Welcome to our **free facilitation webinar**

**Facilitating Authentic Participation**

#ToPfacilitation

https://www.facebook.com/Facilitating-Authentic-Participation/
Plato's Republic
Elite/male
Govern in Direct Democracy

Magna Charta
curbed power of absolute ruler—
share power with elite—1215

Roman Republic
Representational Gov't.

Renaissance, Reformation and Counter Reformation
16th-17th Centuries
Renaissance—focus on human in this world
Reformation & Counter Reformation—radical change in the religious world view. Focus on the individual—man in personal relation with God/made in God's image—all equal before God. Integrity of individual
Value of the individual and the need to respect that value

Who has the power?
19th Century—gradual growth of who could participate in the decision-making. Move away from elite-wealthy citizens.

Age of Reason/Enlightenment
18th Century
Secular Revolution—Secular articulation of the new religious world view. Question of sovereignty. Where does power reside in a society?
American and French Revolution invented Liberal Democracy—
"Bill of Rights" and "The Declaration of the Rights of Man"

Participation is a human right—20th Century
Participation in the decision-making is part of being a human being. Your humanity is reduced if you are denied that right.

"Universal Declaration of Human Rights"
THE FACILITATION CYCLE

PHASE ONE
INITIAL CONTACT & GAINING ENTRY

PHASE 2
CONTRACTING

PHASE 3
COLLECTING DATA

PHASE 4
MAKING SENSE OF THE DATA AND DIAGNOSING THE PROBLEM

PHASE 5
DESIGN & DEVELOP THE PROGRAM

PHASE 6
DELIVER THE PROCESS

PHASE 7
DISENGAGING

THEORY INPUT
A Complex Client System

UNHCR

Former Primary Support Country

Current Country Director

New Country Director

New Primary Support Country

INTERNATIONAL RELIEF ORGANISATION

Country Office

International Organisation Office

Other Funding Offices
Austria
France
United Kingdom
It is often difficult to know when you have reached the point were you are dealing with the real or total client system.

**WHO KNOWS**

The people working with the problem have the most information—unless we accept them as part of the client system we will not get far.

**WHO CAN**

Do something about solving the problem? People who have decision-making authority or control resources and/or finances are key.

**WHO CARES**

While the manager with the problem is obvious there may be many others who care who have to be considered as part of the system.
WHAT WE DO!

THE GAP

EXISTING SITUATION

THE NEED

FACILITATION—BRIDGING THE GAP, MEETING THE NEED

DESIRED SITUATION
Framework for programme design and development

The journey

How to get there

Where people are

Needs assessment

Programme design is about enabling this journey

Where people want to get to

Programme design objectives

Objective
Translate into
Outputs
Products