VIRTUAL FACILITATION: Building Culture and Accountability Online

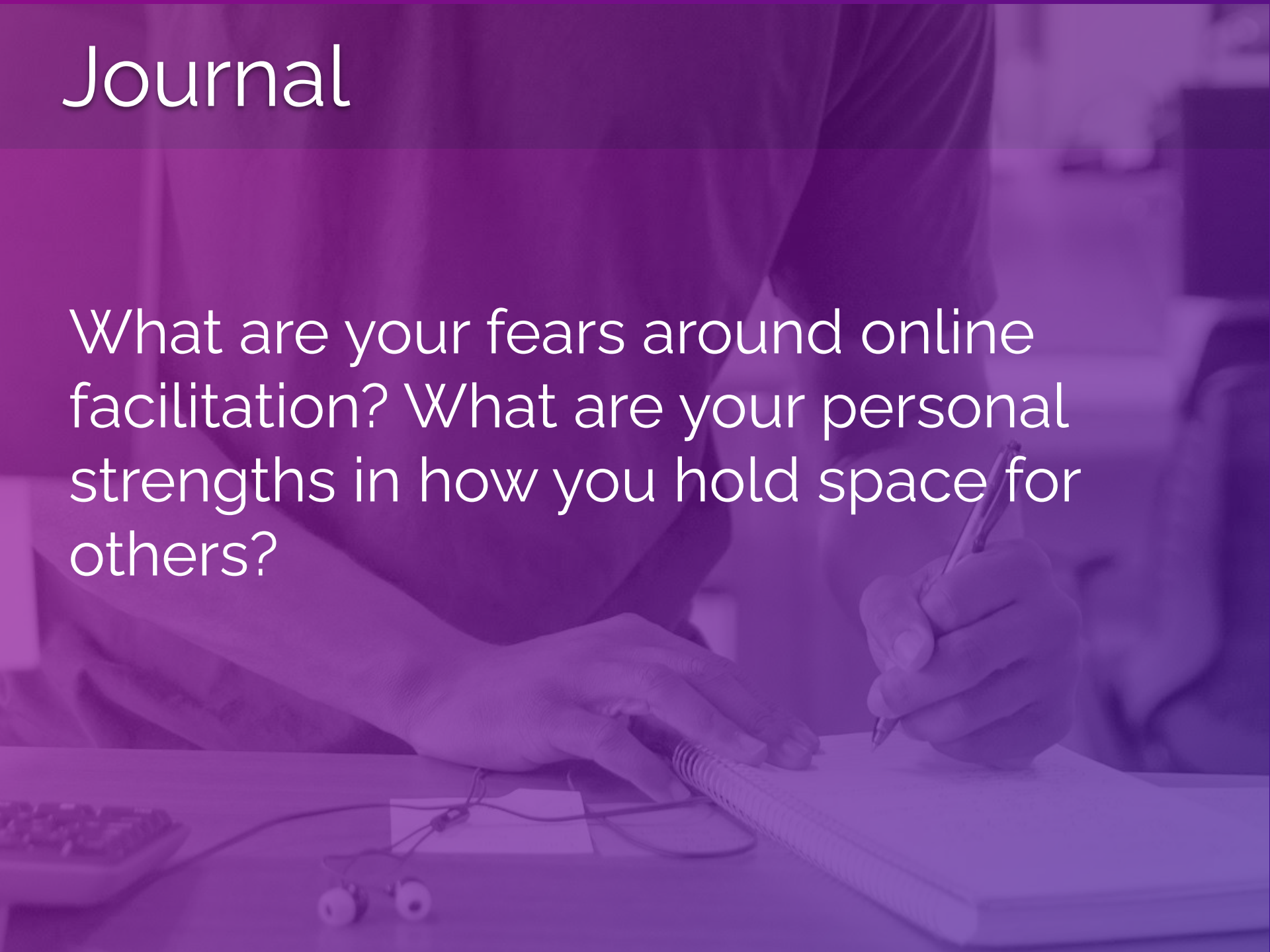
Welcome!

Agenda

Welcome & Intros
Personal
Interpersonal
Collective
Closing

Personal
How do we hold space for ourselves?

Journal



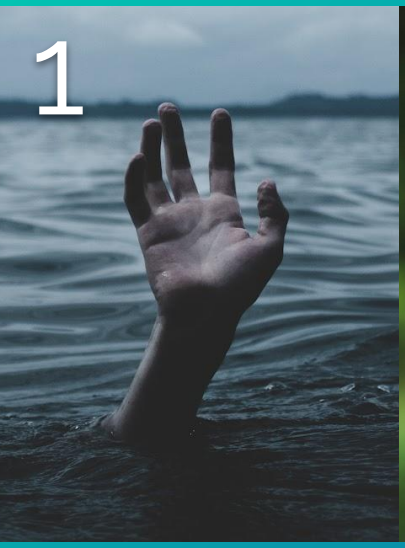
What are your fears around online facilitation? What are your personal strengths in how you hold space for others?

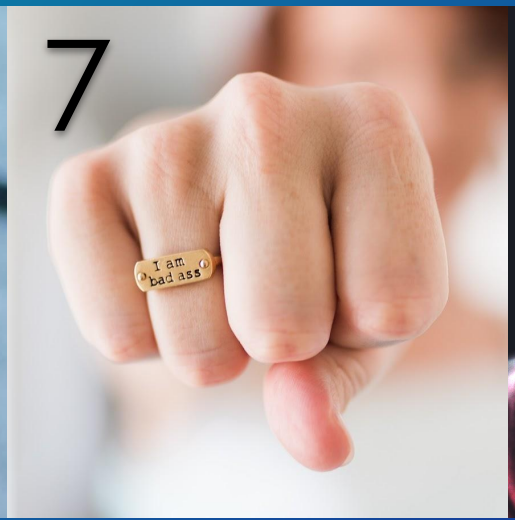
Interpersonal
How do we hold space for each other?

