

A background image showing two hands cupped together, holding a pile of fine, light-colored sand. The sand is falling from the hands, creating a dynamic, flowing effect. The image is overlaid with a semi-transparent orange-to-red gradient, which serves as a backdrop for the white text.

VIRTUAL FACILITATION: Building Culture and Accountability Online

Welcome!

Agenda

Welcome & Intros
Personal
Interpersonal
Collective
Closing

The background of the slide features a blurred image of several hands reaching out and holding space, set against a warm gradient of orange and red. A semi-transparent dark red rectangle is centered over the image, containing the text.

Personal

*How do we
hold space for
ourselves?*

Journal

A person is shown from the chest down, wearing a purple long-sleeved shirt. They are sitting at a desk, writing in a spiral-bound notebook with a pen. Their left hand rests on the notebook. In the foreground, a pair of white earbuds with a black cord lies on the desk. To the left, a portion of a computer keyboard is visible. The entire image is covered with a semi-transparent purple overlay.

What are your fears around online facilitation? What are your personal strengths in how you hold space for others?

The background of the slide features a blurred image of several hands reaching out and holding each other, symbolizing support and interpersonal connection. The image is overlaid with a color gradient that transitions from a warm orange on the left to a deep magenta on the right.

Interpersonal

*How do we
hold space for
each other?*

Which image best represents your stance toward conflict in your online spaces?

Type your number and why in the chat.

TRAINING
FOR
CHANGE

1



2



3



4



5



6



7



8



The background of the slide features a blurred image of several hands of different skin tones gently cupping a small globe. The image is overlaid with a color gradient that transitions from a warm orange on the left to a deep magenta on the right. A semi-transparent dark red rectangular box is positioned in the center, containing the text.

Collective

*How do we
hold space for
our collective
vision?*

A background image showing three hands holding metal cups in a triangular formation. The cups are filled with a dark liquid, possibly coffee or tea. The image is overlaid with a semi-transparent blue and green gradient. The text is white and positioned over the image.

Fishbowl

Why is facilitation important as movement work right now?

How can we affirm or challenge power in the ways we facilitate?

What tools did the facilitator use?

- ★ journaling
- ★ Asked people to consider a concrete situation
- ★ Hand gestures
- ★ Try to get group participation so a training isn't one facilitator talking at the room
- ★ Spectrographs
- ★ Chat box
- ★ Sensory prompts
- ★ Fist to five
- ★ Asked us to be intentional about our attention
- ★ Pair share (in theory)
- ★

- ★ Music
- ★ Modeling & then pointing out modeling
- ★ Reading the room and also prompting people to look at each other
- ★ Different ways to divide up groups (first letter or name, birth month)
- ★ Finding ways to get everyone's participation in the space
- ★ Used people's names
- ★ Responding realtime to feedback

What other tools have you seen today?

- ★ Bike rack so we can name things that we need to come back to elsewhere and keep moving on agenda topics
- ★ Polled participants about their needs
- ★ Humor
- ★ Multiple avenues of communication
- ★ Assigned a lot of roles ahead of time



- ★ Had the overall organization and the retreat's goals read at the start of the retreat
- ★ Calling in comments from multiple sources that everyone might not have seen
- ★ Looping Slides for greeting folks who join early with music
- ★ Using Slack for chat is much better organized



What are other tools you use in your facilitation?

- ★ video
- ★ “Go around” to hear from each participant
- ★ Q&A
- ★ “Holding poles”: having 2 people voice opposite sides of an issue
- ★ Improv
- ★ I've seen spectographs with people moving an image on a slide
- ★ An agenda where intentionally summarizing next steps is always at the end
- ★ Grounding and song
- ★ Asking people who haven't shared yet to share
- ★

- ★ Explaining why the topic is important through a personal story
- ★ Stretching combined with mindfulness, grounding: Reach back to the folks who fought before, down to the earth, forward to the future we fight for,
- ★ Grounding in our bodies
- ★ Letting people prep comments before sharing
- ★ Vibe check during introductions
- ★ Checking for understanding via fist to five to see when there's confusion and need to pause

★

★

★

Extra space for tool share!

