



Australasian Facilitators Network

**CONFERENCE 2010**

24-26 November @ Hobart, Tasmania



The Australasian Facilitator's Network extends a warm welcome to each and every delegate attending the 2010 Annual conference, Resilience, Creativity and Growth.

The Australasian Facilitator's Network is a regional self-organising community of practice that includes facilitators, trainers, change agents, and others with a passion for facilitation. It is affiliated with the International Association of Facilitators.

AFN Conferences have been held throughout Australia and New Zealand since 1998. The pre-conference and conference programs provide an opportunity for delegates to share knowledge, expand learning in their fields and network with practitioners from around the world.

This year, the Conference Creation Team is excited to welcome delegates to Hobart to share Resilience, Creativity and Growth. In addition to the conference program, delegates are encouraged to explore the beautiful and compact state of Tasmania and all it offers. From its fine food and wines, culture, arts, heritage and natural beauty, Tasmania is a smorgasbord for all to enjoy.

Our conference home is the stunning Baha'i Centre for Learning, a state of the art conference facility designed on high sustainability principles and in the running for a Greenstar rating.

Lola Greeno is the Artist in Residence. Lola is a member of the Tasmanian Aboriginal Community and the maker of gorgeous traditional shell jewellery.

The conference opening features special guest Ruth Langford with a welcome to Country by Leonie Dickson, both members of the Tasmanian Aboriginal Community.

Opportunities to socialise and network occur on Wednesday and Thursday nights. After the Welcome Reception on Wednesday evening, discover local fare in one of the many restaurants and cafes surrounding Salamanca. The Conference Dinner Dance at Moorilla on Thursday is an opportunity to dress up and dance the night away.

The AFN conference is always a great opportunity to share, learn and socialise and this year will be no different. What is different is the place. . . a heart shaped island . . . a small capital city . . . 42 degrees south . . . a location like no other.

On behalf of the creation team I wish you a warm WELCOME to the 2010 Hobart conference.

Shirley O'Toole  
*Conference Convenor*

## Deep Democracy *Presented by Martin De Los Rios*

Deep Democracy is a methodology developed by Myrna and Greg Lewis in South Africa as a facilitation tool to effectively resolve conflict and generate lasting buy-in and decisions. The workshop aims to provide participants with a practical experience of the Deep Democracy process, tools and skills that comprise the methodology.

## The 5 W's of Basic Facilitation *Presented by Linda Mather*

You've agreed to facilitate a session, be it on planning or teambuilding or something else. What are your next steps? How do you prepare and plan? The 5 W's of who, what, where, when and why provides a template that gives you an easy way to create an approach that covers the basic elements. It also provides a flexibility while covering the basics and setting a foundation for building your skills.

## Facilitating Across Cultures *Presented by Tom Verghese*

25% of the Australian population were born overseas and 40% have at least one parent born overseas. As such, there is a high probability that cultural diversity is very 'present' in your groups. **How do you feel about that?**

How does it impact group interaction and participation?

How does it affect your choice of tools and methods of facilitation?

This session will discuss how to be a more effective and culturally inclusive facilitator.

## Facilitating Cultural Resilience through the Creative Practices of Yesteryear *Presented by Lola Green*

During this workshop Lola will explore the importance of maintaining creative cultural practices. She will demonstrate how to make a shell bracelet, talk about how shells are a significant part of her cultural heritage and show some of the earlier tools used to create shell necklaces. She reminds people that, while collecting, it is vital to consider the environment for future generations.

## Dialogue for Community Development – Facilitating Sustainable Community Development Processes

*Presented by Pam Burke*

Facilitation and beyond: Through group dialogue, demonstrate how the method of dialogue can be used to transform private concerns into community action for sustainable development.

**Martin** is a passionate social planner and community development professional. He works as a community engagement officer for the City of Melbourne and is a Deep Democracy trainer.

**Linda Mather**, president of Beacon Consulting Associates, is a communications consultant, specializing in group dynamics, facilitation and leadership with particular emphasis on public policy and non-profit organizations.

**Tom Verghese** has a passion for increasing Cultural Intelligence. He is the author of 'The Invisible Elephant – Exploring Cultural Awareness'. As an Intercultural Management Consultant for the last 18 years, he has had extensive experience working with a diverse range of global organisations all over the world.

**Lola Greeno** specialises in traditional jewellery making. She exhibits nationally and internationally and is the "Artist in Residence" during the conference. She has a Bachelor of Fine Arts and has completed the Indigenous Women's Leadership program. She is an oral historian and was an interviewer for the "Bringing Them Home" project. Lola is currently the Aboriginal Arts Project Officer with Arts Tasmania.

