



PYE Third Thursday Assembly
July 20, 2017

*[Nadia Chaney](#)

Dear 3rd Thursday Assemblers! Welcome back, or, if it's your first time WELCOME! This is an exciting format we have been developing where people contribute and discuss a niche aspect of group facilitation.

Below you will find: A Check-in Question (please answer!);

Goals and Agreements for today's session (hit "like" to agree to uphold these agreements during the session); 3 discussion questions and 3 case studies (posted approximately every ten minutes; answer in any order).

I will be facilitating this experience for 90 minutes. There will be a pdf transcript posted on the www.pyeglobal.org website, as well as the files of this Facebook page, in a short while. These transcripts are so great we're thinking of making a book out of them!

This month we are discussing TALKING YOUR PROCESS

The art of progress is to preserve order amid change and to preserve change amid order. –Alfred North Whitehead

Whitehead is the founder of a school of thought called "process philosophy." The basic idea is very connected to the work that we do as arts-based facilitators, that the nature of all things is change. We sometimes call our work "transformative" and, to me, this is also closely related. That we are always involved in moving from one state to another with our groups.

Now, we usually have a plan, some structure, some intentions and some goals as to how these changes will proceed. But, as we know, the group's time together rarely proceeds exactly as we thought it would! So today I would like to talk about the facilitator's experience of "process" and what we do when we need to make a change in our expected/intended plan. In particular, I'd like to spend this session talking about the pros, cons and techniques for telling the group about your change



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of plan. I believe this topic picks up where we left off with the May Third Thursday Assembly about Vulnerability.



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[Nadia Chaney](#) Hi David! Nice to see you here!

[Hussein Janmohamed](#) Hello everyone! Sorry I couldn't come in sooner. Did I miss the whole session?

[Nadia Chaney](#) FYI, it's 90 mins from 11-12:30 EST ❤️

***[Nadia Chaney](#)**

Check-in Question for July 18 2017: (3-part answer) Look (or smell, taste, touch, hear) around the place you are in right now. What are: one thing that surprises you, one thing that brings you joy, and one thing that represents how you are feeling today?

[Madhu Shukla](#) Hi Nadia. Feeling joy that I am home to be a part of this assembly. Also enjoying my cat's expression as I opened a new toy for her

[Nadia Chaney](#) Aw! Posting the first discussion Q now 😊



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[Madhu Shukla](#) My joy is best described by finding an old comfy shirt that I lost in my cupboard and had forgotten about. And now I found it again suddenly

[Nadia Chaney](#) time-release treasure

[Nadia Chaney](#) Me, I'm surprised by how warm it is in Montreal this morning (since the sky is gray), my little stack of new books brings me joy, and I think beautiful cushions tossed in a mess on the couch describe how I feel right now! 😊

[Barb Applepieski](#) new books!!! yayyyy!!!! 😊

[Nadia Chaney](#) [Madhu](#), it's just you and me for the moment. Should we go back and forth on Question 1 and see how much of a list we can build?

[Madhu Shukla](#) Yes. Sorry my phone is not refreshing promptly. I'm not on my laptop. Will try my best to be on prompt

[Nadia Chaney](#) Mine isn't refreshing well today either. I think fb is messing with us!

[Nadia Chaney](#) Oh, Christabel! Are you here, too?

[Christabel Shaler](#) I'm here, but I won't be present the entire time.

[Nadia Chaney](#) SO glad to see you

[Christabel Shaler](#) Likewise ❤️

[Barb Applepieski](#) Surprise: all the birds having conversations outside my window. Joy: my cat purring loudly and sleeping next to me. Representing how I'm feeling: a couple of design magazines waiting to be cut up for my vision board today!!!

[Nadia Chaney](#) Wonderful! and, hi Barb!

[Barb Applepieski](#) I also may not be fully present during the whole hour but look forward to adding what I can.



