



PARTNERS FOR YOUTH  
EMPOWERMENT

*Live Forum - June 20, 2019*

## WALKING THE TALK

### WELCOME

#### KATHY BUTT-ELLWAND

Dear 3rd Thursday Assemblers!

Welcome back, or, if it's your first time WELCOME! This is an exciting monthly online forum where people all over the world can gather to share ideas and good practice about different aspects of group facilitation.

Below you will find: A Check-in Question (please answer!); Goals and Agreements for today's session (please add anything you need/want to the agreements, and hit "like" to agree to uphold these agreements during the session); 4 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 [pyeglobal.org](http://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!

Remember to keep refreshing the page to read the latest comments, and scroll down the page to read all threads. The threads will appear in order of most active, which can be confusing!

This month we are discussing 'Walking the talk!'

What values do you hold as a facilitator? What core beliefs do you stand up for in your work with groups?

The role of facilitator allows us to create the conditions for transformation, learning, growth and positive social change. The role therefore is a powerful one, and offers a position to influence change through creating situations that inspire and catalyse groups and individuals into action in some way. Our core beliefs as a facilitator, for example 'everyone is creative!', and values – such as equality – shape how we hold space and influence the field of possibilities open to our groups.



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This brings us to today! We will be sharing ideas and examples of how we can 'walk the talk' and become more conscious of the values we represent, and put these values into practice in our own lives as well as in our work with groups.

## CHECK-IN

### KATHY BUTT-ELLWAND

Check in question: If the way you feel right now was a type of breakfast food....what would you be?

**Kathy Butt-Ellwand** Avocado on toast, and a cold cup of half drunk very strong coffee

**Anuschka Ruge** 🌮 Clearly a spicy breakfast burrito - I just came back from a weeklong intercultural training in Tunisia. I feel so full of all the goodness of this world!

**Kathy Butt-Ellwand** Delicious! welcome back Anuschka Ruge sounds really exciting.

**Julia MacDonell** Haphazard piece of toast with only butter on it as there isn't anything else on hand at the moment.

**Kathy Butt-Ellwand** I know that feeling! Great to 'see' you here Julia

**Julia MacDonell** (I'm trying to balance new motherhood with life.. it's tough... luckily I appreciate me good quality buuter.)

**Julia MacDonell** Glad to be here Kathy Butt-Ellwand!

**Aida Gadallah** boiled Potatoes , Chips of cucumber and Orange juice





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**Kathy Butt-Ellwand** Healthy! Hi Aida Gadallah lovely to see you today!

**Aida Gadallah** Kathy Butt-Ellwand ❤️

**Barb Danielewski** A mishmash of all the leftovers from the week... I need to eat them up!!!

**Kathy Butt-Ellwand** Hi Barb Danielewski! Great to meet you here!

**Kitty Jackson** Porridge oats - a bit mushy and sloppy but also brilliantly warm and cosy

**Kathy Butt-Ellwand** Porridge is a mighty breakfast <3

**Verity Jones** Rice Crispy - snap, crackle, pop. I kinda feel like I'm at a breaking point, wound so tightly, have to work so hard to keep my equilibrium. The state of affairs in the US is abominable, and many other parts of the world are not much better. It affects my work, my ability to live in truth and love. Still I rise.

**Kathy Butt-Ellwand** Sending hugs and solidarity from the UK. Thank you for joining us Verity

**Anuschka Ruge** I know this feeling so well when the world breaks over your head like a mighty wave... But don't forget our love for others is like a magic bubble that will keep you floating no matter how stormy the sea!

**Soma Ragab** Potato pie, cheese, tea and mint

**Kathy Butt-Ellwand** Hi Soma! Great to see you. You are making me feel hungry!!!

**Soma Ragab**





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**Hatem El Wakeel** Honey and juice

**Moutaz Bellah** Egg with tomato's souse , red Egyptian cheese , lemon  
mint juice

## GOALS AND AGREEMENTS

### KATHY BUTT-ELLWAND

Goals and Agreements for this session June 2019:

- 1) To explore your values and core beliefs as a facilitator  
-increasing our consciousness around the values and core beliefs we stand for, helps us to bring these into our work more fully, and become more effective and powerful
- 2) To share ideas about how to live your values in and beyond the groups you work with  
- being authentically in line with our values in our work and beyond brings a deep joy and purpose to our actions
- 3) To increase our options and choices as facilitators  
-The more we deepen our skills and expand our toolkit, the more fun and flowing our work becomes

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



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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.