**Pam Bourke** has designed and managed community development programs in Australia and New Zealand for local and state governments and provided training in Community Development and Engagement for the Resources Sector in Australia and internationally.

## Facilitating a Sense of Place *Presented by Martin Butcher*

Cities are the backdrop to considerable amounts of creativity, resilience and personal growth. They are home to both high-art organisations and the emerging avant garde. For some the city itself is the media for creativity and growth, for others it is the walls of containment and frustrated dreams. Currently there is a lot of discussion about creating cities with a 'Sense of Place', a phrase suggesting a space that can foster creativity and personal growth. In this highly interactive experiential workshop using a variety of techniques, participants will explore two questions; What makes for a 'sense of place' in our cities?, and how might facilitation foster it?

## The 10 Commandments– For a Great Consultancy Business *Presented by Cindy Tonkin*

Come along on find out the 10 good ideas for consultants setting up their businesses (and the mistakes you can avoid). Discover the 3 step process by which clients choose their consultants (and often employers their staff), and 9 other secrets that successful consultants want to keep secret. Setting up and growing your business is by definition growth. Making it works requires both resilience AND creativity. Find yours here!

## Think About Creative Thinking *Presented by Irwin Tobias*

Every facilitator needs ideas. Every facilitator has ideas about the jobs they do and the tasks they are involved in. By improving the way both facilitators and their participants think, you can dramatically improve the number and 'creativity' of the ideas they have.

Participants will be introduced to the 4 stages of the Creative Thinking Process™. As part of this workshop each participant will identify their own thinking preferences and look at how these preferences may impact their ability to successfully complete the Creative Thinking Process™.

## Introduction to Facilitation *Presented by Glen Ochre & Ed McKinley*

AFN will benefit as a network if we can better welcome newcomers into the world of facilitation, and specifically to our Conferences. We offer this session around key frameworks, processes and approaches - and allow time for participants to work on key issues/challenges.

**Glen Ochre and Ed McKinley** have been independent facilitators since 1984, and are directors of the Groupwork Institute of Australia – which has been at the forefront of facilitation and collaborative management these last 25 years. The Groupwork offers the Advanced Diploma in Group Facilitation – the first government accredited facilitation qualification in the world, and 2 day Facilitation Training Short Courses.

**Martin Butcher** has a PhD in Participatory Development: Methods, Skills and Processes. Martin has 20 years of experience working with communities involved in development projects and in training government officers in community and stakeholder engagement. Combining a design background with the emerging discipline of community engagement he has developed a systematic approach to designing engagement activities for all projects and programs.

**Cindy Tonkin** is the author of the extremely practical Australian Consultant's Guide - setting up and running your consultancy business profitably and painlessly, and Consulting Mastery - the ability myth - when being good is not enough, both published by Allen and Unwin. She has been a consultant and contractor since 1987. She works with consultants to improve their business performance, create the lifestyle they want, and keep their clients happy. Her presentations are always lively and interactive.

**Irwin Tobias** is General Manager Vic/SA/WA/Tas for Herrmann International Asia. He has a diverse background including Managing Director of his own business, HR consultant and as a trainer for a variety of organisations. Irwin started his path as a facilitator in the early 90's when he joined the Augustine Centre and began facilitating personal growth groups. He also began working with leading Australian corporations and institutions to harness and develop the true power and potential of their people. Irwin is an accredited practitioner in the Herrmann Brain Dominance Instrument (HBDI).

## The spirit of facilitation *Presented by Chris Harkess & Peter Lawless*

This workshop will unpack concepts of creativity and learning and enable participants to develop a plan for a 90 minute learning program that helps people learn about a topic of participants' choice. This workshop is for people who have wondered how you can facilitate training and professional learning and not 'sell your soul' as a facilitator! Participants will develop creativity, build resilience, learn and grow.

## Whatever It Takes: Fostering Resilience in Young People

*Presented by Sue James*

The workshop will cover key concepts and research about resilience, with a specific focus on youth. It will include practical, creative ways to facilitate programs with young people that will strengthen their resilience as well as support learning and growth.

It will touch on the power of stories and humour to facilitate change and how to ask powerful, generative questions. It will also draw on the principles and practices of Appreciative Inquiry & Appreciative Intelligence®.

Highly interactive, the session will provide participants with the opportunity for deep reflection, drawing on their own wisdom and experience to help foster resilience – both in young people and in themselves.

## Celebrating Failure – Learning Resilience Within Facilitation. Celebrate Failure; Bite Off More Than you Can Chew; Team Up and Think Big *Presented by Andrew and Sascha Rixon*

We invite you to participate in a workshop in which we will collectively explore “dropping the ball” in facilitation. We will bite off more than we can chew, team up and think big about how we can learn from facilitation worst practices by developing better practices and even greater resilience. Join us in celebrating failure!