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[Michael Beebe](#) Surprise- how quiet it seems when traveling without my 5yo; Joy- nice summer breeze; I feel reflective..perhaps the fact that I got to journal this morning

[Nadia Chaney](#) Lovely!

[Nadia Chaney](#) Hi Devon Little!!

[Devon Little](#) Hehe will loosely be following this as I get into my commute! I am surprised by how clean our apartment looks, my early morning bf brings me joy, and I feel like the painting above me, finding a pathway amidst so many options and to dos

[Nadia Chaney](#) Hi Shilpa Setty!!

[Lindsay Ganohsanohwe Bomberry](#) Hey! The surprise is that my last-minute planning of how I would manage without having a vehicle for the day resulted in me sitting cozily alone in my grandmas/actually now my brothers living room. Thing that brings me joy is the fact that no matter what this feels like home. Hing that represents how I'm feeling today...well the random and varying weather bouncing between clouds, sun and rain is pretty accurate for feelings 😊😊

[Nadia Chaney](#) [Ganohsanohwe](#)! Great to see you here!

[Shilpa Setty](#) Surprise - I'm surprised at how I felt at ease and happy the whole day today.. Joy - Joyful to feel the goodness in people and to see the starry sky.
Feeling- Feeling happy to get connected and being able to attend the assembly..

[Nadia Chaney](#) Hi Sunshine Turner!!

[Sunshine Turner](#) I was like 18th July? huh? ok, it is Thursday. I am here and it is 5pm.

[Sunshine Turner](#) Hiiiiiii 😊😊

[Nadia Chaney](#) Hi Naomi Pommier!

[Nadia Chaney](#) Welcome, Amy Elizah Lindquist!

[Sunshine Turner](#) Yes yes people! Hey!



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- Surprised by the sunshine coming in through the window this afternoon after the grey rainy start..
- There is a spider plant on the shelf and it has a little baby sprouting out the side and seeing this little baby spider plant brings me so much joy!
- Feeling like the white creased sheet hanging over the door to dry

[Naomi Pommier](#) JOY: the smell of the flowers that brings me back to my childhood in my parent's garden.

SURPRISE: how ready i am for the day

FEELING: not yet burnt candle

[Nadia Chaney](#) Welcome Hussein Janmohamed!

[Nadia Chaney](#) Please note: I'm not seeing this discussion in realtime, if any issues arise in the comments, please DM me

[Hussein Janmohamed](#) SURPRISE: Overcast, misty and yet so bright.
JOY: The dew and fragrance of a magnolia flower my father brought
FEELING: Purple orchids

*[Nadia Chaney](#)

Goals and Agreements for this session on July 18 2017

- 1) To deepen our understanding of “talking your process” in facilitation
- 2) To understand the costs and benefits of “talking your process”
- 3) To learn how and when to best share a change in plan with the group
- 4) To increase our options and choices as facilitators
- 5) To support each other’s learning and have meaningful fun!



In order to achieve these, here are some suggestions for COMMUNITY AGREEMENTS to make our time together flow really well. Be sure to add what you need or want AT ANY TIME DURING THE PROCESS. Let the group know or privately message the facilitator if you are concerned that an agreement is being broken.

- 1) No put downs of self or others. Keep a positive, lift-up vibe. If the facilitator finds your comments aggressive or inappropriate in any way you will receive a personal message.
- 2) Be willing to entertain simultaneous truths. Rather than proving a point, try to listen to understand, and be willing to agree to disagree. At the same time, if you have a strong belief be willing to stand up for it. This will make our conversations rich!
- 3) Show your presence, by LIKING and by responding to keep the flow. Ask questions, make comments, connect. The technical trick for this format is to REFRESH your browser fairly often. The questions move around depending on how many people are answering, so please scan the whole page for new questions now and then.
- 4) Maintain CONFIDENTIALITY by not sharing names or personal information about the participants in your groups, sharing from your own perspective, and asking permission before sharing someone else's story.
- 5) Answer any questions in the COMMENTS below the question to keep the conversation organized and readable. Only open NEW questions in new threads.
- 6) You can come and go as you please, take as long as you like to respond, and basically enjoy the text-format to make this work no matter whether you are just waking up, just going to bed, or on your lunch break (time zones unite!!) A pdf transcript of the conversation will be provided. Feel free to continue the conversation even after the 90 minute period has ended.



