



IAF Canada Newsletter - May 2008

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.

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Welcome New Members

A very warm welcome to IAF to our newest Canadian members, who have joined (or re-joined) since our last Newsletter in February 2008:

- Catherine Armstrong, Edmonton, Alberta
- Dale Aveling, Kitchener, Ontario
- Kimberly Bain, Kingston, Ontario
- Joanna Barclay, Ottawa, Ontario
- Paul Bradshaw, Thornhill, Ontario
- Christopher Comeau, Ottawa, Ontario
- Tony Dorcey, Vancouver, British Columbia
- Nathalie Fauteux, Ottawa, Ontario
- Cecile Gousseau, Winnipeg, Manitoba
- Bernie Grover, Ottawa, Ontario
- Helga Hein, Regina, Saskatchewan
- Sharon Henhoeffler, Ottawa, Ontario
- Helene Lamoureux, Low, Quebec
- Synandra Lechner, Ottawa, Ontario

- Erika Leroy, Ottawa, Ontario
- Barbara Milne, Edmonton, Alberta
- Catherine Moir, Edmonton, Alberta
- Jim Parker, Mississauga, Ontario
- Peter Paul, Toronto, Ontario
- Angela Sealy, Burnaby, British Columbia
- Jack Shand, Oakville, Ontario
- Mary Shields, Erin, Ontario
- Margaret Tsuji, Toronto, Ontario
- Nadine Warkentin-Brain, Sault Ste. Marie, Ontario
- Steve Willson, Toronto, Ontario
- Bruce Withrow, Bolton, Ontario

And Congratulations To

- Kimberly Bain, Kingston, Ontario
- John Benesh, Ottawa, Ontario
- Stephen Finestone, Ottawa, Ontario
- Ethan (Jerry) Mings, Oakville, Ontario

They were each awarded their designation “IAF Certified Professional Facilitator” during the recent 2008 IAF North America Conference in Atlanta.

IAF Certification Events

It takes several months for candidates to prepare for their IAF certification assessment. So, if you want to become an “IAF Certified Professional Facilitator” in the coming year, here are the two events that will take place in Canada:

- Ottawa, August 11 – 12, 2008
- Vancouver, April 24 – 25, 2009.

Information on both the Ottawa and Vancouver events is now posted on the IAF web site (www.iaf-world.org and click on “Certification”, then on “Upcoming Certification Events”). The Vancouver event will occupy the final two days of “IAF North America Conference Week 2009”.

Because certification events are very labour-intensive for the Assessor teams, and require significant meeting space, registrations might be limited. So apply now!

IAF Canada Tour

An Exciting New Professional Development Opportunity

You can meet two of the best-selling authors of books on group facilitation in a two-day workshop when they make their first-ever “IAF Canada Tour”.

While IAF provides a range of professional development opportunities - from the group listserv discussions, to the Journal, anthologies and monographs, to the databases of methods, tools, and techniques - face-to-face IAF-sponsored events are generally limited to the annual conferences. In an effort to offer more personal, interactive programming to our members and others in the facilitation community, we are pleased to announce that we shall be bringing an IAF Canada Tour to four eastern Canadian cities in November 2008.

Dorothy Strachan and Sandy Schuman will each present a one-day workshop, with a joint bridging session. Dorothy is the well-known author of Questions That Work (2001), Making Questions Work (2007), and, most recently, Process Design: Making It Work (2008). Sandy is the long-time moderator of Grp-FacI, the group facilitation discussion forum, the former Editor of the IAF's Group Facilitation: A Research and Applications Journal, and has edited two excellent IAF-sponsored anthologies, The IAF Handbook of Group Facilitation (2005) and Creating A Culture of Collaboration (2006). His new multi-authored book, Working With Difficult Groups, is scheduled for publication next year.

Here's when the IAF Canada Tour will be in a city near you:

Halifax: November 3 – 4
 Ottawa: November 6 – 7
 Toronto: November 17 – 18
 Kitchener: November 20 – 21.

Details on registration, location, times, and everything else you need to know, will be circulated soon. If the Tour proves popular - as we know it will - then look for it across western Canada in the fall of 2009. In the meantime, save those dates!

IAF Global Flipchart

Each and every month, IAF's electronic newsletter, The Global Flipchart, arrives in our in-boxes. The Flipchart's Editor, Jim Troxel, is based in Chicago, Illinois, where he endures the tyranny of a monthly deadline to bring us news and views from around the IAF world. The quality of the Flipchart, the range of topics within it, and the reliability of its distribution, are ample testimony to Jim's dedication to this IAF member service.