★ Journaling as an
alternative to pair sharing.



Journal: 3 Things to Carry Out

What are you taking away from this session about how you want to hold space for:

- Yourself
- Your group
- Our collective vision

The background of the slide features a close-up of several hands of different skin tones gently holding a globe. A color gradient is applied over the image, transitioning from a warm orange on the left to a deep magenta on the right.

Type in the chat:

What's one word you
would use to describe the
culture we are trying to
build?

A background image showing two hands cupped together, holding a pile of fine, light-colored sand. The sand is falling from the hands, creating a dynamic, flowing effect. The image is overlaid with a semi-transparent red and orange gradient, which serves as a backdrop for the white text.

VIRTUAL FACILITATION: Building Culture and Accountability Online

Thank you!



HANDOUT: SLIDE TEMPLATES

Modify these slides to use for your own meetings or
use them as inspiration to create your own!

TRAINING FOR **CHANGE**

Ideas for Mindful Questions/Synthesizing

Double-click any shape to edit,

Some questions from The Art of Mindful Facilitation by Lee Mun Wah, Copyright 2011 Stirfry Seminars and Consulting

"Tell me more about what you meant by..."

"How does this land with you?"

"How did that affect you?"

"I want to name what I see going on here..."

"What I heard you say was..."

"What are you sitting with?"

"I saw you [look startled, sit back, tense up, disengage, etc.] - do you want to tell me what happened for you?"

"Let me just check if I'm understanding what you're saying."

"What is coming up for you in this moment/in relation to..."

"What do you need/want in this moment?"

Is there anything else that needs to be surfaced that hasn't yet?

Name	[PROMPT]

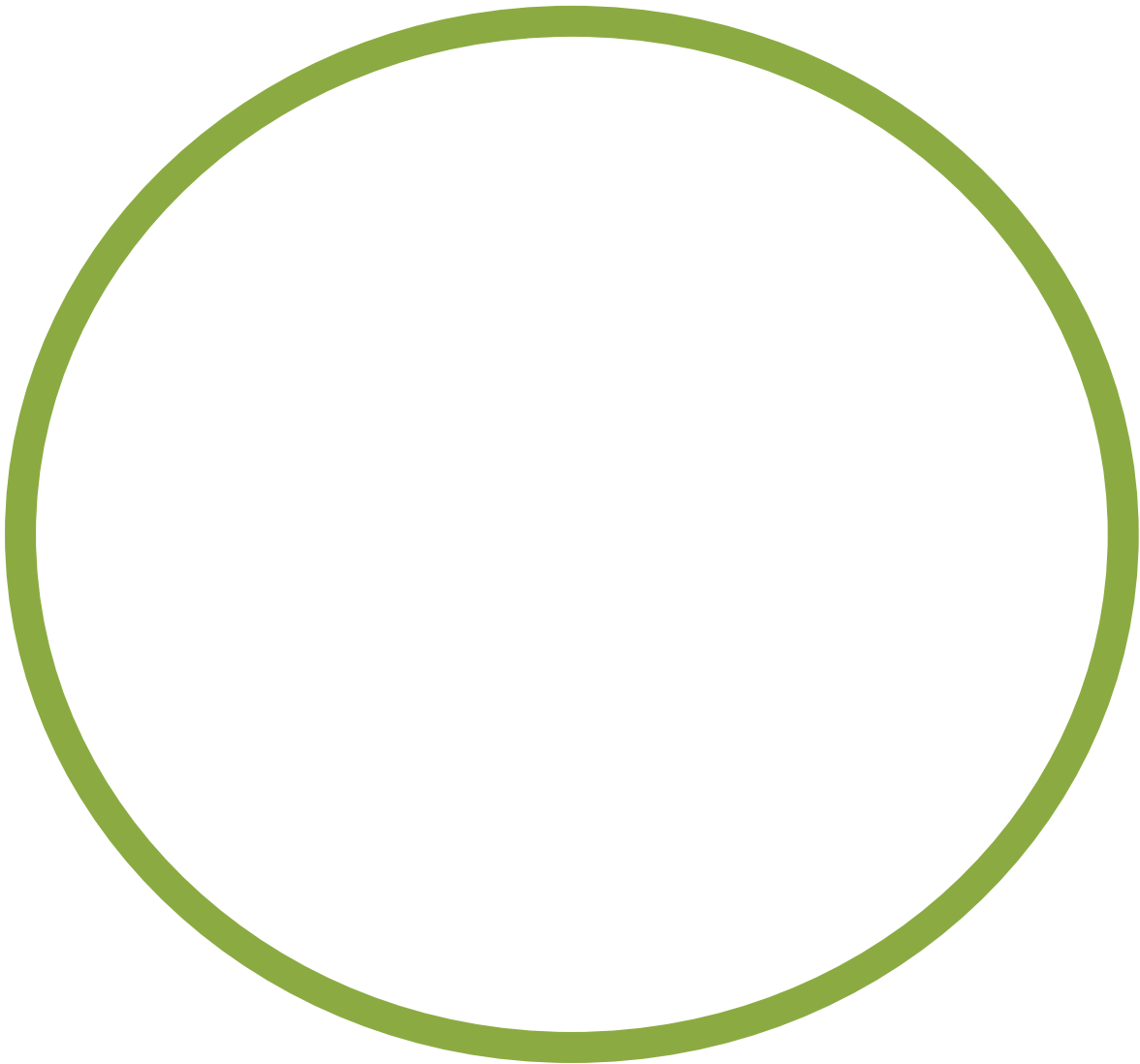
MAXIMIZE []