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[Nadia Chaney](#) Hi Madhu! Great to see you here 😊:)

***[Nadia Chaney](#)**

Discussion Question #1: Let's start this session by making a list together of all the reasons you might need to change your plan during a group session. This will give us a foundation to think with.

[Christabel Shaler](#) Missing supplies or loss of technology/Wi-Fi.

[Michael Beebe](#) You notice low energy in the group

[Michael Beebe](#) There is a dominant personality and you need to change dynamic in group

[Nadia Chaney](#) I saw answers here from Christabel and Michael...but don't see them now. I'm going to post question 2 just in case it's a Facebook thing.

[Nadia Chaney](#) ((I'm still have trouble seeing everyone's responses. Will keep posting the questions every 10 mins and hopefully it will clear up without having to restart my computer))

[Barb Applepieski](#) Broken agreements

[Barb Applepieski](#) Disruptive participant - not having their needs met due to your plan not feeling safe for them

[Nadia Chaney](#) Unexpected time constraints.

[Barb Applepieski](#) Side-issues resulting from social media or schoolyard disputes - needing to acknowledge and shift energy, perhaps incorporating new realizations/learnings into your plan.

[Nadia Chaney](#) noticing the risk level of activities is too high or too low

[Nadia Chaney](#) issues with venue or weather



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[Barb Applepieski](#) Noticing strengths in the group you didn't see before and wanting to draw them out in service to your intention! (the intention you set before walking into the room that day)

[Barb Applepieski](#) issues with your materials - broken, not functioning, etc.

[Nadia Chaney](#) new people arrive or a number of people have to leave

[Madhu Shukla](#) Delay in start time

[Madhu Shukla](#) Or the group has to close earlier

[Nadia Chaney](#) conflict or resistance show up that need attention

[Nadia Chaney](#) exciting new themes emerge!

[Nadia Chaney](#) you are running a Facebook chat and the REFRESH function stops working 😞😞

[Sunshine Turner](#) If the group session is part of a program, the end goal of program may change due to any of the reasons above so plan for individual sessions may change

[Sunshine Turner](#) Guests facilitator or speakers may be late, not show up or may go completely off the track you had planned with them

[Shilpa Setty](#) When you realize the expectations from the group is different from what you are offering

***[Nadia Chaney](#)**

Discussion Question #2: How do you let your group know about your original plan for the session? What are all the different ways this can happen?

[Nadia Chaney](#) A very casual verbal outline that just indicates start, end and break times.

[Sunshine Turner](#) For a one off session I generally do this



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[Barb Applepieski](#) A written plan - with simple outline of the day and a goal everyone can get behind

[Madhu Shukla](#) Yea.. I like it to be up on flipchart always visible

[Shilpa Setty](#) Ya, we also used to have a written outline of the day.
Also, sometimes just a verbal outline of start, end, and break times as mentioned by Nadia

[Hussein Janmohamed](#) Building on this, a written overview plan with a verbal agreement that say at lunch we re-assess and change course as needed

[Barb Applepieski](#) The teacher/agency/community group lets participants know what the plan is too.

[Barb Applepieski](#) They participate in creating the plan via brainstorm/dreaming exercises/voting and feel a sense of buy-in on the journey

[Nadia Chaney](#) flipchat with exact timings

[Nadia Chaney](#) (I'm answering my own questions because I can't see your answers 😞)

[Nadia Chaney](#) c'mon fb!!

[Naomi Pommier](#) exact timings come with explicit disclaimer... "ish" in full effect except for end of day time.