**Andrew Rixon** - With one of the first PhD's in Complex Systems and Complexity Science from the University of Queensland in June 1999 Andrew has gained global experience in working with organisations, within Australia and internationally. Today, Andrew's focus is on how complexity inspired approaches, such as story and narrative, can change the way we work. As a keynote speaker, professional facilitator and change consultant, Andrew's style is engaging, light hearted and curious.

**Sascha Rixon** - After completing an honours degree in linguistics, Sascha travelled and worked in a variety of corporate environments. On returning from London, Sascha spent many hours in unproductive meetings and became curious as to how effective communication could facilitate more productive meetings. In addition to her work at Babel Fish Group, Sascha is pursuing doctoral studies at the University of Melbourne exploring the language use of facilitators in facilitated workshops. Sascha's style is open, enthusiastic and fun.

**Chris Harkess** is a teacher educator, facilitator and trainer. She taught education at the University of Canterbury, and recently completed an M.Ed Honours in Adult Learning (2009). Family time is particularly important. Chris enjoys teaching and practicing tai chi, meditation, mindfulness, walking, yoga and singing.

**Peter Lawless** is Director of The Lawless Edge Ltd, co-founder of Phoenix Facilitation and father of five sons. He works as an independent facilitator. Peter's professional practice has a focus on environmental sustainability. When not facilitating Peter is parenting, cycle racing, tramping and yachting.

**Sue James** works with her partner, Chris Bennett, as BJ Seminars International. Based in Melbourne, they provide a range of programs and services across education, community and business sectors. They inspire and connect people using their AQ-KQ® Framework – a combination of Appreciative Intelligence® and Kinaesthetic Intelligence that draws on Appreciative Inquiry, Tai Chi, storytelling, humour and other strength-based approaches.

To this workshop, Sue also brings over 20 years experience in working with young people in the education and youth sectors to foster their resilience and help them achieve a positive future.

| <b>Wednesday 24 November 2010</b> |  |  |   |   |  |
|-----------------------------------|--|--|---|---|--|
| 800                               | Registration   |  |   |   |  |
| 930                               | Conference Opening and Welcome to Country                                |  |   |   |  |
| 1030                              | Morning Tea Break  |  |   |   |  |
| A -1100                           | A 1  | A 2  | A 3   | A 4   | A 5  |
|                                   | Martin De Los Rios<br>Deep Democracy                                     | Linda Mather<br>The 5 W's of Basic<br>Facilitation                         | Tom Verghese<br>Facilitating Across<br>Cultures   | Lola Greeno<br>Facilitating<br>Cultural Resilience<br>through the Creative<br>Practices of Yesteryear | Pam Bourke<br>Dialogue for Community<br>Development                                |
|                                   | A 6  | Martin Butcher<br>Creating A Sense of<br>Place'                            |   |   |  |
| 1230                              | Lunch Break  |  |   |   |  |
| B- 1330                           | B 1  | B 2  | B 3   | B 4   | B 5  |
|                                   | <b>Forum</b> – Facilitating<br>with Cultural Sensitivity                 | Cindy Tonkin<br>The 10 Commandments<br>of a Great Facilitation<br>Business | Irwin Tobias<br>Think About Creative<br>Thinking  | Ed McKinley<br>and Glenn Ochre<br>Introduction to<br>Facilitation'                                    | Chris Harkess and Peter<br>Lawless<br>Spirit of Facilitation                       |
|                                   |  |  |   |   | B 6<br>Sue James<br>Whatever It Takes:<br>Fostering Resilience in<br>Young People' |
| 1500                              | Afternoon Tea Break  |  |   |   |  |
| C -15.30                          | C 1  | C 2  | C 3   | C 4   | C 5  |
|                                   | FIG  | Cindy Tonkin -<br>cont'd   | Andrew and Sascha Rixon<br>'Celebrating Failure:<br>Learning Resilience<br>within Facilitation' | Ed McKinley and Glenn<br>Ochre<br>cont'd  | Chris Harkess and Peter<br>Lawless<br>cont'd                                       |
|                                   |  |  |   |   | C 6<br>Sue James<br>cont'd   |
| 1700                              | Conference Close Day 1   |  |   |   |  |
| 1800                              | Welcome Reception Hobart Function and Conference Centre – Elizabeth Pier |  |   |   |  |

**SPECIAL NOTE:** The welcome Reception will be hosted by Hobart's Deputy Lord Mayor, Helen Burnett and will be held at the Hobart Function and Conference Centre, located at Elizabeth Pier, which is a short walk from the Baha'i Centre. There will be sampling of local fare, as well as the opportunity to network and form a dinner party.