- ▶
- ▶
- ▶

MINIMIZE []

- ▶
- ▶
- ▶

Welcome! Pull up a chair around our circle
(grab a “chair” to the right; click to edit your name, then drag and drop to sit next to someone)



Name

Name

Name

Name

Name

Name

Name

Name

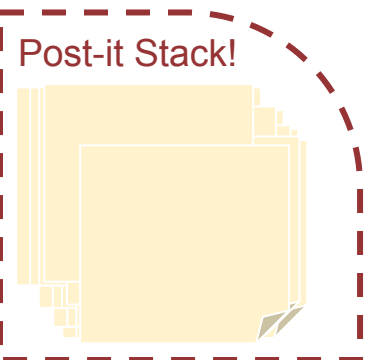
Name

Name

Name

Name

[PROMPT]

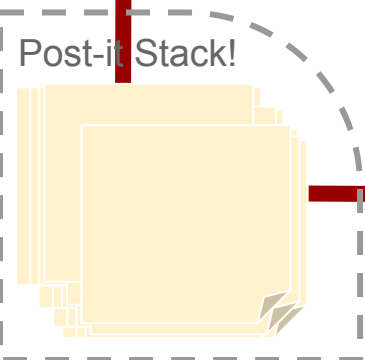


[PROMPT]

[LABEL]

[LABEL]

Template by Training for Change



Post-it Stack!

Put your name on the spectrum:

[PROMPT]



[]

[]

[]

