

Facilitating a culture of participation in international organisations:

Reviewing the past to prepare for the future

With Martin Gilbraith, CPF

Monday, March 31st 2025 - 18:30 - 20:45

Meet us at: Silversquare Europe
35, de Meeûs Square - 1000 Brussels

Limited spots - Register on Meetup



Belgium
promoting the power
of facilitation worldwide



Session aims & agenda



Aims

- To share & learn on facilitating a culture of participation in international organisations
- To inspire & enthuse, and to connect with each other & IAF Belgium to promote a culture of participation

Agenda

- Overview & introductions
- Demonstration of method
- Theory and examples of the method in action
- Questions, discussion and your applications
- Reflection & close



Demonstration

Focus Question

*“What are **key events & milestones** in our experience of facilitating a culture of participation in international organisations?”*

From 2000 & before to 2030 & beyond:

- **Context** – facilitation & participation, international organisations, anything & everything else
- **Facilitating** a culture of participation in international organisations
- **Ourselves** – personal & professional

Brainstorm individually first, share ideas & write cards in pairs, then plot on the timeline.

ToP facilitation

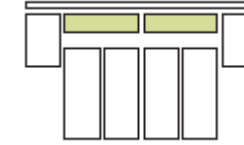


‘ToP’ Values

- Inclusive participation
- Teamwork & collaboration
- Individual creativity
- Consensus
- Reflection
- Action orientation

‘ToP’ Methods & tools

1. Rational & Experiential aims
2. (ORID) Focused Conversation
3. Consensus Workshop
4. Action Planning
5. Participatory Strategic Planning
6. **Historical Scan...**



Rational & Experiential aims

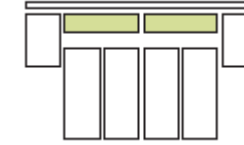


Rational aim

- What does the group need to know, understand or decide?

Experiential aim

- What experience do we want our participants to have?