[Sunshine Turner](#) Naomi Pommier I like that .. 'ish .. may use that one! 😊

[Hussein Janmohamed](#) Nadia Chaney I was on Safari and things didn't work so well. I switched to chrome browser and I am better able to use the Facebook chats.

[Madhu Shukla](#) Share a broad intended timeline at the beginning. Or calling a time check and restating what's left. Or doing a quick check in as to where the group is_ can use sociometry for this.



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[Barb Applepieski](#) I love the time check and restating what's left! sometimes the group has super useful suggestions for what to do next - ask them which they want to do considering the time.

[Sunshine Turner](#) I like this idea too, can you give an example of how you use sociometry here?

[Hussein Janmohamed](#) What is sociometry?

[Barb Applepieski](#) Handout or booklet with an outline and clear objectives. A sense of completion or closure to each objective by sharing a tableau, doing an art activity, or journaling.

[Michael Beebe](#) Flip chart w outcomes and agenda

[Naomi Pommier](#) i struggle to remember to state outcomes... agenda, no problem though

[Hussein Janmohamed](#) Barb Applepieski that is amazing you do that. To have a booklet and handout ready. I find that because my process is always iterating that while I'd love to give a handout things can change

[Hussein Janmohamed](#) How do you address that? Or do you stick with the plan

[Barb Applepieski](#) Haha...I don't ever have that but it seems like a good idea! Maybe this is my year 😊

[Nadia Chaney](#) written outline in a handout

[Michael Beebe](#) I generally don't put times on my flip chart agenda because I do like to flow with group energy as much as possible and times can constrain me

[Madhu Shukla](#) For organizational groups I also share a what to expect in a welcome mail.

[Nesreen Ali](#) Our intent for today is...here is what we should walk away from this conversation with.



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*[Nadia Chaney](#)

(I'm posting this now, because I have a sinking feeling I'm not seeing your responses.)

Discussion Question #3: What does a group gain when you share with them your change of plan? What if you aren't sure exactly HOW to change, what do they gain if you share your uncertainty? According to you, what is the best way to share a change of plan?

[Madhu Shukla](#) When I share the uncertainty with the group.. 1. The group also owns the situation along with the facilitator. 2. There is an opportunity for the group to reprioritize the most immediate needs openly. 3. Invites trust of the group since the Facilitator is vulnerable.

[Nadia Chaney](#) amazing. Thank you! Would you go over to question 4 with this response? Is there any particular risk involved in sharing uncertainty?

[Naomi Pommier](#) a general sense of "maturity" in the group. is there a taste for independence and self-regulation or a need/desire for external constraint in order for most participants to feel safe

[Michael Beebe](#) Gives the group opportunity for ownership over the process

[Devon Little](#) I think the group senses you are attuned to them, that you are willing to do the work to meet their needs. Some people might find it unnerving- especially people who saw something on the agenda that they really hoped you'd get to, and now you are changing it. You have to be sure you are in tune with the majority of the group, and not just a few vocal individuals.

[Devon Little](#) So I suppose one good practice is doing the check in, seeing if a possibility opens up for everyone's needs to get met.

[Michael Beebe](#) While risky, I have had some success in a couple cases telling the group I need their help in figuring out how to change process to best meet their goals? A line I sometimes use is "How do we want to move forward?"



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[Barb Applepieski](#) The group knows how deeply you care for them and their safety/their time. They see that you're not just trying to drive them home to an objective, but that you care for how they are feeling along the way. That's huge!

[Devon Little](#) I think reflecting back what you've been hearing or the energy you've been sensing, and what that makes you wonder is a good way to start. Yeah so then it's the decision-making process that feels risky. I'm going to think through what I've done but hearing what others do is why I'm here

[Sunshine Turner](#) The group gains insight into the workings of how their experience is being facilitate. If the change creates a little bump in the flow then the group will come to understand why they felt that bump. Being transparent also builds trust..