**Barb Danielewski** Love the piece about entertaining simultaneous truths!

**Anuschka Ruge** yes! It's so powerful!

## DISCUSSION QUESTION #1

### KATHY BUTT-ELLWAND

Discussion Question #1: What values and core beliefs are most important to you in working with groups, and why? Please list THREE things and tell us why they matter to you.

**Kathy Butt-Ellwand** For me....everyone has valuable knowledge and a valid perspective...everyone deserves love and to have their needs met....equality

.

**Anuschka Ruge** 1. The wisdom is in the group.



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2. There is uniqueness in every group.
3. The more, the merrier - in every sense.

I firmly believe that I do not need to be an expert on a topic to facilitate it. The pax bring the necessary knowledge and skills with them, and I just need to empower them in finding access to it in themselves.

Every group is different, and this is the most powerful thing in the world. No matter how often I run the same session, we will never have the same outcome or solution. Every group brings different things to the table that will create something unique.

If we only work with peeps that are the same as we, it is like stirring a pot of water and hoping it turns into soup without adding ingredients to it. A person's background, identity, skills, knowledge, and whatever else they bring with them are the spices that make this work so rich!

**Kathy Butt-Ellwand** Love this Anuschka Ruge....the curiosity, respect and valuing of diversity resonates

**Anuschka Ruge** Kathy thank you so much! We need to amplify each others voices and this we can only do if we hear each other!

**Kitty Jackson** Trust the process - because there is a magic in the group which can emerge through the process. Second guessing yourself causes confusion and blocks

**Kathy Butt-Ellwand** Yes! Trust that magical unfolding....

**Barb Danielewski** Rest/support.. I need to recharge and find moments to dream or recover before and after group work. I always try to remember to ask for help when I need it! From the group or a co-facilitator.

Appreciation/gratitude.. I love to appreciate each group and individual and am so grateful for the truths that come up...good and bad.



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Play/innovation. From adapting activities to the group, to problem solving on the fly, or most importantly... Noticing when the group is ready for - or needing - play.

**Kathy Butt-Ellwand** These are great...thanks for sharing. Want to add these to my conscious intentions for group work too - they make for very healthy and exciting spaces I think!

**Anuschka Ruge** I am struggling with Rest/Support... I am always so committed to being present that I tend to neglect my own needs... Any tips?

**Kathy Butt-Ellwand** Barb Danielewski any tips on the rest/support?

**Barb Danielewski** I try to carve out sacred space at lunch or breaks. Go for a walk or drink a special tea. Delegate cleanup or prep tasks to a helpful volunteer. Trust that whatever i am worrying about might just dissipate with time. Also...knowing that i can rest AFTER... Is very helpful. :)

**Anuschka Ruge** Barb thanks!

**Barb Danielewski** I also bring volunteers with me everywhere i go... And find students in the group who may want to step into leadership to support me with simple tasks on breaks or read things out loud...etc

**Kathy Butt-Ellwand** Thanks Barb! Any other tips for rest? For me opening a window, stepping outside even for 5 minutes (connect with Nature) taking 3 mindful breaths, drinking water - having a flask by my chair!....and trying to be honest with my co-facilitator

**Kathy Butt-Ellwand** Barb Danielewski Great idea to delegate roles/tasks to the group, helps your energy and also gives shared responsibility for holding the space to the group



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**Anuschka Ruge** When it is more about personal recovery, I use to dance for myself. Just putting on a song that resonates with you at that moment and letting the music create movement through you is like a power boost, for me

**Barb Danielewski** I love planning while dancing!!! Thank you for reminding me how much i love to dance :)

**Julia MacDonell** When teaching it's "teach the students not the plan"... translating that into facilitation would be... "be with the participants, not your preconceived ideas"?

