshad:** Hi Arshad ,Chennai
- **Seema:** Hi, Seema from Mumbai
- **Bharti:** wow! we have Chennai, Mumbai, Bangalore, Pune, Kolkatta already! Hoping Delhi, Hyderabad, Goa join in too
- **Farah:** Hi team.. wonderful to see you here
- **Stephen:** hi Everyone
- **Parag:** Parag from Pune. Part of IAF Pune Core Team as well as IAF India Core Team for Social Media initiatives. Welcome everyone!

- **Sanyog:** Sanyog from Bangalore
- **Stephen:** Stephen from Mt Abu in Rajasthan
- **Illa:** Hi ..Illa from mumbai
- **Narsi:** hi everyone..thanks for joining the webinar this evening....Narsi from Chennai
- **Sekhar:** Sekhar mumbai
- **Mathew:** Hi all. This is Mathew from Chennai
- **Dharini:** Hi All. Nice to be a part of such a diverse audience. This is Dharini from Chennai
- **Stephen:** If tweeting please use #facind for tweeting. Have started. Do follow along
- **Nikita:** nikita from chennai
- **Parag:** Keep tweeting and re-tweeting!! #FACIND
- **Ravindra:** Hi Everyone, Ravi. Baviskar from Pune
- **Farah:** Parag pls share the twitter handles of the speakers
- **Martin G:** @martingibraith @martinfarrell @sunwlker

Questions & comments

- **Vanitha:** hi Can u please explain the 6 12 string guitar point again
- **Illa:** Are there any guidelines or norms for successful co-facilitation
- **Ajit:** What if the group needs more clarification from one of the facilitators - and not from both, meaning they like one of the co-fac to clarify more
- **Parag:** Who answers the questions from the participants when co-facilitation?
- **Lata:** What if the group relates to one facilitator more than the other?

- **Sunny:** For me, the facilitator who is up front will answer first and then give the other an opportunity to respond further. Then can ask the group if there are others with suggestions.
- **Yateen:** To me Co Facilitation is intimate Dance!
- **Narsi:** tandem cycling or a game of tennis - doubles
- **Sunny:** Definitely Yateen - and the more you know and trust each other, the better the dance.
- **Rajkumar:** What if one facilitator feels the other is steering wheel in a different direction
- **Farah:** @Lata - this is a possibility because of their different styles.
- **Lata:** Agree Farah
- **Ajit:** clarity and prep b
- **Ajit:** In the prep agreeing and disagreeing
- **Ajit:** deciding how much spotlight each one of us is entitled to other than the group off course
- **Farah:** @Vanita - The key is probably in the conversations prior to the co-facilitation and the trust element that needs to be built in
- **Ajit:** makes you Cupid Farrell
- **Stephen:** When you are choosing a co-facilitator do you try and take care of gender or cultural balance. For example, I like to co-facilitate with a woman or someone of a different culture which expands your ability to determine what is going on with the group
- **Sunny:** Stephen, that's a strong insight - that it "expands your ability to determine what is going on with the group." Thanks for that!
- **Martin G:** yes indeed
- **Anirban:** I agree. But Practice is the key.
- **Vanitha:** Question: should the woman go first when facilitating
- **Vanitha:** faultless facilitation by Lois B Hart

Co-facilitation joys: What has worked well in your experience?

- **Parag:** Preparing, planning and planning and preparing more....
- **Vanitha:** Learning
- **Arshad:** the co creating
- **Vanitha:** and also rest to prepare yourself for the session with a bang
- **Illa:** different perspective
- **Parag:** Learning from the co-facilitator has been a great joy, always!
- **Bharti:** Having someone to confide in and process the proceedings from a different point of view
- **Lata:** It works well when we set expectations with each other and also have an understanding of what areas we handle and how
- **Parag:** +1 Bharti
- **Stephen:** Love co-facilitation for the learning from my co-facilitator. Makes de-briefing easier. Also like the co-creation aspect.
- **Sanyog:** Felt stronger
- **Martin G:** diverse facilitation teams for large & diverse groups
- **Rajkumar:** Better awareness of the participants
- **Lata:** certainly, expand the range we can offer, different perceptions
- **Nitul:** the joy of watching someone with a different way of being sensing the group
- **Farah:** Amazing chemistry, understanding of a different style of facilitation, Constant opportunities to excel and go beyond, and immense learning & growth
- **Seema:** Managing the large group has become easier because of the co-facilitation, variety of style, Discussing some crucial points with the co-facilitator
- **Martin G:** endless reflection & learning
- **Stephen:** When you work regularly with a co-facilitator, I love the intuition that develops between the two of you
- **Yateen:** Being at Peace.
- **Stephen:** Having two four eyes and ears to pick up subtle nuances/ dynamics in the group
- **Bharti:** two facilitators usually "listen-in" to the needs of the client/participants much better
- **Varsha:** support from the cofacilitator
- **Anirban:** Missing out on key points which can be taken up by other facilitator
- **Kanchan:** Roles can be shared and swapped. Observer role is well done by the other facilitator.
- **Stephen:** I have never co-facilitated with someone I do not know well. That helps a lot. As you know each other well, you can give each other more space.
- **Farah:** I'm smiling Martin with your experience
- **Kanchan:** The joy of 'Mentoring'
- **Martin G:** yes indeed, knowing each other well
- **Kanchan:** So much power in the diversity. One facilitation style can get boring
- **Anita:** Being Present to Self, Group and Co facilitator ... and to the outcome
- **Lata:** I am with Stephen on this. I have not either. When you know each other and understand, then more rapport and more space
- **Kanchan:** In between a long day, some time to reflect and introspect. A little step n back helps as 'In the zone' we tend to miss out a few critical aspects

Your sorrows of co-facilitation: what have been some challenges in your experience?