Rational & Experiential aims



This session

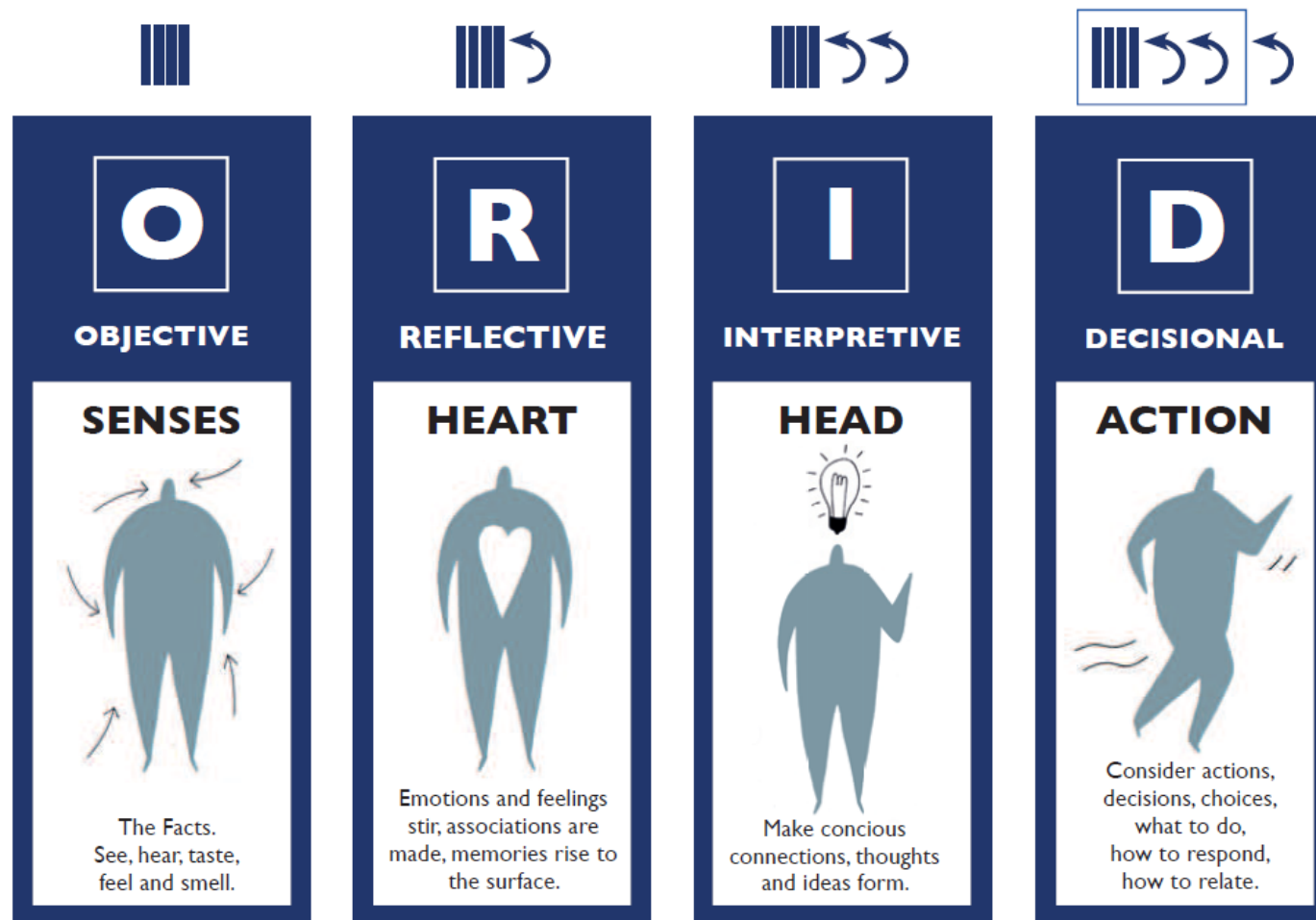
Rational aim

- *To share & learn on facilitating a culture of participation in international organisations*

Experiential aim

- *To inspire & enthuse, connect with each other & IAF Belgium to promote a culture of participation*

(ORID) Focused conversation



(ORID) Focused conversation



TOPIC: The focus or subject of the conversation

OPENING

Welcome.
Context.
“Contracting”
(setting up the
norms of
participation).

RATIONAL AIM

The intent or practical goal of the conversation.
It guides the collective thinking process and
determines the direction of the conversation.



O

OBJECTIVE

OBJECTIVE LEVEL QUESTIONS

- To engage the five senses (sight, sound, taste, smell and touch)
- Invites inclusive participation and focuses attention
- Gets out the facts and objective data.



R

REFLECTIVE

REFLECTIVE LEVEL QUESTIONS

- To elicit and acknowledge imaginative, intuitive and emotional responses
- Acknowledges emotions, memories and initial associations
- Invites participants to use their imaginations.



I

INTERPRETIVE

INTERPRETIVE LEVEL QUESTIONS

- To elicit ideas, relationships and logical connections
- Builds collective consciousness and shared awareness within the group
- Identifies available options within the group.



D

DECISIONAL

DECISIONAL LEVEL QUESTIONS

- To develop depth level collective opinions or resolve that may lead to future action
- Draws out the deeper meaning
- Makes conversation meaningful and relevant to the future
- Exposes individual and group choice.

CLOSING

Thankyou.
Discuss next steps.
Agree any
documentation.

(ORID) Focused conversation



Participation in organisational change in Jordan

- **What events** did you write or read? What questions of clarity do you have?



- **What intrigued you** to know more? What stories would you like to hear, or share?



- **What trends** can you discern over time?
What impacts can you discern between levels?



- **What can we learn** about facilitating a culture of participation in international organisations?