## Thursday 25th November 2010

| 800 Registration |  |   |  |  |  |   |
|------------------|--|---|--|--|--|---|
| D- 900           | D 1  | D 2   | D 3  | D 4  | D 5  | D 6   |
|                  | Christina Guiducci<br>Taketina Rhythm Process  | Mary Maher<br>The Scenario Tool –<br>facilitating sustainability<br>and community<br>development activities | Dee Brooks<br>Asset Based Community<br>Development | FIG  | Peter Wallman<br>and Jill Knell<br>Passionate facilitation;<br>using the power of<br>passion to generate<br>resilience, creativity and<br>growth | Carla Rogers -<br>Facilitating an Engaged<br>Community. The 7 sins<br>and simple ways to get it<br>right! |
| 1030             | Morning Tea Break  |   |  |  |  |   |
| E - 1100         | E 1  | E2  | E3   | E4   | E 5  | E 6   |
|                  | <b>Health Forum</b><br>Facilitating for Wellbeing<br>– maintaining our own<br>health and that of the<br>group -A peer learning<br>opportunity            | Mary Maher<br>cont'd  | FIG  | Sue Elks<br>Getting to know you  | Peter Wallman<br>and Jill Knell<br>cont'd  | Carla Rogers cont'd   |
| 1230             | Lunch Break  |   |  |  |  |   |
| F - 1330         | Plenary Session - How to grow the professionalism, practice and art of facilitation  |   |  |  |  |   |
| 1500             | Afternoon Tea Break  |   |  |  |  |   |
| G -1530          | G1   | G 2   | G 3  | G 4  | G5   | G6  |
|                  | Fiona O'Shaunnessey A<br>development framework<br>for making the transition:<br>technical trainer, to<br>facilitative trainer, to<br>process facilitator | Martin De Los Rios<br>Deep Democracy  | IAF Members Meeting                                | Kimbra White and<br>Desley Renton<br>'Decision making: what<br>values do you bring<br>to facilitating decision<br>making?' | Visit to Tasmanian<br>Museum & Art Gallery   | FIG   |
| 1700             | Conference Close Day 2   |   |  |  |  |   |
| 1900             | Conference Dinner at Moorilla  |   |  |  |  |   |

**SPECIAL NOTE:** Buses for the dinner on Thursday night will depart from the Bus Bay in Campbell St, which is next to the Grand Chancellor Hotel. Buses will depart at 6.30pm. There will be two times available for return., 10pm and 11pm.

## Friday 26th November 2010

|          |   |  |   |  |   |   |
|----------|---|--|---|--|---|---|
| 800      | Registration  |  |   |  |   |   |
| H- 900   | H1  | H2   | H3  | H4   | H5  | H6  |
|          | Tom Schwartz<br>How can we as Facilitators and Leaders enable and enhance the Resilient transformation of Individuals, organisations and society? | Louise Russell<br>Using the Virtues Strategies as a Framework for Collective Action and a Portal for Personal Growth | Dee Brooks<br>Effective Facilitation for Groups | Christine Carlton<br>'Storytelling – Food for the Soul'              | Carla Rogers, Nigel Russell and Becky Hirst<br>The meeting marketplace - There's no business like a facilitation business | Dale Hunter<br>Exploring self organising groups, organizations and networks (including the AFN) |
| 1030     | Morning Tea Break   |  |   |  |   |   |
| I - 1100 | Concurrent Session 1  | Concurrent Session 2   | Concurrent Session 3                            | Concurrent Session 4   | Concurrent Session 5  | Concurrent Session 6  |
|          | Tom Schwartz<br>cont'd  | Louise Russell<br>cont'd   | Yeshi Presencing                                | Dave Rees<br>An Overview of the CPF Process and Competency Framework | Marie Martin -<br>Facilitating paradigm shifts in thinking  | Dale Hunter<br>cont'd   |
| 1230     | Lunch Break   |  |   |  |   |   |
| J - 1330 | Closing Plenary   |  |   |  |   |   |
| 1500     | Afternoon Tea Celebration   |  |   |  |   |   |
| 15.30    | Conference Close Day 3  |  |   |  |   |   |

## **Taketina Rhythm Process** *Presented by Christina Giudici*

TaKeTiNa is a unique transformational music learning process, which uses polyrhythms and cross rhythms in the feet, hands, and voice. Although highly musical, the process is deeply relaxing and meditative, and requires no musical experience. TaKeTiNa can help develop effective “chaos management”, multilayered perception, and profound inner calmness in stressful situations.