One of the Flipchart's features is the "Member of the Month", initiated by Jim in January 2008 to highlight the various professional practices of IAF's members in every Region. Pay special attention to the upcoming May issue. It will feature Canada's Sylvie Lapointe, who serves as an internal organizational development consultant for Natural Resources Canada, in Ottawa. You may recall Sylvie's recent Monograph, "Power-Packed Meetings", which was circulated in March 2008. Sylvie is, without doubt, one of the most skilled facilitators I have ever seen - a person with an absolute passion for and dedication to her work and to the profession of facilitation. I hope that you will enjoy the article.

Conference Updates

Information on IAF's annual conferences is available on the IAF global web site (www.iaf-world.org).

Africa (Muldersdrift, Gauteng, South Africa, July 23-24, 2008)

There is still time to register for what will be a terrific Conference, attended by facilitators from around the world. The Conference program has been built around the six core facilitation competencies. It will also feature the first IAF facilitator certification event to be held in Africa (on July 21-22).

Asia (Kuching, Sarawak, East Malaysia, August 27 – 28, 2008)

Registration is now open for the 11th annual IAF Asia Facilitators Conference. The Conference theme alone, "The Savoury Species of Facilitation", sets an exotic tone. The IAF certification event will take place on August 25-26. This Conference always attracts a global group of delegates and workshop leaders.

Europe (Groningen, Netherlands, October 2 – 5, 2008)

The 15th IAF Europe Conference will be held on the campus of Hanze University of Applied Sciences in the city of Groningen, founded in 1040. For now, information on the Conference is available directly via www.iaf-europe.org/groningen (the IAF global web site will soon have a direct link).

Australia/New Zealand (Bathurst, New South Wales, November 26-28, 2008)

The theme of this year's Australasian Facilitators Network (AFN) Conference is "Pushing the Boundaries: Facilitation Frontiers". Pre-conference workshops will be held on November 25, and the IAF certification event on November 24-25. Bathurst is about a three-hour drive from Sydney, and is also accessible by air, rail, and bus.

North America (Vancouver, April 20-25, 2009)

The 2009 IAF North America Conference Week is already off to a great start, thanks in large measure to ICA Associates Inc. and its \$12,000.00 sponsorship, as well as the 60+ brave souls who registered during the recent successful Atlanta Conference. The web site is up and running (www.iafna.org). You have now received a note with early Conference information, including how to access the Call for Proposals and the Workshop Proposal Submission Form. The deadline for submissions is **July 1, 2008**. Our core team of volunteers, led by Angela Sealy (Conference Chair), Taralee Hammond and Coleen Davidson (Co-Chairs of the Program Team), Michelle Golden (our Treasurer, web site guru, and organizational memory), and Jan Means (US Conference Coordinator), is in place. Thanks to the many other people who have also volunteered as workshop focus area leads, proposal readers, marketing and communications contacts, and members of the Local Support Team. So we are, as they say, “good to go”.

Below the Waterline: News from the Board of Directors

This is a feature in each IAF Canada Newsletter to update members on some of the recent discussions and initiatives of the IAF Board of Directors.

“So much to discuss, so little time ...” could be the theme whenever the IAF Board of Directors gets together - in person, on line, or by phone. The most recent meeting, held on April 13, in conjunction with the 2008 IAF North America Conference in Atlanta, was no exception. Gary Rush (who is currently based in San Juan, Puerto Rico, but will soon be relocating to Chicago) assumed his role as Chair. The Board also welcomed several new members:

- Sharon Almerigi (Barbados), Latin America and Caribbean Regional Representative
- Mariann Hintz (Luxembourg), Strategic Initiative Coordinator for Communications and Publications
- Rief Kanan (United States), Treasurer
- David Spann (United States), United States Regional Representative
- Simon Wilson (United Kingdom), Strategic Initiative Coordinator for Membership and Affiliates

..... All Boards of Directors need to be constantly updated on their various fiduciary and other obligations. As stewards of the Association, the Board must know exactly what is required of it, both legally and ethically. Betty Kjellberg, a former Executive Director of IAF, put the entire Board through a review and discussion of these important issues.

