



## **IAF Canada Newsletter - September 2007**

*The mission of the IAF is to promote, support, and advance the art and practice of professional facilitation through methods exchange, professional growth, practical research, collegial networking, and support services. This is accomplished through peer-to-peer networking, professional development, and annual conferences which are critical means for fulfilling the mission and reflecting our core values.*

### **Greetings**

This is the first of what will be a regular bi-monthly or quarterly newsletter for Canadian members of IAF, and your networks of colleague facilitators, to help keep you up-to-date on the activities of the International Association of Facilitators. In thinking about the content of this and future newsletters, I was reminded of life's seven questions: Why, What, Who, How, Where, When, and How Much. If I can keep those seven questions in mind, I hope that this newsletter will be useful and informative.

### **Conferences**

Many of us first learned of IAF by attending a conference, probably here in North America. All of the professional development workshops at an IAF conference are based on the six foundational facilitator competencies: Create collaborative client relationships; Plan appropriate group processes; Create and sustain a participatory environment; Guide the group to appropriate and useful outcomes; Build and maintain professional knowledge; and, Model a positive professional attitude. At the same time, the organization of an IAF conference is anchored by 14 "Pillars" that collectively make IAF conferences unique. That's why, whether you attend an IAF conference in Kuala Lumpur, Edinburgh, Adelaide, Johannesburg, or Toronto, you find the same high and consistent standards. It's also why a typical IAF conference has participants from upwards of 25 countries (as did Kuala Lumpur in July 2007).

The 2008 IAF North America conference will be held in Atlanta, Georgia, on April 10 – 13. As usual, the conference will be preceded by one- and two-day in-depth pre-conference workshops on April 9 – 10, with an opening celebratory evening on the 10th. The program of pre-conference and concurrent workshops will be posted on the IAF North America web site ([www.iafna.org](http://www.iafna.org)) in mid-October. To date, over 100 people, including almost 30 Canadians, have registered for Atlanta.

From September 1 until November 30, the IAF member price for the regular conference is US\$675.00 (plus accommodation). For non-members, the price during the same period is US\$850.00. Pre-conference workshops cost US\$400.00 per day for members (US\$500.00 for non-members), and there is a US\$75.00 discount for members who register for both a pre-conference workshop and the regular conference. Come December 1, the member price will rise to US\$750.00 for the regular conference, and on March 16 to US\$950.00, with similar increases for non-members. Pre-conference workshop prices rise to US\$500.00 per day on March 16 for members (US\$600.00 for non-members).

IAF North America conferences are planned and organized primarily by volunteers, with logistical support from an event planning firm. Conference “Virtual Action Teams” (VATs), focused on “Program and Events”, “Marketing”, and “Local Support”, have members from across North America. Many of you are active on one of those conference Teams. The results of your excellent work will be evident in Atlanta.

### **Professional Development**

The second (for me) signature program of IAF is our professional development. This includes an extensive array of publications, including the IAF Journal, the IAF Methods Database, and The IAF Handbook of Group Facilitation (Jossey-Bass 2005). But our best-known professional development initiative is the “IAF Certified Professional Facilitator”. Over one-third of IAF members in Canada hold this designation. Certification events are held in conjunction with most IAF conferences - in Atlanta, it will be on April 7 – 8 - and in other venues when there is sufficient demand. The first certification event in Africa will likely occur in 2008. IAF is just beginning the job of translating our certification documents into French and German. An important IAF working group (whose members include Tony Nash and Cameron Fraser from Canada) is preparing a report on the operations and future of the certification program. The report will come to the IAF Board of Directors this fall: I’ll let you know what happens.

In the meantime, there are two important points. First, the proper designation is “IAF Certified Professional Facilitator”, not CPF. Unfortunately, IAF has not been able to copyright “CPF”, but has done so with the words “IAF Certified” (to which we add “Professional Facilitator”). I realize that CPF is a useful short form, but it’s not ours. Secondly, to use the designation, you must be a member of IAF. We don’t have a “designation police” to check on lapsed members still using “IAF Certified Professional Facilitator” (or the IAF logo or “CPF” for that matter), but we do hope that you will recognize and respect this requirement.

If you have ideas on how to improve and expand any of IAF’s professional development programs, please be in touch. I’ll pass them on immediately to Michael Spivey, IAF’s Professional Development Strategic Initiative Coordinator.

## **Opportunities Available**

When I first started planning this newsletter, I knew that it (okay, I) needed a “Help Wanted” section. Rosemary Pell, a long-time IAF member in Kitchener, Ontario, urged me to be sensible and call it “Opportunities Available”, so that people would at least start to read it. So here are some IAF “opportunities”.

### **Global Community Outreach**

This is one of IAF’s global Strategic Initiatives, and reflects IAF’s long-standing commitment to community service and development. A volunteer is needed to work on the global Community Outreach Committee, and to serve as a liaison and communication source with members in Canada. If you would like more information, I shall put you in touch with Mary Sue McCarthy who heads up this Strategic Initiative on the IAF Board.