## **The Scenario Tool - Through Group Dialogue, Scenarios can be Built, De-Constructed, Tested and Re-Constructed.**

*Presented by Mary Maher*

Scenarios are pictures of the future. They are a useful concept and tool for facing the future of something which is highly uncertain. It is a primary tool for ongoing strategic planning and for adaptive management – by sectors, localities, organizations. This sounds like something we need at the beginning of the 21st Century, where creativity, new types of growth and resilience are some of the critical adaptive skills we need, particularly as facilitators.

## **Asset Based Community Development**

*Presented by Dee Brooks*

(ABCD) is a powerful approach to community development that focuses on abilities and potential, rather than problems and deficits, by discovering and mobilising the resources that are already present in a community. Discovering community strengths is a powerful and productive way to address problems and realise collective dreams! By building relationships and creating the space for opportunities to emerge, community members become powerful and are more in control of their own decision making! The key principles will demonstrate how ABCD ensures an inclusive community process and participants will leave the workshop with practical tools to assist communities to help themselves and others discover and mobilise community strengths!

**Christina Giudici** is a Hobart based consultant, facilitator and owner of a small business (FIMBY) which helps people grow their own vegetables and fruit. During 2005 - 2008 she studied intensively with Reinhard Flatishchler, the founder of the TaKeTiNa Rhythm process. After 18 years in the corporate sector providing environmental management advice and leadership, she now divides her time between growing the FIMBY business, consulting and facilitation with Australian business clients, and leading TaKeTiNa workshops for community, corporate and general public groups.

**Mary Maher**, principal consultant of a Brisbane-based consultancy, has been a practitioner in environmental, social and sustainability strategies for 28 years, with clients in government, academia, Councils, institutes and business. She now specializes in facilitation aimed at building group dialogue about how we should respond to sustainability challenges which require future thinking skills including problem solving, strategy development and strategic evaluation of progress towards desired outcomes.

**Dee Brooks** is a passionate and highly energetic community worker who currently works with the Family Action Centre based at the University of Newcastle. She is a people's advocate who believes everyone has gifts and abilities to share. Dee's background is in youth work, community research and community development. She provides Asset Based Community Development (ABCD) training for a range of services, organisations and government departments and additionally assists them with community inclusive strategic planning. Dee provides professional facilitation for conferences, forums and events; she is the Facilitator of the ABCD Asia Pacific Network, an accredited ABCD trainer and an Art of Hosting facilitator and trainer.

## Passionate Facilitation; New Tools and Techniques for Using the Power Of Passion to Generate Resilience, Creativity and Growth *Presented by Peter Wallman & Jill Knell*

This transformational workshop will take you on a spirited and interactive journey of discovery towards a more a profound understanding about the nature of passion, its many faces and how passion connects us to our capacity for resilience, creativity and change.

On the journey you will experience the process of integrating different intelligences which will experience the process of reaching the essential source of your passions, a place of deep knowing and embodiment, a place of presence and being fully alive.

## Facilitating an Engaged Community – The 7 Sins and Simple Ways to Get it Right! *Presented by Carla Rogers*

How do we help facilitate an engaged community? In a complex and often stressful environment, are there some simple things to know that will help me get it right? Are there some common pitfalls that can be easily avoided, despite being seemingly repeated time and time again? YES! YES! YES! In this workshop, we will explore '7 Simple Ways to facilitate an engaged community' and 'get it right'

## Getting to Know You *Presented by Sue Elks*

This workshop introduces participants to creative ways to bring people together in a personal way. The skills learnt in this workshop will be particularly useful to set the scene for group activities that involve people having to adapt to change. Participants will expand their knowledge and skills through experiencing new and inventive methods to help people share personal insights, acknowledge each others strengths, and be receptive to change, while having fun. The principle that laughter is a tonic for the soul and promotes harmony is paramount in the aims of this workshop.

**Sue Elks** works in the Parks and Wildlife Group of the NSW Department of Environment, Climate Change and Water. She is currently Manager Community Programs and Visitor Services for the Coastal Branch covering a geographic area between the QLD and VIC borders. Sue is a leading facilitator for her organization and delivers facilitation training to staff. She was on the organizing team for the 2008 AFN conference in Bathurst, NSW. Although vertically challenged, her passion for conservation, communication and mentoring ensures her presence is always felt and heard. A mother of 3 adult children, Sue is now relishing her entry into middle youth and particularly in sharing her knowledge, skills and experience with young people.