..If I'm not entirely sure how to change the plan, sharing this uncertainty with the group opens up the opportunity for them to share their reflections and their insights may lead to a better change of plan than came to my mind, which could empower the group to take more ownership...

..I usually try to share the change of plan at the earliest convenient time so that the group are prepared for the change. I would try not to just interrupt the flow of an activity or conversation though and chose the best intentionally, perhaps before or after the change of an activity..

[Devon Little](#) I've utilized small groups, if there are really different interests and it's clear that breaking out would be best and we've already built the foundation from which to have good conversations. I've also offered a proposal which I believe will meet the majority of folks needs, then asked "please raise your hand if this isn't something that works for you"

[Devon Little](#) I would want to do that with as much encouragement as I can... but then it's also a group, and no one persons entire desires will get met... but I ask "who it wouldn't work for" because if you only ask "sounds good to everyone?" you are even less likely to find out if someone isn't feeling seen

[Hussein Janmohamed](#) Thinking out aloud, when I share uncertainty, I also invite input, and that can get overwhelming. I have learned that maybe if I shared that I wasn't sure what to do next, that we take a 45 minute break, regroup, and I will be available at a certain location in the room for input, from there I would then compile and propose some key directions based on that input. In these cases while consensus could work, I've found given time pressures, that there could be a good balance between seeking input then making some decisions to help us move forward. Thoughts?



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[Devon Little](#) Right that is so tricky! You can lose time that everyone values if you don't do it within a time frame. I love this suggestion of a break with input place

[Nadia Chaney](#) sometimes I find it can be overwhelming for participants, too.

[Hussein Janmohamed](#) True! Sometimes I find participants "just want to be led"

[Hussein Janmohamed](#) In that case I'd take a break, regardless, I'd ask for 30 minutes so I could regroup and think through, and come back with a proposal

[Nadia Chaney](#) Hussein Janmohamed it really depends on what they came for, I think. I totally agree, sometimes strong leadership allows people to relax. If they don't have to think about the container, and the structure, they are sometimes able to focus more on content. The trick is, of course, that structure influence content...I'd love to hear what Barb Applepieski has to say on this one regarding democratic/participatory process

[Hussein Janmohamed](#) I also wonder if a 'think pair share' is valuable in this case, because everyone would have ideas that if simply 'thrown' out as input can be unruly, not to mention diminish those who are more quiet in their approach. THEN do the input?

[Hussein Janmohamed](#) I'd love to hear more about the democratic/participatory process as well.

[Nesreen Ali](#) A group gains trust with you when you communicate a change of plan. They are clear about your agenda and the agenda of the meeting. From there you can say "we have less time for x and y, which would you prefer to focus on today?" and they can feel engaged in deciding how to re-prioritize.

*[Nadia Chaney](#)

Discussion Question #4 (last one before case studies): What are some limits, cautions or things to be careful of when sharing a change of plan with a group? What can you do to lessen any negative impacts?



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[Nadia Chaney](#) Michael Beebe, maybe you would elaborate a little on your comment above about putting timings on outlines?

[Michael Beebe](#) Sure, for example in a day long workshop I will put time for break, lunch, day end but leave precise times off of each section for rest of day. So say I am doing a day long workshop. While I generally spend 30 minutes defining role of facilitator, I won't put precise time on flipchart so group then can spend more or less time on that topic based on interest

[Nadia Chaney](#) Thank you! Sounds like leaving the times off affords you more flexibility

[Nadia Chaney](#) Barb Applepieski, I'm interested in your thoughts about participatory process here

[Barb Applepieski](#) I have to leave right now but this question is a big one!

[Nadia Chaney](#) I know! I think it's the heart of the topic in some ways. Maybe we can chat about it here alter in the week?

[Barb Applepieski](#) My first thought is... make sure the group will feel safe in uncertainty with you before sharing. Sometimes people don't really want to know everything you're thinking. I would love to dig into this one more.

