



## AUSTRALIA AND NEW ZEALAND NEWSLETTER

Issue 12, February 2008

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### Contribute to the newsletter

If you have an article, book review, something of interest to facilitators in your region or an upcoming training programme that you would like to include in the newsletter please contact Stephen Thorpe [secretary@iaf-world.org](mailto:secretary@iaf-world.org)

### Regional Update

Comments from Tom Schwarz

Continuing my Regional/Global updates...

The prime 'event' in the Region was the great 2007 AFN IAF affiliated conference held in Adelaide at the end of Nov '07. Some 130 people (it was a sell-out to the design capacity..) attended - networking, experiencing and learning - generally having a highly connecting and boundary-provoking event.



Hallmarks of this conference were an organic 'self-help' aspect - with the highly interactive opening and closing entertainment of a 'chalkboard concert' co-hosted by AFN'ers - by participants for participants - with much use of Viv McWaters in her mime capacity dashing across 'the stage' appropriately with a sign that said '**Celebrate failure!**'

The conference was a fabulous blend of local 'organic' structuring and IAF 'conference pillars' - a highly interactive multistream event with unique touches. One such touch was the gracious donation by **Simon Kneebone** of his cartoon captures of the conference to an auction in the closing ceremony, with proceeds going to aid the 'Movember' fund (to support research into men's health) that Andrew Huffer (WA) sponsored at the conference.

The IAF was able to provide tangible support to the conference - from co-facilitation of the opening Visioning plenary through to 'bouncing board for ideas' and conference practicals... To quote Joan Firkins (AFN 2007 co-convenor) - **"I believe that the conversations which were held early on with IAF representatives [in the first instance with Carla, Tom and Ann] and at later points with Stephen, Keith and Dale enabled and supported the Adelaide AFN/IAF Conference 2007 to be a successful and professional event. We were pleased to attract international folks to the event - and were delighted that IAF VP International Theresa Ratnam Thong - introduced by Dale Hunter, Immediate Past Vice Chair International - was able to contribute to the opening ceremonies."**



I believe that the conference and dialogues that took place in Adelaide have re-enforced that our ANZ AFN and IAF facilitation communities have the same core values, with the perceived AFN-IAF 'divide' really being

about organizational settings along a continuum within one spectrum that is facilitation, and the common aspiration to bring about change for the positive with people/organizations/society/ourselves.

Some local and international IAF members were also privileged to attend the ICA's (Institute of Cultural Affairs - the 'parent' of the IAF) annual retreat held in New Zealand in Jan'08. This retreat combined the ICA's business of planning support for social change locally and Internationally with an immersion experience into the Maori culture (see the reflections on this meeting by Stephen Thorpe below).

Please do also take the time to plan and plot your extra-ANZ Facilitation explorations in 2008. The line-up of conferences is especially exciting and this promises to be a great year for the IAF globally, with global IAF conferences in Bangkok, South Africa, Netherlands and the USA, as well as the IAF affiliated AFN 2008 conference in Bathurst, Australia.

And remember - both the Global Flipchart and the IAF Journal are always looking for contributions .If you would like to make a contribution, contact the IAF at [www.iaf-world.org](http://www.iaf-world.org).

Go well Tom



IAF Leaders: Terence Ratnam Thong, Tom Schwarz, Theresa Ratnam Thong, Andrew Rixon & Keith Ryall (standing behind) Dale Hunter and Stephen Thorpe

## Facilitator Conferences Around the world

### IAF North America

10 - 12 April 2008  
Atlanta, Georgia, USA

### IAF Africa

23 - 24 July 2008  
Pilanesburg, South Africa

### IAF Europe

2 - 5 October 2008  
Groningen, The Netherlands

### IAF-AFN Australia/New Zealand

26-28 November 2008  
Bathurst, New South Wales

### Facilitating Social Change

8 - 10 May 2008  
Melbourne, Australia

### IAF Asia

27 - 28 August 2008  
Bangkok, Thailand

### ICA 7th Global Conference on Human Development

11-15 November 2008  
Atami, Japan

## Get Certified!

CPF Accreditation at Bathurst 24-25 November

The IAF Certified Professional Facilitator (CPF) Certification program will be held in Bathurst on 24-25 November 2008, just before the upcoming Australasian Facilitators Network conference.

The CPF process and designation provides a facilitator competence assessment and the designation offers an international recognition of facilitation competence. The assessment process is based on peer review of knowledge, experience and demonstration of facilitation skills.