ToP facilitation in practice – 6 cases






Adapt • Invent • Evolve: reviewing the past to prepare for the future at #EuroComm17



Celebrating 20 years with the European Training Foundation in Turin – #ETF20

As seen on  martingilbraith.wordpress.com

Celebrating the development of facilitation – world-wide and history long #FacHistory

As the International Association of Facilitators (IAF) celebrates its 20th anniversary this year, join us in celebrating the power of facilitation by exploring, sharing and reflecting together on its history worldwide; past, present and future.

by  Martin Gilbraith 3 years ago 1,000 Views ▾

[Celebrating the development of facilitation – world-wide and history long #FacHistory](#)



Facilitating change in complexity – the Oxfam Lebanon ‘One Country Strategy’ process

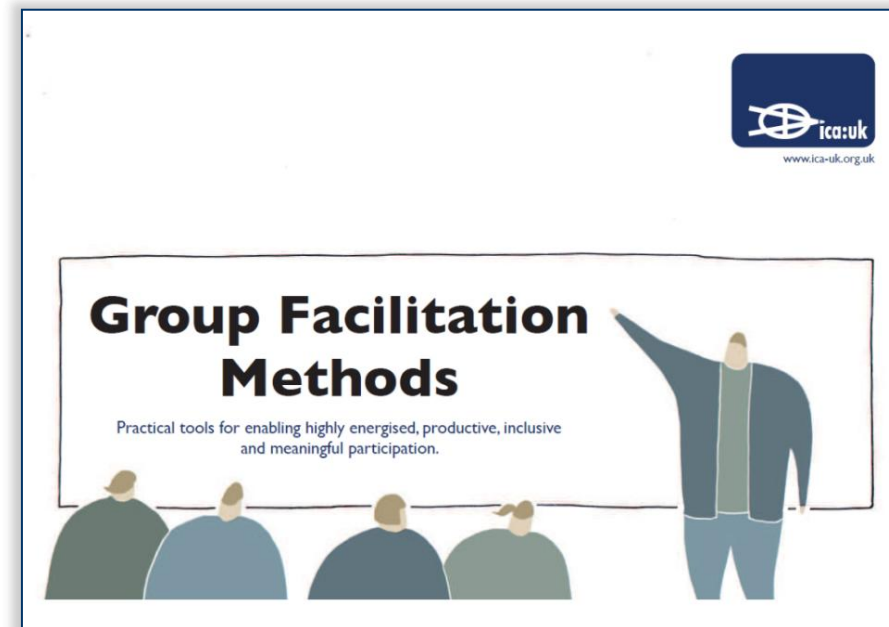
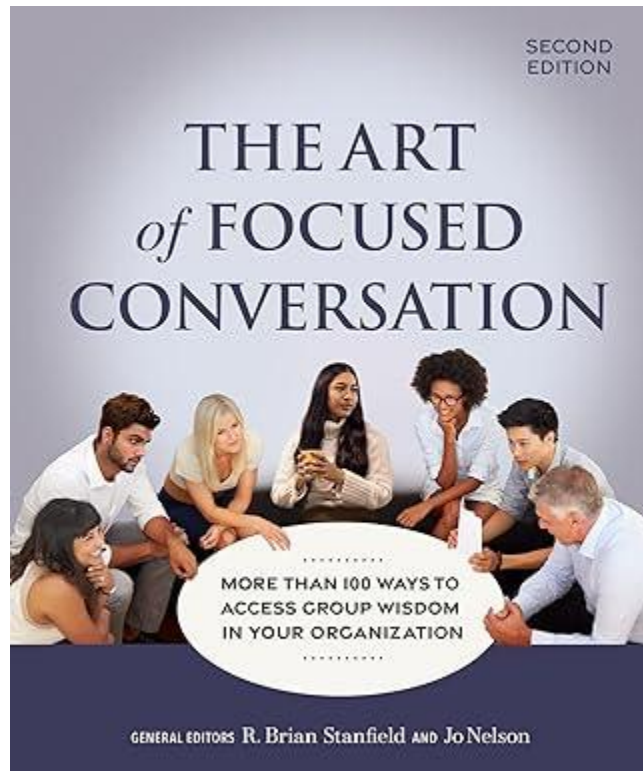


Transformational Strategy: from trepidation to 'unlocked' with IDMC in Geneva



Staff Away Day with George House Trust in Manchester

Resources



Slides & further resources at www.martingilbraith.com