- **Kanchan:** Clients may not welcome another facilitator as they perceive its coming at an additional price.
- **Illa:** Interrupting & repetitive
- **Rajkumar:** When one facilitator pre-empts the question of the other
- **Illa:** Division of earnings
- **Vanitha:** my biggest pain is when to step in to ensure learning experience is intact.... this constant battle in my mind
- **Martin G:** endless reflection & learning
- **Bharti:** the imbalance in airtime, comfort with the audience, even sometimes an emergent approach that catches the other by surprise
- **Sanyog:** Group became adverse to my co facilitator
- **Seema:** Time management
- **Parag:** Remaining sensitive to time and have been in situations where my time was eaten up, inadvertently though
- **Rajkumar:** Possible different understanding of the desired outcomes
- **Illa:** Not being in agreement with other's point of view
- **Yateen:** Difficult to justify sometimes.
- **Farah:** I agree Seema - overstepping time!
- **Farah:** Not open to reflect
- **Kanchan:** facilitators too are not open to co facilitation as they perceive that their references are now shared. That the other person will contact his client.
- **Anirban:** Pace difference and temptation to jump in.
- **Nitul:** the co-facilitator taking up a diametrically opposite point of view

- **Lata:** Time management
- **Varsha:** holding space as a co-facilitator is challenging
- **Stephen:** I am really having trouble thinking of a sorrow in my co-facilitation experience. I have co-facilitated easily over 25 times and every time felt it was awesome. But did appreciate your points that you raised on your slide Martin F
- **Ajit:** co-fac goes out of context
- **Varsha:** thanks Sunny for your sharing

Co-facilitation next steps: what's one thing you will do, or do differently?

- **Nitul:** Be clear about who is going to be in the front of the room for a segment
- **Stephen:** Rehearsing and Contingency planning
- **Illa:** Judiciously choose the partner- for level of trust & maturity of thinking
- **Ajit:** who drives when
- **Stephen:** be clear on who is doing what, where and when
- **Yateen:** Get to know the proposed Co fac much before the session. spend a good time off the facilitation grid. some sports or evening drink or some social engagement.
- **Nitul:** trust my intuition in choosing a facilitator
- **Ajit:** open feedback after the facilitation
- **Farah:** Get any fuzzy areas addressed prior to the session...
- **Lata:** Clear roles on who is doing what and when
- **Kanchan:** Choose Cofacilitators with complementing skills and competencies. , so spaces are clearly different . Have a well agreed plan for contingencies.
- **Seema:** may be separate the Content and Process facilitators, not only have the destination in mind but the path too so that

both can drive on the common path... Have a balance like in surfing

- **Vanitha:** CELEBRATION...never thought of it before.... i guess i assumed its work
- **Seema:** Celebrate after the session
- **Farah:** Co-facilitate more - to create the 12 string guitar performance!
- **Stephen:** Definitely go out and play with your co-facilitator you will get to know them better
- **Lata:** Enjoy and go with the flow
- **Stephen:** Celebrate after the session is something I will try to do better
- **Vanitha:** **Farah** so u and me on for that
- **Farah:** Yes Vanitha - we will go out and celebrate this learning and make more happen

Reflection - what worked well?

- **Yateen:** The way the session is handled.
- **Narsi:** 6 hands managed the wheel with tremendous dexterity
- **Illa:** Live examples shared
- **Stephen:** Case study was very effective in reinforcing content
- **Nitul:** The case study and the utter honesty of Martin Farrell in sharing what worked and did not work
- **Yateen:** Time just flew by.
- **Vanitha:** I liked the dance between both the martins and sunny.... you practically lived what you spoke ..thank you
- **Varsha:** the perfect symphony by all the facilitators here today
- **Dharini:** Demonstration of a co facilitation joy
- **Parag:** Thanks for the wisdom shared
- **Ajit:** great seamless managed
- **Sanyog:** Beautifully done

- **Varsha:** perfect symphony created here for us to experience. Perfect!!
- **Seema:** Co facilitation by you all
- **Arshad:** Thank you
- **Lata:** All three of you demonstrated clearly how to co-facilitate - practically!
- **Lata:** Thanks so much.
- **Varsha:** well organised again by Narsi and team
- **Farah:** Amazing sync... thank you Martin F, Martin G and Sunny!
- **Farah:** Loads of thing to think about and apply.
- **Parag:** Thanks
- **Farah:** I mean deeper thinking about the nuances of co-facilitation
- **Arshad:** great time management
- **Arshad:** wow next door facilitation
- **Anita:** Extremely professional and attentive to questions
- **Parag:** I will be logging off now.... thank you for such a rich learning and wisdom shared. Grateful!!
- **Yateen:** Thank you Martin Gilbraith and Martin Farrell and Sunny Walker.
- **Mathew:** Great learning experience Martin Gilbraith and Martin Farrell and Sunny Walker.
- **Seema:** Thank you all
- **Narsi:** thanks, amazing Facilitators, thanks to all the participants, warmly. Martins & Sunny,,, do celebrate:)
- **Lata:** Thanks Martin G and Martin F and Sunny
- **Seema:** Thanks Narsi for organizing it
- **Kanchan:** That was wonderful... Thank you all. Have a great evening ahead.
- **Arshad:** Great use of technology

- **Bharti:** Martin, Martin and Sunny...thanks a ton! do celebrate the tandem
- **Lata gopati:** My first time with Adobe - great experience
- **Anita:** Thanks much.
- **Arshad:** Narsi and team you guys are awesome
- **Seema:** Thank you all...logging off now... Bye take care

Reflection - what could have been better?

- **Yateen:** Time span could have been 3 hours.
- **Vanitha:** Even better if we can summarise 2-3 key points to remember and turn it as an actionable
- **Ajit:** More eggs