### **Global Web Site**

Is anyone ever completely happy with their own or anyone else’s web site? Well neither is IAF. And this is the year to upgrade and improve ours. Tammy Adams, our Communications and Publications Strategic Initiative Coordinator, would welcome some “Canadian content” on her team that will be defining our new global web site requirements, and working on a major redesign. Again, please be in touch, and I shall connect you with Tammy.

### **IAF Canada Newsletter**

As you can tell, graphic design is not my strength. Is there someone out there who would like to put us out of our misery and help give an interesting look and feel to the IAF Canada Newsletter?

### **IAF Canada Web Content**

IAF Canada and IAF United States collaborate as “IAF North America”. We have a joint web site ([www.iafna.org](http://www.iafna.org)). It would be nice to post more Canada-specific content on the site. Some ideas include a professional development and networking “Events Calendar” (events can also be posted on the IAF global web site), and profiles of members and their facilitation practices. Would someone like to organize this?

## **IAF Canada Regional Representative**

Just a short note on me, in case you’re wondering what an “IAF Canada Regional Representative” is when he’s at home. I own a one-person facilitation firm that I started in Ottawa in 1989. Most of my clients are professional development and industry associations, as well as not-for-profit organizations, with a smattering of government, private sector, and training. I have presented workshops at IAF conferences in North America, Europe, and Asia, and gained my “IAF Certified Professional Facilitator” designation in 2001. My term runs until mid-2009. Other volunteer activities include hockey referee supervision (a 30-year involvement), and helping with the organization of an annual public policy colloquium.

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## Upcoming

In upcoming issues of this newsletter, I'll report on a major organizational review that the Board has initiated. The review is based on an analysis and recommendations generated by an international association management firm (Kellen) and on a planning session conducted by the Board at its most recent meeting in Kuala Lumpur. I would also like to share with you some profiles of our Board members, to help you put some personality to the organization. (There's a photo of the Board in the August 2007 issue of Global Flipchart; we scrubbed up pretty well, I think.) IAF is a truly global body, so I would also like to bring you some news of events and developments from other IAF Regions. And, of course, there will always be regular conference and professional development updates, and more "opportunities available".

If there is anything that you would like to see covered in the IAF Canada Newsletter, please let me know. (I may ask you to write the article, but don't let that dissuade you.)

In the meantime, please pass on this newsletter to anyone in your networks whom you think might be interested in IAF and its work.

## And Finally .....

Jim Campbell is the IAF Europe Regional Representative. Jim is based in Brussels, where he is Co-Director of the Institute of Cultural Affairs office. In Jim's August 2007 regional IAF newsletter, he took his readers on a tour of the IAF global web site ([www.iaf-world.org](http://www.iaf-world.org)). I think it's a terrific guide into all the nooks and crannies of the site. Hope you enjoy it.

"The global web site of the IAF features many services and benefits for members. However, I often find that people have not taken the time to find these things. So I have done the exploring and put together this little guide to facilitate (no pun intended) your access to the global web site.

If we start with the menu bar on the home page, the first thing on the left is **JOIN/RENEW**. Click on it and you come to a page with four major categories:

1. Join
2. Renew
3. Manage your Membership Profile—here you change your phone number, email address, etc.
4. View the Membership Directory—here you can search by company, country, first name, IAF region, last name, or state/province.

Back on the menu bar, the next category is **EVENTS CALENDAR**. Click on it and you come to the page where you can either search for events or enter events for posting on the calendar.

The next one is **FIND A FACILITATOR**. When you click here you find access to the members' directory or the listing of IAF Certified Professional Facilitators; an easy way to find out if anyone in your neighbourhood is a potential colleague.

The next one is **CERTIFICATION**. This takes you to a page from which you can link to all the information, application forms, etc. for the IAF Certified Professional Facilitator Programme.

The next item is **FACILITATOR RESOURCE CENTER**. The next page is divided into four major categories, with lots of links under each. They are:

1. Articles, Journals, Books & Websites
2. Methods & Techniques
3. Marketing Tools
4. Opportunities for Involvement

**TRAINING** is next. This is a listing of training events and organisations that provide facilitator training. That's the menu bar.

However there are other things on the home page.

1. Under **Welcome** you find various links that answer some of the basic questions about the IAF, including information in French and Spanish.
2. Under **News and Events** you find links to current information and reports.
3. Under **Welcome** you find dates with links to the global conferences around the world. Some of these services and resources require you to login as a member, so be prepared.

In the upper right hand corner is a box labeled ***Direct Links***. Here is a very detailed drop down list, so also check it out.

Finally, one of my favorite, but not well-known, resources on the website is on the IAF Resources page under *Articles, Journals, Books and Websites*. It's called *The Basic Facilitator Primer* and is a 37-page booklet developed jointly with The Human Leadership and Development Division of the American Society for Quality, The Association for Quality and Participation, and The International Association of Facilitators. Look it up!"