**Peter Wallman** works with techniques to discover, ignite and direct passion for individuals, couples, teams and communities. With leadership experience in several industries Peter is able to bring an unusually diverse range of perspectives and capabilities to his work. He is the inventor of Passion Maps™ and is the author of "The Wisdom of Passion".

**Jill Knell**, principal of Soul in the Workplace, is a highly skilled and deeply intuitive facilitator. Her most treasured accreditations are in Passion Maps, Neuro-semantic and Laughter Yoga. She is passionate about developing and using highly practical tools of alchemic and integral spiritual intelligence in the co-creation of a better world.

**Carla Rogers's** boundless energy and curious mind have seeded new approaches to coaching, facilitation and making large meetings work for a diverse range of people and clients in the business, public and community sectors. Carla has created meeting marketplace™, an engaging and highly acclaimed approach to large meeting facilitation, and has been recognized for the quality and originality of her work through international, national, state and ministerial Awards for excellence. Her interest in and deep commitment to helping people discover and develop their unique talents, strengths and confidence is at the heart of her business, EVOLVE Facilitation and Coaching.

## **A Development Framework for Making the Transition: Technical Trainer, to Facilitative Trainer, to Process Facilitator**

*Presented by Fiona O'Shaughnessy*

This workshop explores how a development framework can be used to support the growth and development of in-house trainers and facilitators. The framework includes a set of knowledge and skills that are set as standards at three levels. The participants will explore how these standards are used to support career progression within a complex matrix organisation that is growing rapidly in emerging markets and how attitude plays a central role in the development process.

## **Decision Making: What Values do you Bring to Facilitating Decision Making?**

*Presented by Kimbra White and Desley Renton*

As facilitators we are often helping groups to make decisions. What frameworks and values do you apply to support robust decision making? Kimbra and Desley will present the core frameworks that are used by IAP2 professionals when they engage the community around decisions that affect their lives. Desley will illustrate with a case study from Melbourne City Council and Kimbra will facilitate a discussion comparing the IAP2 framework with those used by other participants in the workshop. The workshop will also touch on the impact on communities of good and bad engagement in terms of the levels of trust and resilience that can be built within communities and what to do when outrage stops decisions being made.

**Kimbra White** specialises in facilitating community engagement and is based in Melbourne. She has considerable experience working in the state, regional and local government sectors. She was the Executive Director of Business East, the regional economic development agency for Melbourne's East. Since 2002 she has facilitated meetings for many state agencies and local councils in Victoria often on issues that are highly contested. In addition, Kimbra is the vice president for the International Association for Public Participation, Australasia.

**Desley Renton** is the Manager of the Community Engagement Program for the City of Melbourne. She brings to this exciting and challenging role a history of working with local government and a belief in its potential to lead participatory processes that strengthen local democracy and enhance wellbeing. Desley's job is to build the capacity and readiness of the organisation to engage its communities as an integral part of the decision making process. In her spare time she is the President of the International Association for Public Participation (IAP2) International. In 2005 when working at the Local Government Association of Queensland her work was honoured with the IAP2 Asia Pacific award for best policy framework.

**Fiona O'Shaughnessy** is responsible for facilitator development for a large international bank that operates across Africa, Asia and the Middle East. In order to support business strategy and growth, the bank undertook to define facilitation standards in 2009 and determined levels of experience and capability in order to develop and deliver training, leadership development, and facilitate organisation-wide interventions. Fiona certifies and coaches in-house facilitators and engages stakeholders in the businesses and functions to ensure there is an adequate pipeline of skilled facilitators. Fiona is a Certified Professional Facilitator (IAF) and a Certified Practitioner in Learning and Performance (ASTD).

## An Exploration of a Topic That Matters

*Presented by Tom Schwartz*

The workshop is a highly experiential exploration of resilience, creativity and growth to support sustainable change among high diversity communities and organisations – that creatively harnesses shared visibility and synergistic co-creations drawn from the diverse perceptions, understandings and passions present – using the stance of ‘Differentiation and Integration’ to deliver real insights and creativity that makes a difference.

## Using The Virtues Strategies as a Framework For Collective Action and a Portal for Personal Growth

*Presented by Louise Russell*

The Virtues uses five distinct strategies and is a tool which accesses and encourages individuals to do well by doing good. Supporting a new way of looking at ourselves, and thus each other, it cultivates the development of new ways of thought, expression, and being - all of which fit in well with the theme of Creativity. Because it is a means to discover the potential for individual development in any situation it develops one’s Resilience in a coherent and integral way - turning tests, challenges and conflicts into opportunities for Growth.