Looking at previous responses I think we're onto the same thing with "The wisdom is in the group." and "trust the process" because of magic. :)

**Kathy Butt-Ellwand** Thanks Julia...I like the responsiveness within these ideas very much.

**Anuschka Ruge** It's so important to be able to let go of the expectation of the process with which you go into the session!!

**Julia MacDonell** But it's super important to plan plan and plan. Then let the baby go!

**Kathy Butt-Ellwand** Julia MacDonell the plan you plan to change! I have that too - in a table!

**Julia MacDonell** In a table? Like a work table or magic document full of facilitator secrets?

**Kathy Butt-Ellwand** Julia MacDonell a session plan document printed out with headings for time and activity etc that I scribble all over with my co-facilitator during the session when we change and improvise and cut stuff out



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**Julia MacDonell** Ohh... I'd love to see it? Is that rude to ask!  
Sorry!

**Kathy Butt-Ellwand** Julia MacDonell pm me and I can email you  
an example x

**Julia MacDonell** Have done so!

**Aida Gadallah** My core beliefs

1- The uniqueness of each group

Even if I led the training / workshops 100 times , I'm sure that each group has its own wisdom , insights and learning points that it will nourish me and learn me a lot . Each group will go in its own journey which may take us more deeper / in new direction/ new perspective So I start each training/workshop with curiosity to discover this

2- Everyone is a treasure

I lead groups with great faith in each one that he/she is a hidden treasure is needed to be discovered , and I love to help him/her to do this

3- The time effect

I facilitate with an awareness that some participants need more time than other to engage , participate , replay in discussions , reach aha moments , grasp the essence .

My trust in the process + awareness of different personalities and reading the group's energy , help me to lead in balance and effective way

**Kathy Butt-Ellwand** love these Aida Gadallah especially number  
2 - beautiful and empowering

**Julia MacDonell** I feel like this is a nice way to tear apart one  
nugget of an idea into more usable and tangible chunks.

**Anuschka Ruge** Another fascinating aspect of the time effect is  
the ripple effect it can have in a participant's life. Sometimes they  
get something out of it days, weeks, months later, and this is as  
valuable as what happens in the room.



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**Kathy Butt-Ellwand** Anuschka Ruge this is so true..and we might never know!

**Aida Gadallah** yes for me this the most important effect , as we plant seeds

**Soma Ragab** 1. Faith and trust passionately  
2- I participate and I am sure of the training group, workshops or children in the classroom no less than their benefit  
3 - the soft power that is given by training

The reason for my beliefs is my personal experience and the transformation made by FIA Creative Facilitation

**Julia MacDonell** What does the FIA stand for?

I love your second point. So many people - especially teachers! - seem to miss this.

**Kathy Butt-Ellwand** Thanks Soma! I love point 1 too.

**Soma Ragab** I mean the reason for these beliefs My personal experience and the change that happened to me

**Hatem El Wakeel** - kindness is more important than wisdom .  
- there is a magic happens when the people meet each other .  
- there is something to be learned from every one .

Those values moves me personally and professionally as a facilitator .

**Kathy Butt-Ellwand** Thanks for sharing Hatem. Love the first one especially.



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## DISCUSSION QUESTION #2

### KATHY BUTT-ELLWAND

Discussion Question #2: Please share a short story of when you have been in a group, and been inspired by a leader, teacher or facilitator – what values or core beliefs did they stand for?

**Anuschka Ruge** I have always been inspired by those that are unconditionally in that moment. The power of their listening and understanding the unsaid gives a unique approach to hold and transform space.

**Julia MacDonell** I worked with an amazing facilitator as an assistant from an apprenticeship at Wigmore Hall. The leader in question was down to earth, open about his flaws, loved every single child in the room and endless patience with and enthusiasm for all of them. He valued my input and treated me as an equal. Carried this patience and enthusiasm into reflection (which he did before and after every session). He had an uncanny ability to pick up nuance within the group despite singing, leading, responding and managing not-so-great on the ground staff.