[Barb Applepieski](#) Nadia Chaney Thank you for your ability to frame really wonderful questions. Their depth makes me so much richer. Like choice soil to farm in!

[Nadia Chaney](#) Barb Applepieski thank you!

[Sunshine Turner](#) I had a recent experience as a participant. All day workshop which was due to start at 10am. I arrived at 9.45 along with some others in the group. There were a few participants who did not arrive until 11am. The facilitator decided to wait for the other participants and start the workshop an hour late. Later the facilitator told us that rather than having 1 hour for lunch we would have just 30mins due to starting late. My internal reaction was 'hey! I was early, why am I missing my lunch time for others being late'. It felt like a small injustice. If the facilitator had told us lunch was 30mins, I wouldn't have known this change of plan was due to the lateness of others and I wouldn't have been looking at them like its your fault I will have less time to digest..



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*[Nadia Chaney](#)

Case Study #1: You have a group of fifteen teenagers in an after-school program. You have a session of activities planned that will lead to the design of a mural you will be making together over the course of the semester. They complete all of the activities you had planned in half the session. What change of plan do you make and what (if anything) do you tell them?

[Devon Little](#) Wouldn't say a thing. I would probably use it for community building 😊😊

[Krafty Ann](#) How about re-examining the goals of the program and seeing if there is room for some community stewardship/service. Mural creations are about beatifying the area... What else?

[Lindsay Ganohsanohwe Bomberly](#) Bonding time! Community building or whatever term describes it. I loved when this would happen and the richness of experiences that result from having such an organic flow in sessions. There is a relief that can be expressed as the buildup from structured activity can offer both a result based feeling of accomplishment and the celebration of reaching goals. Also though, finally a chance to engage on a more fluid, less constructed level.

[Sunshine Turner](#) This NEVER happens for me! I would praise them.

I might say something like 'wow, I'm really impressed with our focus and work rate. I didn't expect us to accomplish all these tasks today. So, we have a choice, do we continue and move on to the next step or take this time to play some games (community building)''

Or I might not say anything, make a mental note of the group's ability then think on my feet and throw them another ball to hit out the park!



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*[Nadia Chaney](#)

Case Study #2: You are facilitating a community meeting about a serious neighborhood issue that needs urgent resolution. Emotions are running even higher than you had expected. You realize that the questions you had prepared might offend a number of people in the group. What change of plan do you make and what (if anything) do you tell the group

[Naomi Pommier](#) might try to wrap a totally different context around the question in order to ease into a more distant/less personal perspective

[Devon Little](#) Self calming techniques first ha! I might need to then see if my goals were too lofty, or if there is a deeper energetic need that is less tangible but still super important if anything else is going to happen

[Hussein Janmohamed](#) Good question!

[Hussein Janmohamed](#) I might tell the group that I had prepared some questions that don't seem to be effective. I might tell the group that I might have sought more input from them as to what are the underlying questions we need to address? Perhaps initiate a small group activity, with team building, to design 5 pressing questions. Then somehow assess the questions together and see if they take us deeper, or not. Just thinking out loud here....

[Naomi Pommier](#) perhaps a three word circle specifically seeking insight into key questions. three words each person, then an invitation to vigorously jump up and down 3-5 times followed by a 5 minute self-directed stretch/wiggle break while I formulated new questions...

[Nadia Chaney](#) Naomi Pommier oh I like this, Naomi Pommier. I like how contained the input is.

[Hussein Janmohamed](#) Definitely. The three words exercise focuses the many thoughts one has and simplifies, takes away the emotional, and clarifies thoughts. Naomi Pommier would you ask them to then discuss those individual words with each other? Do a written reflection on them? There could be some fun musical rhythm games to do with a written reflection 😊



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[Naomi Pommier](#) Hussein Janmohamed, I actually might avoid the discussion - stay OUT of head until discussing the newly formulated questions. Then, at end of session, perhaps a fun rhythm exercise which includes the words, could cap things off in a good way...