## Effective Facilitation for Groups (EFG)

*Presented by Dee Brooks*

Based on the principles of The Art of Hosting and Asset Based Community Development, this workshop encourages people to discover authentic leadership utilising effective methods of facilitation for groups of all sizes! The techniques used are based on the idea that when people take ownership of an issue, they are more likely to forge ahead with it! The workshop will highlight how to discover new ways of working with others to create innovative and authentic solutions! Participants will leave with practical group facilitation techniques and discover how a sense of fun and openness is necessary to encourage people to feel confident and safe enough to step up and have a go!

**Dr. Tom Schwarz** – Is a Consulting Facilitator - his company Kinnogene works across the Asia Pacific Region to empower others and bring about sustainable change through values-based facilitative approaches. He works in the leadership , planning and Change Management arena’s, to achieve transformation & capacity development that builds a communities or organization’s agility, amidst the realities of complexity, turbulence and ambiguity of today and tomorrow.

**Louise Russell** witnessed some profound changes in individuals while facilitating in 2005 and was inspired to accompany and assist others to create their own transformations. She certified as an NLP coach, trainer and presenter. Her work primarily used NLP, accelerated and quantum learning techniques with professionals and community groups. It has since evolved into an integrated practice that combines the techniques of NLP with the strategies of the Virtues. These principles provide a framework to inspire individuals to do well while being good – be it at home, the workplace or in the community.

**Dee Brooks** - see bio on page 9

## Storytelling – Food for the Soul

*Presented by Christine Carlton*

‘If stories come to you, care for them and learn to give them away where they are needed.’

Storytelling, one of our oldest forms of communication is a powerful means of passing on beliefs, values, history and culture from generation to generation. Many cultures past and present revere the Storytellers as they are the ones who pass on the stories that contain the social, emotional, cultural and spiritual wisdom for the community. In this interactive workshop we will look at the power of Story to educate, entertain, contribute to growth of the individual and community as we develop our creativity and flexibility as storytellers.

## The Meeting Marketplace

*Presented by Carla Rogers, Nigel Russell & Becky Hirst*

The marketplace™ is large group facilitation approach designed around the pillars of resilience, creativity and growth. Picture yourself immersed in this live marketplace -colour, movement, action, people talking ,humour, noise, and most of all diversity. Meeting marketplace™ is fun, informal, and participatory, enabling the expression and exploration of diversity while yielding valid and rich information you can take away and use immediately.

## Exploring Self Organising Groups, Organisations and Networks *Presented by Dr Dale Hunter*

**Who’s in charge?** Self organizing groups, organizations and networks (often without any legal structure) are popping up everywhere. SOGON’s are growing and evolving, creative and resilient – and fit the three themes of this conference. One such organization is the Australasian Facilitators Network (AFN). What are the characteristics of self organizing entities? How can we work and facilitate within and with them?

**Christine Carlton** - For twenty years Christine Carlton has worked as freelance Consultant, Facilitator and Educator in Story, Drama and Creative Arts in Education, Business and Community Development. She travels Australia and overseas offering opportunities for individuals and organisations to tap into their creativity to gain insight and direction for their lives and their communities. Christine lectures in Story and Drama in Education at the University of Western Sydney; facilitates leadership and team-building processes; offers teacher inservice, storytelling workshops, reflective retreats and is regularly called upon to provide creative leadership and group facilitation at national and international conferences.

**Carla Rogers** - See bio on page 10

**Nigel Russell** teaches, coaches, trains and supports individuals and organizations to communicate, collaborate and learn over distance. Nigel has been doing stuff at a distance for over 20 years - broadcasting, instructional design of multimedia, distance education, e-learning, coaching and webinars. Nigel has qualifications in Distance Education and was facilitator and collaborative consultant for the ABC’s online presence. Nigel is co-founder of NoMadMeetings, an innovative coaching and training organizations for people who need to effectively communicate, collaborate and learn at a distance.

**Becky Hirst** is an enthusiastic, hardworking and dynamic professional with a strong background in working with a diverse range of groups and communities. With over a decade of experience, Becky provides expertise in delivering community engagement initiatives, group facilitation and management of a range of projects that focus on social inclusion, community development and health promotion. Becky founded Becky Hirst Consulting in 2009 and is a participant of the South Australian Young Entrepreneur Scheme 2010.

**Dr. Dale Hunter** is an international leader, author and pioneer in the field of facilitation. She is a co-founder and director of Zenergy Ltd. a dynamic New Zealand registered company, formed in 1993, and providing facilitation, coaching, and research services. Dale’s books, including the widely read *The Art of Facilitation* (2009), are internationally influential in the field of facilitation and groupwork. The visionary experiential training programmes designed by Dale have educated over 1500 facilitators. Dale has served six years on the Board of the International Association of Facilitators (IAF) and was a co-founder of the Australasian Facilitators Network (AFN).