**Anuschka Ruge** there is so much strength in our flaws! Love this example!

**Julia MacDonell** Remind me to remind myself this "strength in flaws". Ha!

**Kathy Butt-Ellwand** I remember Charlie Murphy leading a workshop for facilitators in the UK, and two people from the group were practicing presenting something, a man and a woman. The man said (joking) when he introduced his co-facilitator 'and now I am handing over to my beautiful assistant...' Charlie very gently called him out on the sexism underneath this joke. Although the atmosphere wasn't tense as both the presenters were friends and no ill intention was behind the statement, Charlie's response showed me he was a real ally



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and champion of women and equality in general, and he wasn't going to allow even unconscious put downs in that space.

**Anuschka Ruge** We need more men like that!! Love it!

**Barb Danielewski** A teacher who had me into their classroom as a very new facilitator... And gently said that she valued student-led transitions and activities. Taught me to be able to facilitate in a more inviting way when needed. With patience, reciprocity, and trust in the group.

**Barb Danielewski** My plan had been very structured, going from one activity to another with me at the centre or guiding them to the next activity most of the time. I leave more space now!

**Kathy Butt-Ellwand** Barb Danielewski sounds inspirational! I think it takes bravery to trust the group and leave space, but when this is working it makes it actually easier on the facilitator!

**Julia MacDonell** This is so special. It's VERY hard when co-facilitating to not jump in in those spaces and sometimes to communicate to co-facilitators "Wait! It'll happen just let it go!"

I like "patience, reciprocity, and trust in the group".

**Barb Danielewski** Kathy Butt-Ellwand yes...it doesn't always work! Best when there is already a culture of it in the class.

### DISCUSSION QUESTION #3

#### KATHY BUTT-ELLWAND

Discussion Question #3: Please share an example of when you have consciously put your values into practice, either in group work or in your own life



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**Julia MacDonell** I was working as an assistant facilitator doing a music project with deaf and hearing impaired children. One day the lead facilitator was commuting from another city that morning but the weather was really bad so her plane couldn't land and she ended up in a completely different city and couldn't make the session. No bother, I knew what we were doing, so I took over.

The children were REALLY concerned when I explained what happened and wanted super CLEAR DETAILS about the plane problem. We discussed it a while and since this idea of a plane struggling to land took their imaginations so strongly we decided to compose a piece of music together. I even got the children to use the concepts from the activities we had been doing recently into the composition - not from my gentle nudging or reminding but from the children going into their toolkit. It was impressive to watch.

I think it is the best example of having a plan and changing it to fit the needs of the children.

**Kathy Butt-Ellwand** Lovely example thanks for sharing - I think it takes courage to improvise like this and what a beautiful and responsive experience for the children.

**Julia MacDonell** Also talking about being open with your flaws, I had to play the piano and the kids loved to see that I wasn't that good but encouraged me so beautifully!

**Anuschka Ruge** The moments I am most consciously practising them is during the moderation of group conversation and when I use physical activity in exercises.

For the first, I always aim to make an as diverse range of voice as possible heard without giving minority groups the pressure that they have to speak up. Also, to make sure that one person does not represent their entire community, but just themselves is really important to me.



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For the second, I already think of alternative beforehand to make sure inclusion is not an afterthought once someone said they might not be able to do something. Also, I try to find positive and encouraging ways to communicate alternatives to the group. There is a world between 'If you cannot, feel free not to jump.' and 'Add a jump if you feel good about it.'.

**Kathy Butt-Ellwand** This is a very powerful and nuanced way to really think about inclusion - thanks for sharing great food for thought for me!

**Julia MacDonell** I've been thinking long and hard about planning for inclusion. Has this been a past topic? Do you have any guidelines or thoughts about putting inclusion at the heart of a project even before you start the planning bit? (Sorry, probably off topic!)

**Kathy Butt-Ellwand** Julia MacDonell would be great to have a separate discussion on just this topic to do it justice...also check out the transcripts of past discussion here <https://www.partnersforyouth.org/3rd-thursday-live-forums/> I think there will be some ideas that will help. One thing that springs to mind is to actively involve the participation of the people the project is 'for' from the very start, so they are driving it <3#



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**Kathy Butt-Ellwand** Anyone else got ideas for Julia on putting the value of inclusion at the heart of a project?