[Hussein Janmohamed](#) Naomi Pommier Cool. Yes. Makes sense. I tend to get caught up on the head alot, which then clogs the process. So this advice I appreciate

[Nesreen Ali](#) I would build up to more difficult questions. Address the highly emotional tone of the conversations. Establish some ground rules, and if there are neutral volunteers, invite them to be referees for the conversation so the facilitator has more than one perspective. Identify safe ways to exit and leave conversations. Use tools that help people practice a respectful conversation with humor. Provide folks a moment to be quiet, and breath. Provide a break and begin by asking very basic questions about the resident's relationships to the issue. Break off into one-on-one conversations, or smaller groups to reduce the anxiety that comes with group conversations.

[Nesreen Ali](#) In the smaller groups of partners of 2-3 people can rate how emotional they feel from 1-10 about a topic. I am feeling VERY angry or I am feeling VERY apathetic. As volunteers role, ensure they are assertively interjecting in certain conversations to reiterate ground rules about what is being discussed. Remain focused on the topic. As volunteers roam, identify whether there are certain power dynamics at play that may be preventing people from fullsome discussion. Have the community member report back on that experience and how they feel. Be prepared to ask members to leave who are not being respectful, and are not prepared to engage in a conversation. It's important that silencing does not happen because of another person's anger. As well, it's important to acknowledge anger when it is a form of breaking someone's silence. I don't think there are SUPER clear rules here it is pretty gray. I would hope the facilitator is able to navigate this, and not expect perfect outcomes for themselves.

[Nesreen Ali](#) Identify that there are objectives and questions that need to be addressed, however it's firstly important that folks are clear about where they are at emotionally before we can attack the issue not the people. Once the energy of the room has calmed down, provide opportunities for the questions to be discussed in a more trusting and safe space.

[Naomi Pommier](#) to breath breathe oh



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[Shilpa Setty](#) Get them to write their thoughts on chits of paper (anonymous) mix it up, then everyone gets to pick one chit and read it so everyone's ideas or thoughts are heard in neutral emotion.

[Sunshine Turner](#) Yes I like this idea.
Could invite them to write their most pressing questions

***[Nadia Chaney](#)**

Case Study #3: You are leading a team building session for a group of twenty young (13-18years old) members of a community art center. Participants seem very quiet and low energy and in the break one of them informs you that they have done all of your activities before and are feeling bored, and wondering if they can leave early. What change of plan do you make and what (if anything) do you tell them?

[Naomi Pommier](#) reconvene group and thank participant for insight on group. muse aloud on what might be most forward reaching building block to place on "evidently already well constructed" foundation. run with what is offered.

[Hussein Janmohamed](#) As part of the discussion I might also propose to the group that we break out into four smaller groups of 5 to design and run 1 activity each that will build on the foundations of the 'ones they have done before'. Before that I might do a group discussion activity to re-acquaint with goals and objectives/agreements so everyone is clear on the conceptual, ethical, spiritual underpinning of the activities they will design.

[Naomi Pommier](#) very practical, real-time application of learnings. so good.



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Case Study #4: You are facilitating a week-long personal development seminar for teachers and staff at a local college. On the second day it becomes clear that an unexpected theme is emerging in the group. You want to redesign the whole week, but you've already given out the schedule and some people will be coming and going based on that schedule. Furthermore, you have guests coming who are expecting to speak on the prior topic! What change of plan do you make and what (if anything) do you tell them?