..... The Board received a report and recommendations from former Chair Cameron Fraser on its continuing work to restructure the Association to better serve our members and to make more efficient and effective use of resources. A series of specific, but related, projects to move forward on restructuring will be implemented. The Chair, Gary Rush, wants the Board to pursue a very aggressive timetable for these and other critical initiatives (both operational and strategic) within the coming year.

..... IAF's Professional Development programs, including certification, remain one of the Board's highest priorities. A Certification Manual (procedures, policies, etc.), a new promotional brochure, standardized forms, a web site link to frequently-asked questions, and many other administrative initiatives are placing the program on an increasingly-solid footing. But a formidable workload around issues ranging from re-certification to document translation still faces our Strategic Initiative Coordinator for Professional Development, Michael Spivey, and his team of volunteers.

..... IAF's Conference "Pillars", a group of features and practices that have made our Conferences unique in their structure and approach, have been under review for the past several months by Ann Epps, IAF's Strategic Initiative Coordinator for Conferences, and Carol Sherriff, who will succeed Ann next year. An initial report on survey results and likely amendments to the Pillars was received and discussed. More specific recommendations will soon be presented.

..... Voluntary community outreach and community service have long been valued within IAF and the global facilitation community. A set of recommendations on how to enhance these aspects of our Association was received from Mary Sue McCarthy, Strategic Initiative Coordinator for Community Outreach, and will soon move forward.

..... The popular IAF Listserv is being upgraded and changed into the "Facilitator Forum". (You recently received news of this through an "IAF Member Update"). Constant improvements to the IAF global web site have been receiving good reviews from members. Tammy Adams, our outgoing Strategic Initiative Coordinator for Communications and Publications, has worked very hard on the web site and Forum. Her successor, Mariann Hintz, will continue this essential responsibility.

..... A recent report on the issues of shared services among IAF Regions was received. At the current time, the Board lacks the resources and administrative infrastructure to implement the report. But the Board saw this as very good piece of work that can be easily revived when circumstances permit.

..... Prosaic as it sounds, an "Operations and Planning Manual" necessarily contains much of the organizational memory of any association, such as IAF, in which the volunteer leadership is constantly changing. Many of the Board's past discussions and decisions have had to rely on individuals' recollections. The Manual is coming together nicely, under Gary Rush's coordination, and will make both the current Board's work, and the orientation of future members, much, much easier.

IAF Statement of Values and Code of Ethics

The February 2008 IAF Canada Newsletter reviewed the history of our “Statement of Values and Code of Ethics for Group Facilitators”, and reprinted the Preamble as well as the Statement of Values. Formally adopted in 2004, these remain perhaps IAF’s most important documents - inspiring and definitive articulations of what is at the core of group facilitation. Here are the first four of the eight elements of our Code of Ethics. The remaining four elements will be highlighted in the next Newsletter.

1. Client Service

We are in service to our clients, using our group facilitation competencies to add value to their work.

Our clients include the groups we facilitate and those who contract with us on their behalf. We work closely with our clients to understand their expectations so that we provide the appropriate service, and that the group produces the desired outcomes. It is our responsibility to ensure that we are competent to handle the intervention.

If the group decides it needs to go in a direction other than that originally intended by either the group or its representatives, our role is to help the group move forward, reconciling the original intent with the emergent direction.

2. Conflict of Interest

We openly acknowledge any potential conflict of interest.

Prior to agreeing to work with our clients, we discuss openly and honestly any possible conflict of interest, personal bias, prior knowledge of the organization or any other matter which may be perceived as preventing us from working effectively with the interests of all group members. We do this so that, together, we may make an informed decision about proceeding and to prevent misunderstanding that could detract from the success or credibility of the clients or ourselves. We refrain from using our position to secure unfair or inappropriate privilege, gain, or benefit.

3. Group Autonomy

We respect the culture, rights, and autonomy of the group.

We seek the group's conscious agreement to the process and their commitment to participate. We do not impose anything that risks the welfare and dignity of the participants, the freedom of choice of the group, or the credibility of its work.

4. Processes, Methods, and Tools

We use processes, methods and tools responsibly.

In dialogue with the group or its representatives we design processes that will achieve the group's goals, and select and adapt the most appropriate methods and tools. We avoid using processes, methods or tools with which we are insufficiently skilled, or which are poorly matched to the needs of the group.

If you have articles, ideas for articles, opinions on articles, or anything else that might have potential to improve the IAF Canada Newsletter - including graphics or lay-out skills - please be in touch. As you can see, this Newsletter needs all the help it can get.