**Julia MacDonell** Ah! Amazing! Thank you!



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**Anuschka Ruge** Julia, it is still difficult to give it justice in most spaces. One thing I learned from working with many disease and disability activists is to ask - reach out to those people in your life that struggle with an illness or have access needs and check with them what they would need to participate in the activity in doubt or how they would like it to be addressed.

**Julia MacDonell** Anuschka Ruge That's all great. I think also if you work with people who come from socially disadvantaged backgrounds or are trying to work with in a diversity of cultures that your ideas still stand. I guess for me I have a confidence issue with how to create an open and inclusive environment from the get go. I think you need to create a culture from the very beginning. But I sometimes worry about trying to force people into sharing. But the more I talk and experience the more I think that that is my own insecurity talking. What was it that someone said earlier... "patience, reciprocity and trust in the group".

**Anuschka Ruge** Julia what helped me in the beginning was to start the conversation about it from myself. As the facilitator, I am in a position of safety that the pax do not have, so I can share about myself and show my own vulnerability. That is sometimes the most empowering thing you can do for marginalised peeps.

Or I speak about the concept of 'Subjective and objective suffering' to create an atmosphere in which everyone's lived experience is valued without ignoring the wider societal pressures we all live in.

**Julia MacDonell** Ah. That's really practical thank you!

**Anuschka Ruge** Julia you are always welcome!



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## CASE STUDY #1

### KATHY BUTT-ELLWAND

Case Study #1: You are working with a co-facilitator planning a session about DEEP LISTENING through experiential activities. Your planning meeting is not flowing and is more 'no but...' instead of 'Yes! And...' You realise that you are not listening to each other.... What can you do to come more in line with your values?

**Julia MacDonell** This is so hard. I get very inwards and assume they can't see my cloud of ideas. Also I think I barrel over people... I'd 1) try make sure I'm waiting, giving space, and really listening to their suggestion and find the threads that I can really get on board with. 2) I wish I had a good tool/manner in order to ask people to do the same with me.

**Kathy Butt-Ellwand** Thanks Julia...also I love the image of your cloud of ideas!

**Aida Gadallah** I'll begin with myself : give space , listen to the ideas adding my own by using yes and ( being a model , sending subtle messages say please behave like this with me ), if he/she did not grasp this , I'll say OK , i notice that we use no but instead of yes and ..... and this is make me feel not comfortable and stop the flow and i value building on each others ideas

**Kathy Butt-Ellwand** Great suggestions Aida Gadallah I like starting with yourself and then just being very clear and direct

**Anuschka Ruge** Yeah, sometimes you need to voice your needs in a direct matter. It does not really help when both hesitate to speak it out loud. I am again and again surprised how often we feel the same about a situation, but just because no one says something we remain in it.



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**Anuschka Ruge** I would start by consciously listening to them and then feeding back what they said before I add my thoughts. Making 'What I heard was, ..., therefore, I think ...' a repeated sentence structure can really transform a conversation.

**Kathy Butt-Ellwand** Great tip! I think I will try this with my family too ! ;)

**Anuschka Ruge** Yay, it can really save relationships 😊😊😊😊

**Barb Danielewski** Take a break and dance or eat! Then maybe play a game to bring forth our fears or needs...like Exquisite Corpse.

**Barb Danielewski** Play and rest are the values at work :)

**Kathy Butt-Ellwand** Love the dance break idea! Can you explain Exquisite Corpse Barb?

## CASE STUDY #2

### KATHY BUTT-ELLWAND

Case Study #2: You are facilitating a planning meeting for a new organisation of people with disabilities in your local community. Your group includes different community stakeholder, people with disabilities, local business leaders, local politicians and potential funders. You notice that some of the people with disabilities are not having as much talking time as others, and the group is not listening deeply to each other, and is missing out on the knowledge and perspective of some of the group. What can you do as a facilitator to help this group bring their values of equality and respect into practice?

**Kathy Butt-Ellwand** One thing I like to do is vary the methods of contributing to the group discussion- to allow people with different needs and styles to have many options for how to share their ideas.



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Like writing and drawing as well as speaking, and having the chance to discuss something in pairs and then feedback to the group to give more space.