[Naomi Pommier](#) acknowledge new theme. celebrate the diverse intelligences present in the room.... then pitch a second workshop for another time!! 😊

[Hussein Janmohamed](#) I find that the 'emergent theme' becomes a subconscious and conscious intention that underpins the planned 'curriculum'. It becomes a thread and a lens, way of looking at, perceiving, and experiencing the 'planned' schedule. In the process, I would speak to individuals at breaks about whether it was me only who recognized the theme or whether they did too. Depending on the circumstance, I might bring it up to the group to say, I notice this emergent theme. Do they? I would spend an hour or so if it was very strong to discuss it and then offer to have that in our minds as we address the scheduled workshop goals. I think there is something to be said about sticking with the 'plan' for those who really came for that and while affected by the new emergent theme would want to ensure they got what they came for. But for others the new theme would be exciting, so to weave that in and address it as it emerged in relation to the scheduled plan might be a nice way to go. It could backfire too?

[Hussein Janmohamed](#) This happened recently where I was facilitating a collaborative music process and by half way into the work recognized (with my team) that things were fraying, interpersonal relations strained, and tensions high. So our production team touched base with individuals who had approached us frustrated, the production team gathered, developed a plan to change to a more directive process, held a group discussion first thing in the morning with the musicians, proposed a change in course, and enacted it much to the musicians delight and excitement.

[Nadia Chaney](#) wow!



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[Nesreen Ali](#) I wouldn't derail the agenda for the week. It's hard to tell if some people are interested or all persons are interested. Some folks like that their expectations are met about an agenda, and others couldn't give a damn if they did. I would share that this in an emerging theme, and that the speakers may want to touch on it in their presentation. Identify a way in your agenda (if you feel you have the know-how and comfort with the topic) that participants could self-organize and teach each other about this topic rather than, sticking to an agenda item. It sounds like the group identified here is comfortable with that, and could potentially be able to do it easily. If possible, begin drawing some of the ongoing outcomes of the week on a story board, and add this new team to that story board so at the end participants can see how it impacted their conversation visually.

[Hussein Janmohamed](#) There are so many amazing possibilities aren't they!!?

[Hussein Janmohamed](#) That's a great idea about the storyboard, if one was comfortable with that process 😊

[Hussein Janmohamed](#) I wouldn't know what that would look like to be honest.

[Nesreen Ali](#)



[Nesreen Ali](#) there are visual facilitation courses you can take! haven't taken one myself, but it's an interesting tool to use to invite participation for all kinds of learners.

[Hussein Janmohamed](#) Wow! YES. My next life time I think 😊

[Hussein Janmohamed](#) It's a balancing act to develop the particular facilitation skills (in my case musical) or to build a whole new tool kit (like visual facilitation) that for me would be quite a challenge because I don't perceive myself to be adept at these kinds of things---though that said I do use visual scores and plans to summarize the musical outputs that we have through collaborative processes



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[Nesreen Ali](#) Hussein Janmohamed I would also suggest that you don't need to draw the whole thing! It's another tool you can offer people to help them process.

***[Nadia Chaney](#)**

Wow. Well, with the technical difficulties this was a challenging Assembly to facilitate, but I'm still in AWE of you. What an honor to get to host such amazing, experienced, visionary facilitators. We had people from Bangalore, London, Vancouver, Toronto, New Mexico, Kingston, Seattle...and those are just the ones I know! You are amazing.

I will keep checking this discussion for the next few hours to see the comments that I've missed (I seem to be lagging about twenty mins behind)

PYE will soon post the transcript (I believe this is our 35th session!!) and this page stays open if you would like to add anything to any of the posts. We are always open to new topics for the upcoming sessions. If you have any ideas please feel free to post them on this page. If you enjoyed today's session please tell your facilitator, teacher, manager, social worker, group therapist, activist and social artist friends! Don't forget to check www.pyeglobal.org for upcoming trainings, too, there's some new ones just posted.

Lots of love to you all.
Nadia



Partners for Youth Empowerment

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[Madhu Shukla](#) Thanks Nadia. This is such an awesome initiative. congrats on the 35th. You guys have been relentless, consistent and most inspiring. Blessings and Love

[Shilpa Setty](#) Thank you Nadia!! It's always inspiring to see facilitators from different parts of the world come together with their perspectives and ideas. There is so much to learn from your facilitation.