Name

Name

Name

Name

Name

Name

Name

Name

Name

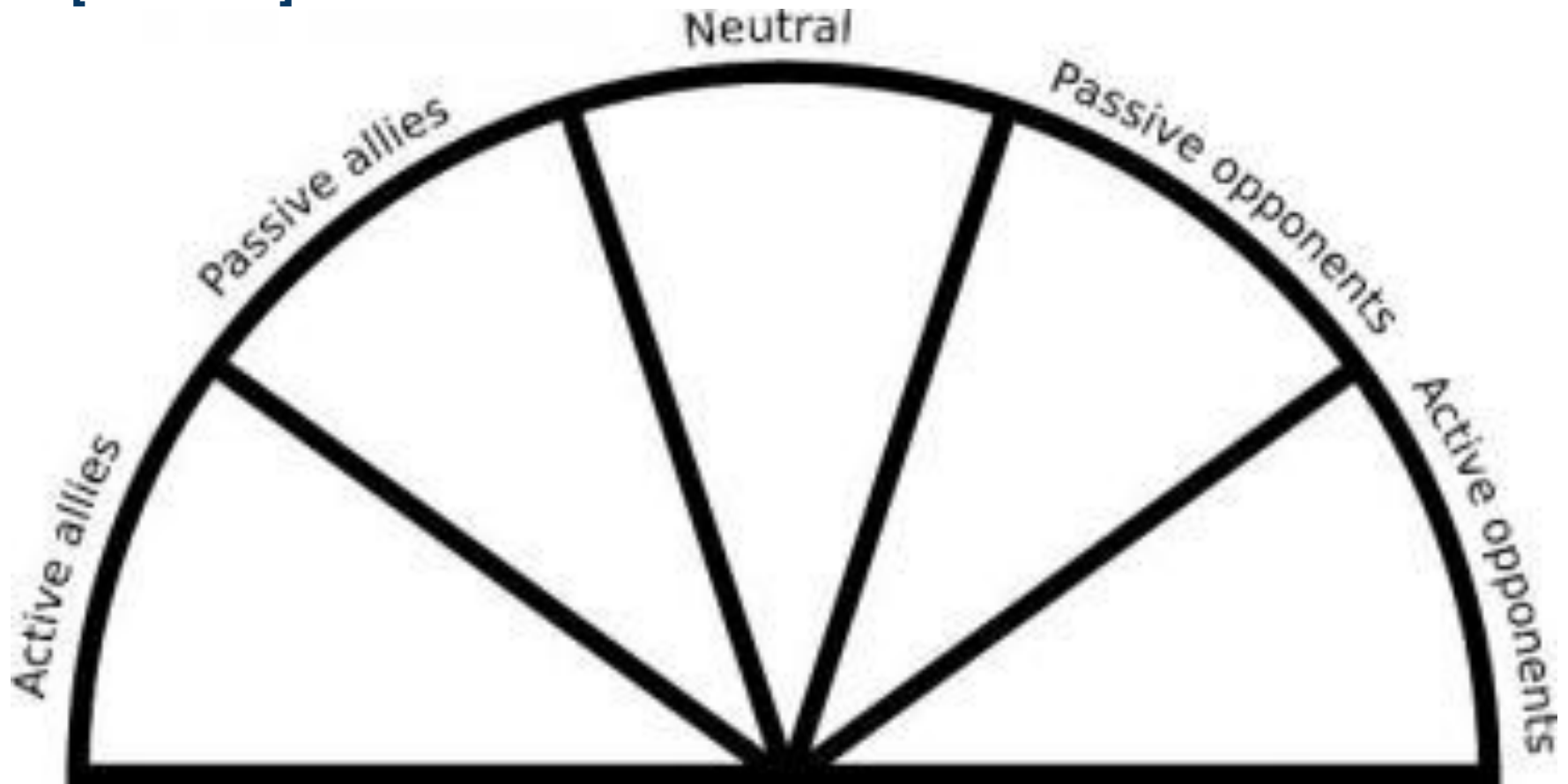
Name

Name

Name

Spectrum of Allies

[PROMPT]



Ally	Ally	Ally	Ally	Ally	Ally
Opponent	Opponent	Opponent	Opponent	Opponent	Opponent

Type your name in one of the boxes,
then drag & drop yourself to where you are now:

Name

Name

Name

Name

Name

Name

Name

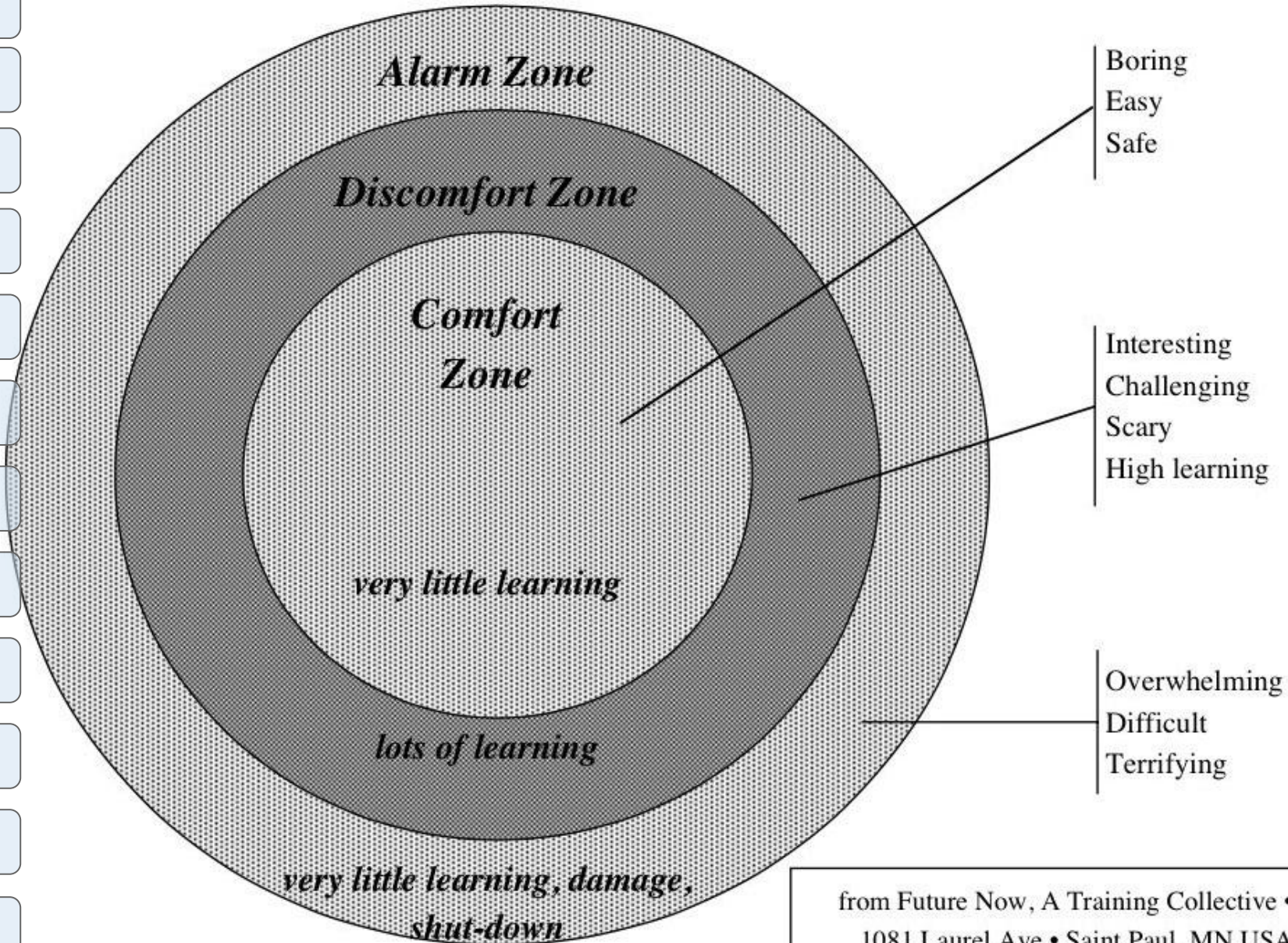
Name

Name

Name

Name

Name



from Future Now, A Training Collective •
1081 Laurel Ave • Saint Paul, MN USA
55104 • futurenow@igc.org

Type your name in one of the boxes, then
drag and drop your name to the team type that best describes you:

Name

Name

Name

Name

Name

Name

Name

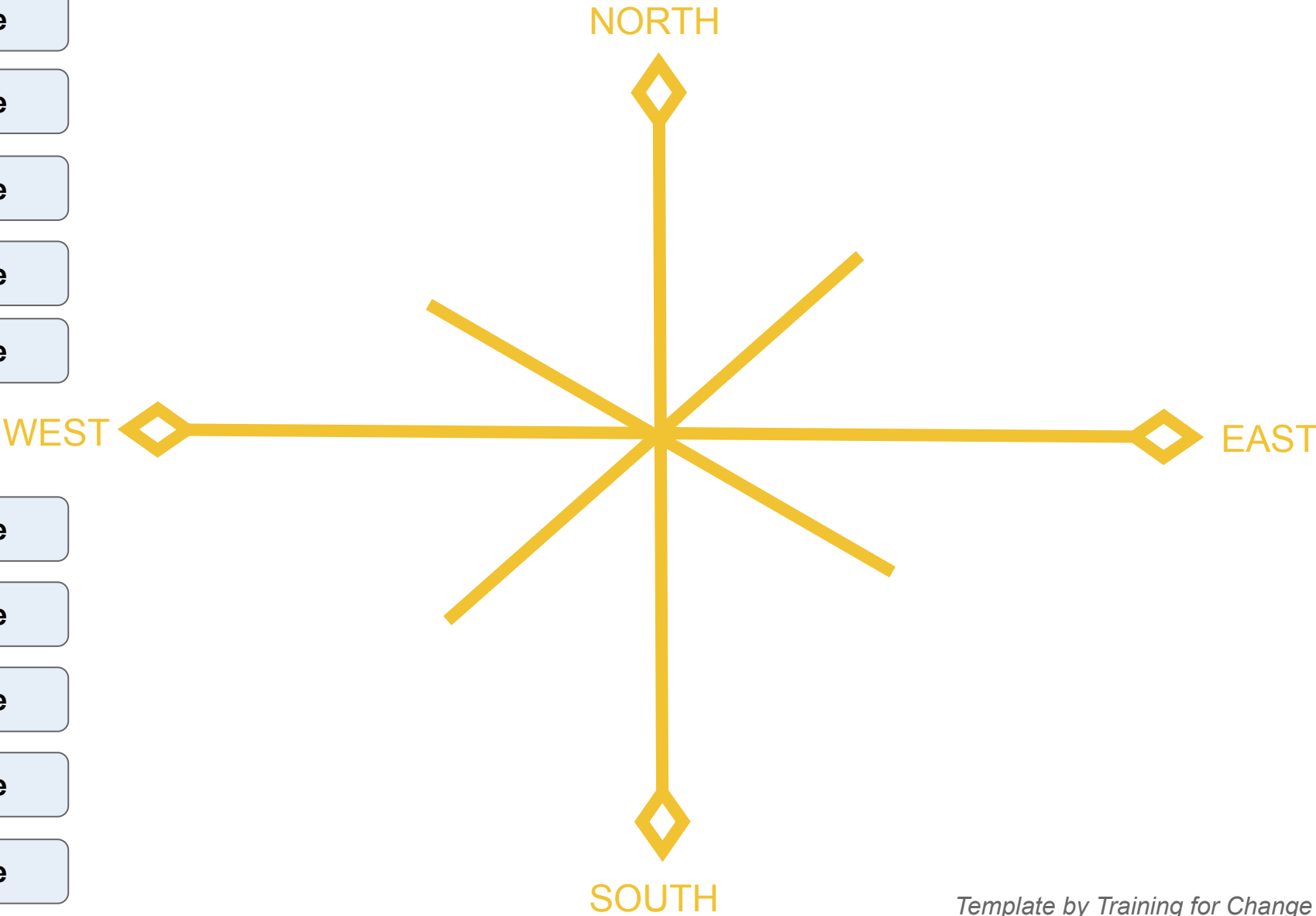
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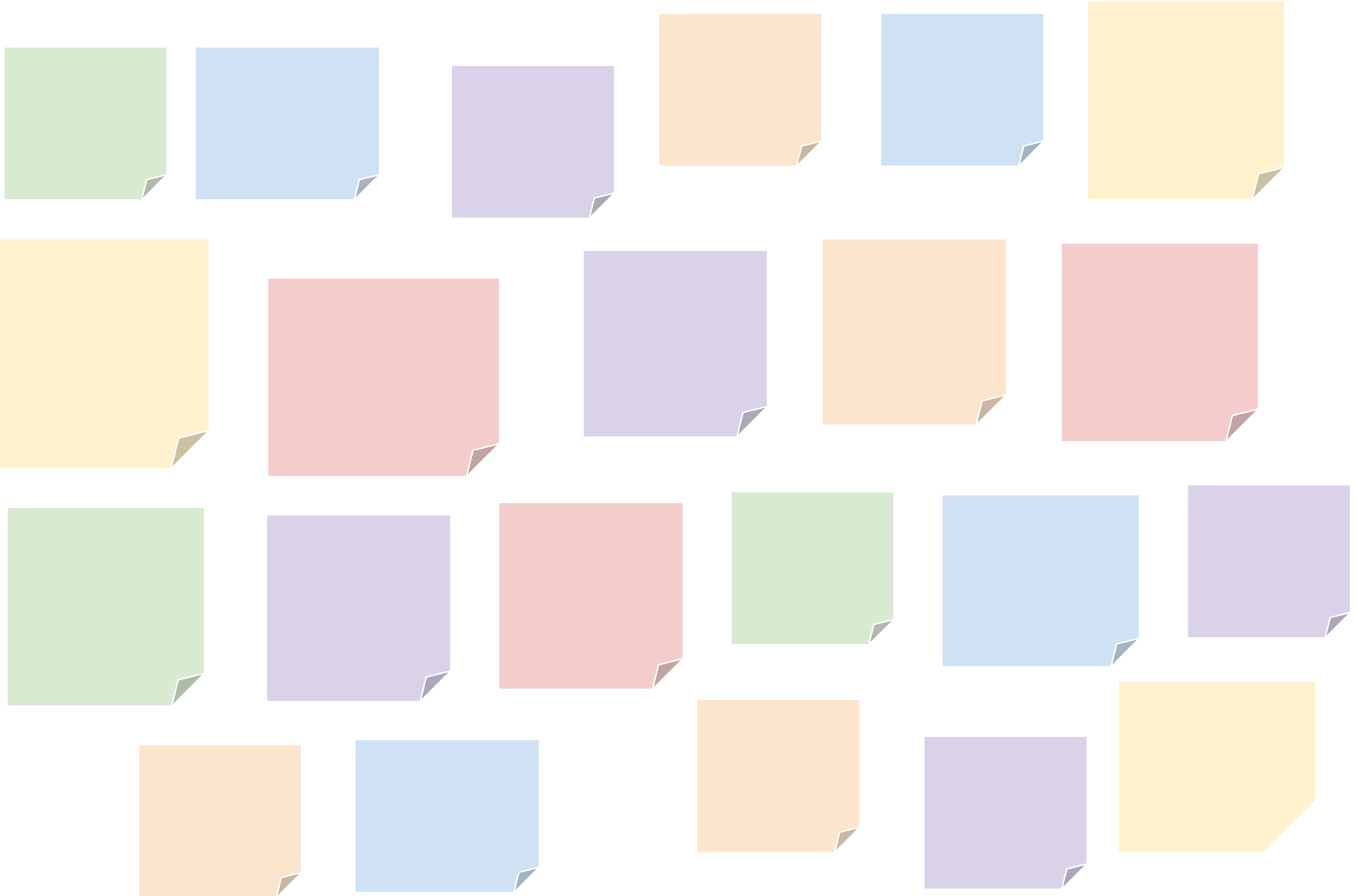
Name

Name



POST-IT BRAINSTORM

Double click any post it to edit



Action Report-back

[PROMPT]



**Paste other photos
on the additional
slides...**

Drag and drop your name to the breakout group you want to join:

A - [TOPIC/GROUP]

B - [TOPIC/GROUP]

C - [TOPIC/GROUP]

Name

Name

Name

Name

Name

Name

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Name

Breakout Group Instructions

Instructions: Mute yourself and turn the volume down on Google Hangout, but don't disconnect. Call the number of your group below, and return to the Hangout at **[TIME]** (turning the volume back up on your computer when you do).

Prompt: [PROMPT]

[Name]	[Name]	Stay in Google Hangout
[Name]	[Name]	Dial (XXX) XXX-XXXX (US) (International #s here); Access code: XXX
[Name]	[Name]	Dial (XXX) XXX-XXXX (US) (International #s here); Access code: XXX
[Name]	[Name]	Dial (XXX) XXX-XXXX (US) (International #s here); Access code: XXX
[Name]	[Name]	Dial (XXX) XXX-XXXX (US) (International #s here); Access code: XXX
[Name]	[Name]	Dial (XXX) XXX-XXXX (US) (International #s here); Access code: XXX