**Anuschka Ruge** Yes, I agree variation is key!

**Barb Danielewski** Varying group size is such a helpful tip!

**Julia MacDonell** I've seen people "call it out" and say "hey, this is not on". Which sometimes you just need a little reminder. But sometimes that can be so dominating and a little confronting whether you're in the group that can't contribute or the group that is over contributing.

**Anuschka Ruge** Also, with calling it out, you might shine a spotlight on someone's disability and marginalise them even further. We are so much more than the conditions of our bodies, and it is excruciating to feel reduced to that.

**Adriana Greenblatt - ALG Consulting** Julia MacDonell and Anuschka Ruge I appreciate this articulation around "calling out" so resonated. I believe that as values-based facilitators "calling out" in and of itself could warrant a discussion in this group - I grapple with this as in my experience this can be shaming, but of course also needed to create and maintain safe spaces. When you work in social justice and have the facilitator hat on this discussion can get complex...

**Julia MacDonell** Adriana Greenblatt - ALG Consulting When I have experienced the "call it out" I felt ashamed because I was one of the people who was taking the floor... but then I also had this feeling that in fact that was a rare opportunity for me and usually I don't have the space to take the floor... it was so conflicting I felt awful but also annoyed! There's got to be a more inclusive way of doing things!



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**Adriana Greenblatt - ALG Consulting** Thank you for sharing this Julia , this is similar to my experience as well, and generally does not resonate with my approach! And so interesting you mention that this happened when you usually don't have the space to take the floor, I am sure that this experience did not encourage you to share more...When we are speaking of facilitation I tend to prefer "calling in" ie speaking to an individual one on one, or addressing some issues with the whole group and getting group perspective so dependant on the context and issue and group too!

**Julia MacDonell** Absolutely! Context context context!

**Anuschka Ruge** If the activity allows, it is excellent to give leadership to someone from the marginalised group. Let them moderate a discussion or co-facilitate a session. Empower them and put them in a position of 'power'. This might shift the perception within the group.

### **CASE STUDY #3**

#### **KATHY BUTT-ELLWAND**

Case Study #3: You are leading a preparation workshop for camp staff for a summer youth program with strong values about inclusion. You notice that an exclusive group is forming of the staff that have worked together in previous years, they have lots of jokes from their past camps together which is excluding to the new staff that will be working on the programme for the first time. What can you do to help this situation?

**Anuschka Ruge** I would encourage us to create a Code of Conduct/Group Agreement/... for the team to make sure everyone feels heard and seen in the group if it does not exist. This can make it easier to raise the topic.

Or, if I would still feel in a safe spot, I would use my 'authority' as the



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leader to mirror to them how their behaviour makes me feel. Often this kind of groups is not really aware of how their actions affect others.

**Kathy Butt-Ellwand** Yes! Making the unconscious visible to the group...any tips how you would make the group aware of how their actions affect others?

**Anuschka Ruge** Kathy, I would always start from myself instead of using someone else as an example.

'What happened was... It made me feel... I wish we could ...'

This way, you have a clear connection between what happened, the effect it had and what you would wish for moving forward.

**Aida Gadallah** I will lead a storytelling activity, divide them into groups of 4 ( be sure that they are mix groups from old and new staff ) , each one will share a happy story from his/work , after the end of the story there is a minute for the rest of the group to say one value he/she noticed in the story , then the second round will be a story from work when he/she felt of inclusion for him/her or others , after the end of the story there is a minute for the rest of the group to say in one sentence , something he/she resonate with  
Then in the big circle debriefing about inclusion value in work , the effect of its absence , what make it disappear , what do you need to include each other in work?

**Barb Danielewski** Powerful format! Love this

**Barb Danielewski** It's so flexible, too

**Anuschka Ruge** Aaaaaamazing!

**Kathy Butt-Ellwand** Thanks for sharing this Aida, brilliant!



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**Soma Ragab** Community building activity gave the opportunity to present memories in a technical way to the new group and ensure their inclusion

**END**

### **KATHY BUTT-ELLWAND**

THANK YOU EVERYONE! Our time together to discuss live is over for this month. This has been a really useful session, thank you everyone for bringing your experience, honesty, and presence. PYE will soon post the transcript 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](http://www.pyeglobal.org) for upcoming trainings, too, there's some new ones just posted.



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