It is an objective review on where the facilitator is on their facilitation journey. It highlights areas for development as well as affirming strengths in a strongly peer-oriented collaborative process.

[Click here](#) for more details.

## Facilitating Social Change Conference

Commonground Conference Centre, Seymour, Victoria - 8-10 May 2008



Like never before, the world needs good facilitation to help collaborate around just and sustainable outcomes on SOOOO many fronts.

This is a little conference that takes place between the big [Australasian Facilitation Network](#) (AFN) conferences held annually in November. The conference in May seeks to extend the reach of facilitation further into the realm of social change, and being social change agents.

For just and sustainable outcomes to have greater impact, we need to gather together people who think differently. At this Facilitating Social Change Conference, we would like to extend the invitation to facilitators from the 'top end of town' through to activists working from 'the bottom up' - and everyone in between.

For more details see: [www.fsc.net.au](http://www.fsc.net.au)

## Comments From Our Members

What is important to Ron Kemp & John Hanley

**"For me – the importance of membership with the IAF is a sense of community and in turn – a sense of identity and belonging."** - Ron Kemp

**"I have found the methods database useful, and the Global Flipchart. I have not as yet attended a national or international conference, but it is useful knowing when these events are on - and program content - I also attend a bi-monthly meeting in Brisbane of facilitators - I enjoy the opportunity to connect face to face with other practitioners with a passion for facilitation. I still consider myself a novice facilitator, though my chronological age (53) at least gives me plenty of live experience to draw upon!"** - John Hanley

## Institute Of Cultural Affairs (ICA) Facilitation Hui Held In Auckland

Reflections from IAF Secretary Stephen Thorpe

I was honoured to be invited to participate in a Facilitation Hui (meeting) being held in mid-January with [Institute of Cultural Affairs](#) (ICA) facilitators at Te Piringatahi o te Maungarongo Marae in Auckland. The ICA-Australia facilitators were meeting in New Zealand to explore the theme of 'culture and facilitation'. Organisers Michelle Rush and Helen Ritchie had decided that immersing the facilitators in the cultural experience of staying on a Mōri marae would be a great way to start the ICA-Australia's annual meeting. Many of the ICA facilitators had come from Australia; others had come from as far away as Taiwan and Bangladesh. The hui was a great opportunity to share collective experience around the spiritual and cultural aspects of facilitation.



Together we were welcomed on to the marae with a traditional pōwhiri (welcome). This followed with whakawhanaunga (establishing relationships through introductions and story). There were engaging stories shared about early ICA experiences in Chicago in the 60's, as well as stories from community development in India, in Africa and in Asia, to the formation of the IAF in 1994. That evening, as we drifted off to sleep, we experienced the deep spiritual connection through Pōkai, Taonga Pōro - an experience of indigenous musical instruments.

The next day, after a morning meditation, we began exploring and sharing experiences around tikanga - cultural practices and protocols. We then explored some deeper questions around working with 'spirit' – What does it mean? How do we bring 'spirit' to what we do? We then reflected on our own practice as facilitators and the ICA purpose of '**Catalysing New Thinking and Practice in Individuals and Organisations toward an Authentic Sustainable Society**'.

The hui was a transformative experience for many through being a part of the marae community, immersing ourselves in the bi-cultural experience, and the sharing of knowledge. Larry Philbrook from Taiwan said, "**The experience of introducing ourselves to the community starting from the ancestors to the land to our present community and work was very profound**". The hui experience was a great way to make connections with members of the ICA facilitator community. The immersive marae experience provided a wonderful forum for the ICA-Australia facilitators to reflect on 'culture and facilitation' and their role in building a sustainable society. It was an honour to have been invited along and to be able to contribute to the ICA journey as it unfolds into the future.

Stephen Thorpe - IAF Secretary

## Facilitation Training

Upcoming opportunities in the Australasian region

**ToP** (ICA's network) in Sydney: Modules 1 to 3 of the ToP Facilitative Leadership Program 6-8 February. For details contact [tom.schwarz@kinnogene.com.au](mailto:tom.schwarz@kinnogene.com.au) .

**Action Research** workshops with Bob Dick, in Brisbane: Conflict management 1- 2 March, Foundations of Facilitation 24-25 May, Advanced Facilitation 2-3 August, Action learning 23-24 October. For details contact [bdick@scu.edu.au](mailto:bdick@scu.edu.au) .

**Zenergy** The Art of Facilitation: 10-14 March - Auckland; 14-18 April - Wellington; 5-9 May Nelson. Online Facilitation Skills: 19 May - 27 July - Global (Online programme). For details contact [zenergy@xtra.co.nz](mailto:zenergy@xtra.co.nz) .