## Presencing

*Presented by Yeshi Eperjesi*

The session is a practical experience of U theory and Rights of Passage work leading groups into deep communion in the space described by Otto Scharmer as 'presencing'. Be prepared to move, play and step out into nature.

## An Overview of the Cpf Process & Competency Framework

*Presented by Dave Rees*

By getting a better understanding of the CPF process people may be encouraged to take the opportunity to demonstrate their Resilience by stretching themselves and discovering the benefits of finding out what they really know about the depth and breadth of facilitation. They will learn how they can take advantage of an opportunity to demonstrate their Creativity in facilitation in front of their peers and get immediate verbal and later written feedback. Finally they will be able to see the Growth in their own personal development as they become a CPF and join the growing number of CPFs globally.

## Facilitating Paradigm Shifts in Thinking

*Presented by Marie Martin*

There are times when change requires a paradigm shift in thinking. Over the years I have used a variety of processes to enabling people to change their thinking and being, not only their doing, from teaching to learning, from teacher centred to student centred learning, from testing to assessment, from tax laws based on one way of thinking to new laws with a different basis. In this workshop we will explore some of these processes, developing creativity, building resilience and leading to growth.

## Closing the Space

*Presented by The Creative Collective*

In this session conference participants have the opportunity to reflect on the conference experience and see their reflections enacted spontaneously. Through the use of performance ritual, the Hobart conference will be closed and the genie will be handed on to Perth.

**Yeshi Eperjesi** -With a Master of Education, Yeshi offers an integrated approach drawing from thirty five years in Wilderness Education, Psychotherapy, Social Ecology, Meditation and Dance. An early pioneer of outdoor education and executive coaching in Australia he has fifteen years experience in corporate leadership. Including Managing Director of Compass Learning specialised in Transformational Leadership.

**Dave Rees** helps groups make decisions on a variety of issues like change, strategy, planning and problem solving. He has been a facilitator for 20 years, initially with Rolls-Royce Aerospace then EDS and for the last 10 as an independent consultant. He has facilitated over 500 workshops in the UK, other European countries, the USA and Canada and is now living in New Zealand. Dave is a founder member of UK Facilitators Network, a member of the IAF and is a CPF. He is an active member of the global CPF programme as an assessor and process manager.

**Marie Martin** is a teacher by birth, training, archetype and experience. Her focus has been and is on people learning. "Helping to make things easier" (facilitation) fits well with this focus. Marie is a Director of Learning Conversations, a Perth-based company dedicated to helping people learn through conversations.

**Francisca Moenne, Christina Guidici and Shirley O'Toole** have all trained in Playback Theatre and have been members of the local company. All three have a passion for theatre as an art form and all are engaged in other creative work.

# Thanks

## Conference Creation Team

Our creation team in 2010 is made up of Tasmanians and Victorians, members are:  
Shirley (Shel) O'Toole Convenor – Engaging Solutions  
Angela Percy – Housing Tasmania  
Louise Russell – LifeZest Coaching & Design  
Rhonda Tranks – Illuma Consulting  
Michelle Howard - Collaborations

## Others Who Made Contributions Over the Course of the 20 Month Planning Period Include

Keith Ryall  
Jonathon Bedloe  
Kimberly Willing  
Andrew Smith  
Melanie White  
Ilze Jaunberzins

## Special Thanks

To the workshop presenters who gift their time to make AFN conferences such a wonderful experiences that delegates keep coming back, each year.

Free O'Toole Website and Graphic Design for creating our website and providing ongoing design and IT support.

*And to the Hobart Women's Health Centre who generously allowed Shel to use work time for conference planning.*

## Supporting Tasmania

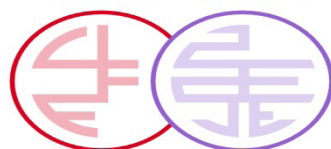
The Creation Team have endeavoured to support Tasmanian business development through its purchasing. Our caterers TASTE, source as much local and organic produce as possible, as do Moorilla. Thank you gifts were purchased from local artists and artisans., Julianne Campbell, Wolfgang Glowacki and Brad Moss. Our conference organisation was assisted by Tracy Jane Events, an emerging events management small business.

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SHIRLEY O'TOOLE  
ENGAGING SOLUTIONS

The logo for illumina CONSULTING features the word "illumina" in a bold, lowercase, sans-serif font. A small yellow circle with a black outline is positioned above the first 'i'. Below "illumina", the word "CONSULTING" is written in a smaller, uppercase, sans-serif font.

Life Zest



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