

FACILITATION FOR PRACTICE CHANGE

A workshop can create a safe, unpressured environment for people to 'think out loud' about a new idea, to hear from peers who are also looking for solutions, and to explore their own possible way forward. Here are some steps for a session lasting 2+ hours.

1 BREAK THE ICE

- ✓ Welcome
- ✓ Acknowledge country
- ✓ Purpose statement
- ✓ Ice breaker intros
- ✓ Sketch running order
- ✓ Ground rules



Ice-breaking in pairs

Ice-breaking: get people up and chatting straight away! For example: 'In 4 minutes how many other people can you find something in common with?'

2 INSPIRATION

USE: credible speakers with inspiring stories, demos, touch and play, a video. Avoid Powerpoint!

Goals:

- 1) Shake up the assumption that 'people like us don't.'
- 2) Show HOW to do it.



A good speaker has physical props and awesome real life stories.

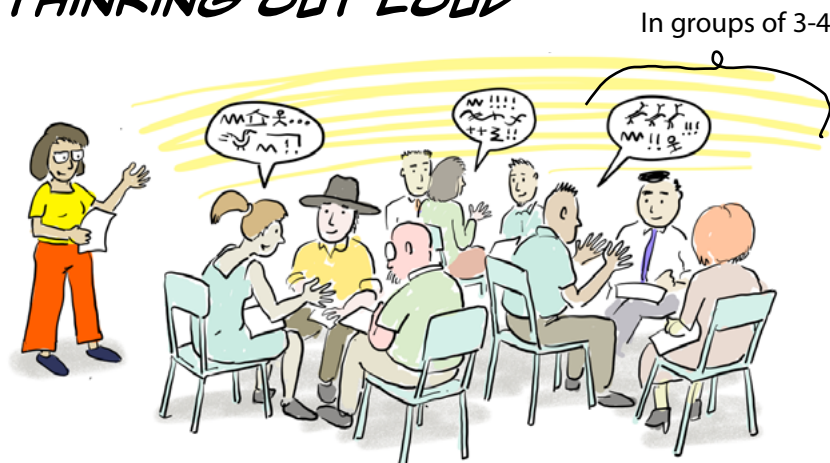
Find a speaker who has 'lived the dream', is passionate, and **similar** to the participants. For example: a cane grower talking to other cane growers.

3 GET PEOPLE 'THINKING OUT LOUD'

Break people into groups of 3-4, and simply ask: 'What occurs to you now?'

Goals:

- 1) People hear themselves thinking out loud.
- 2) People hear their peers thinking out loud.



In groups of 3-4

Don't tell people what to think. Instead give them a safe space to freely explore what an idea might mean for them.

4 INVITE THEM TO EXPRESS CONCERNS

In groups of 3-4

Now invite people to express doubts and fears, and to suggest solutions.

Ask:

- 1) 'What obstacles do you see?'
- 2) 'What could overcome those obstacles?'



A beautiful thing: You'll hear people naturally start to find solutions for each other!

5 MOVE ON TO 'HOW MIGHT I START?'

'What could be your next step?'

In pairs, ask people to become each other's 'technical advisors'.

Invite them to help their partners identify a possible next step.



People tend to take their 'advisor' role seriously. P.S. It helps to emphasise that their best role is to ask questions not 'leap to answers'.

6 A ROUND OF 'FINAL WORDS'

Give the room a minute of silence to think of a 'final word', then go around the group and invite each person to speak.

This is a powerful moment that can drive shifts of attitude and lock in commitments.



Remember not to pressure people. It's OK if they want to be quiet.

7 FOLLOW UP!

Ask people what follow-up they'd like to have next. Remember that a workshop is just one step in a process. So be curious about what they'd like to do as a next step (and stay in communication).