**The Groupwork Institute of Australia** in Melbourne: Introduction to Facilitation 13-14 May, Advanced Group Facilitation starts 15 April. For details contact [enq@groupwork.com.au](mailto:enq@groupwork.com.au) .

For facilitation training opportunities see the IAF Regional [calendar >>>](#) or the [training directory >>>](#).

## Global Initiative On Facilitation Training

Task-force on accrediting facilitation trainers

A global initiative on accrediting facilitation training is currently being initiated by the IAF. Its intent is to certify facilitation training providers who map their program outcomes to the IAF's facilitator competence matrix. A task-force is currently looking at a recommendation from an in-depth global working party review of the Global CPF program (ANZ was represented by Tom Schwarz).

## Conduct Facilitator Training?

Add a boost your training programme

You can arrange to have your training programme participants become IAF members at the discounted rate of US\$50 each. It's a good way to boost the offering of your facilitation training programme and begin your participants on their professional journey. Contact Stephen Thorpe for details [secretary@iaf-world.org](mailto:secretary@iaf-world.org).

## IAF Endorses The Institute of Group Leaders

First regional endorsement

We are pleased to be able to report our first regional organisation endorsement by the IAF - the Institute of Group Leaders (IGL), who were seeking endorsement by a recognised global professional body to help their outreach efforts.

The organisation was evaluated and deemed to have values, objectives, ethos, and quality processes congruent with the IAF's. The endorsement was seen to align with the social impact aspect of the IAF's work.

Below is an extract that describes the organisation and its objectives, as well as a plug for their conference coming up in Sydney in March 2008.

The Institute of Group Leaders (IGL) has just launched a national endorsement process for community based group work programs.

This process enables organizations and individuals who have developed group work programs to obtain national endorsement and a website register of those programs. The endorsement process is focused on the program's development rather than the recognition of competency for the facilitator.

For the purpose of accreditation a group program is defined as a structured group process designed to change patterns of behaviour or thinking in such a way that they have the maximum positive impact on the participants' lives.

This manual is based on the endorsement process used by the NSW Department of Corrective Services (Offender Programs Units 2005). It incorporates principles for program accreditation established by international research and other group work practice in Australia. Appreciation is given to the NSW Department of Corrective Services who provided the template for this manual.

This process meets the program development requirements for other organisations:

1. Family Relationship Services Australia
2. Alzheimer's Australia
3. Accreditation Strategic Framework, NSW Department of Corrective Services
4. New South Wales Family Services
5. Interrelate Family Centres, NSW
6. Uniting Care, Burnside, NSW
7. Unifam Counselling and Mediation, NSW
8. Centacare Broken Bay, NSN

### IGL 2008 conference highlights - *Forging new territory: Putting group work on the map!*

Friday 7th & Saturday 8th March 2008 in Sydney.

Wesley Conference Centre, 220 Pitt St, Sydney, NSW.

Contact and details: [www.igl.org.au](http://www.igl.org.au) or email [admin@igl.org.au](mailto:admin@igl.org.au).

Program themes:

- The dream of 'the new tribal community': how the under-30s are making it come true
- Group work in difficult places - creating the possibility of change in Corrective Services

- Forging new boundaries in creative group work
- Group work in non-residential therapeutic communities
- Launch of the National Endorsed Group Work Program Awards
- New edge in group work: therapeutic- educational groups

### IAF-ANZ.org Events Calendar

A new addition to the regional website

There has been a change to the events that can be listed on the IAF-World events calendar. Shortly it will no longer accept and list facilitation training events. Due to this change we are in the process of developing an events calendar for the Australasian regional website - [www.iaf-anz.org](http://www.iaf-anz.org).

Contact Stephen Thorpe to list details of your facilitation training programme or facilitation event. [secretary@iaf-world.org](mailto:secretary@iaf-world.org)

### Join The IAF-ANZ Leadership Team

Promote facilitation in your area

We meet monthly (via Skype) and together tackle many ideas and initiatives to promote the art and practice of facilitation in our region. To share your ideas or to find out what is going on, please contact:

Tom Schwarz: [tom.schwarz@kinnogene.com.au](mailto:tom.schwarz@kinnogene.com.au)

Keith Ryall: [kfryall@alphalink.com.au](mailto:kfryall@alphalink.com.au)

Stephen Thorpe: [secretary@iaf-world.org](mailto:secretary@iaf-world.org)



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