Process for our Workshop Discussion

- Conceptual Thinking – What is facilitation
  - Top of mind thoughts
  - Presentation
- Detailed thinking – The Role of Best Start Facilitators
  - Group work / discussion 3 critical questions
- Our experiences
  - Presentations; Question & Answers
- Synthesis
  - Evolution of the role; refinement of program documentation?
- Plenary discussion
Top of Mind Thoughts

- Words you would you choose / use to describe facilitation.....What is it?
- Therefore, in your minds what is a facilitator?

- Round Table Discussions
Top of Mind Thoughts

- Views / ideas
- Common themes
- Let’s have a look at what others think…..
Definitions / views

Facilitate and facilitator include a word commonly used in European languages – facile. Which in Italian, Spanish and French means ‘easy’. Thus to my mind, to facilitate means to make easy and facilitation is around making things easier.

Peter Canny (AFN: 2008)
One Definition……

Facilitate – ‘make easy, promote, help forward (action or result)’

The Concise Oxford Dictionary 1963
Other Definitions / views

A facilitator.. Is a process guide: he or she does not evaluate or contribute substantive ideas to a discussion. The facilitator is the servant of the group in accomplishing its goals. He or she does this by offering process suggestions, enforcing ground rules agreed to by the group. Keeping discussions on track, protecting group members from attack and ensuring that all members participate. Ralph Kerle (AFN: 2008)
Other Definitions / views

To facilitate means ‘to make easy’. The group facilitator's job is to make it easier for the group to do its work. By providing non-directive leadership, the facilitator helps the group arrive at the understanding and decisions that are its tasks. The role is one of assistance and guidance, not of control.

Stephen Thorpe (AFN: 2008)
Other Definitions / views

The primary role of a facilitator is to assist parties to have a constructive dialogue. Facilitators usually help groups set an agenda and manage the process of discussion – constructive problem solving.

Promoting understanding among the parties and keep discussions on target

Stephen Thorpe (AFN: 2008)
Other Definitions / views

Facilitation is the design and management of structures and processes that help a group do its work. Facilitation is therefore a neutral process that focuses on: what needs to be done; who needs to be involved; design, flow, and sequence of tasks, communication patterns, effectiveness and completeness.

Stephen Thorpe (AFN: 2008)
Other Definitions / views

The facilitator's job is to support everyone to do their best thinking. To do this, the facilitator encourages full participation, promotes mutual understanding and cultivates shared responsibility. By supporting everyone to do their best thinking, a facilitator enables group members to search for inclusive solutions and build sustainable agreements.

Stephen Thorpe (AFN: 2008)
The Role of the Best Start Facilitator….

In groups, given our initial thoughts and the thoughts of others..

- How can Best Start facilitators maximise the way they work with Best Start Partners and the Partnership Chair?
- What resources or tools do Best Start Facilitators use to support planning, implementation and evaluation?
- What support do we need to enhance the role of the Best Start Facilitators?
Thinking about this in the context of the Best Start Facilitator....

- Feedback / Views

- Common themes
Local Experience:
How does it work in Reality

- Let’s hear about some of our local Best Start Facilitator Experiences
- Anne Monichon,
  - Yarra Ranges Best Start Facilitator

- Nola Illin and Jan Muir VACSAL
  - Delkaia Best Start Facilitator
Sharing experiences – our views

- In light of our earlier discussion and experiences, what makes for an effective Best Start Facilitator?
- What is needed? What is described?
- Do we need to make any refinements to Best Start’s program documentation?
Plenary – further thoughts...
Revisiting the Key factors underpinning successful partnerships in Best Start

- Shared vision
- Developing a culture of collaboration
- Allowing time for development
- Getting the balance right
- Facilitating the process
- Widening the scope
- Recognising outcomes
- Adequate funding & resourcing

(Statewide Evaluation of Best Start, 2006 Melbourne University)
Must Haves

- Alignment of shared values; uphold the ethics of facilitation
- Particular skills, tools and underpinning knowledge / theoretical frameworks
- Sense of self – being authentic; being versatile
Must Haves – Values

- Democracy
- Responsibility
- Cooperation
- Honesty
- Egalitarianism
Ethics

- Demystifying role – ‘human’
- Reflect power / responsibility
- Working well together
- Not a psychotherapist
- Not for own needs
- Partnership is sponsor
Must Haves – Skills

- Conversation – probing; questioning techniques
- Listening / Attending
- Linking / joining
- Group work
- Presentation
- Using aids and technology
- Others………..
须有——支持性知识

- Flacilation design
- Questioning techniques
- Adult Learning
- Systems thinking
- Partnership development
- Types of facilitation resources
- Others………..
Role of Self

- Values
- Genuine concern – genuine interest
- Confidence
- Versatility
- Self awareness and management
- Behavioural preferences
Summary / Review

- Feedback

Thankyou