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

Type your number and why in the chat.

TRAINING FOR CHANGE





Collective

How do we hold space for our collective vision?

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

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

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?"

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

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

"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?

Template by Training for Change

Name	[PROMPT]

Template by Training for Change

MAXIMIZE [ ]

-
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MINIMIZE [ ]

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-
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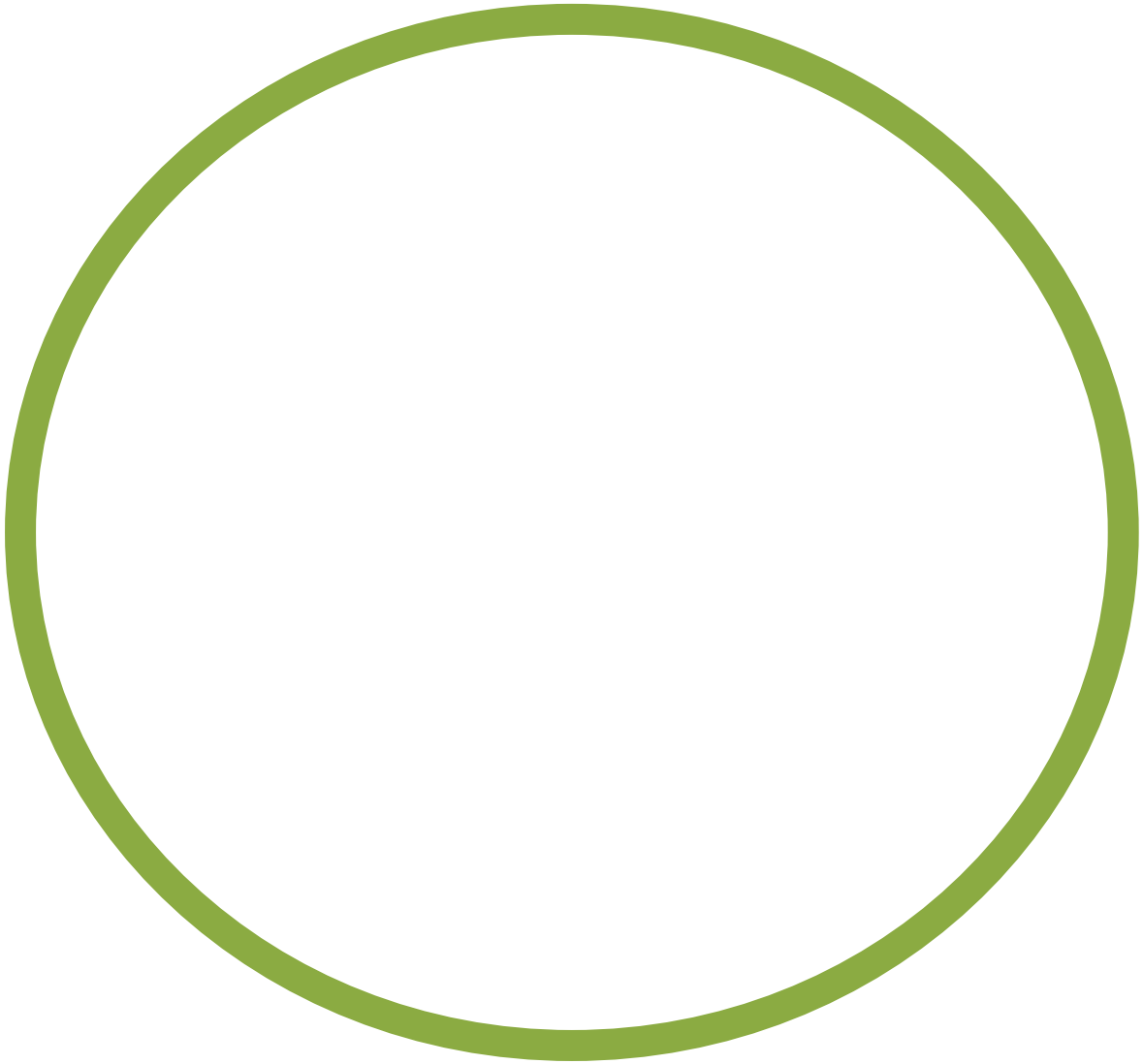
Template by Training for Change

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)



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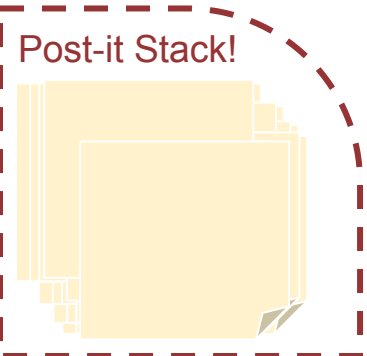
Template by Training for Change

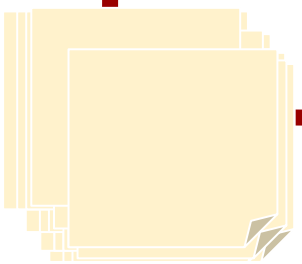
[PROMPT]



[PROMPT]

[LABEL]

Post-it Stack!



[LABEL]

Template by Training for Change

Put your name on the spectrum:

[PROMPT]

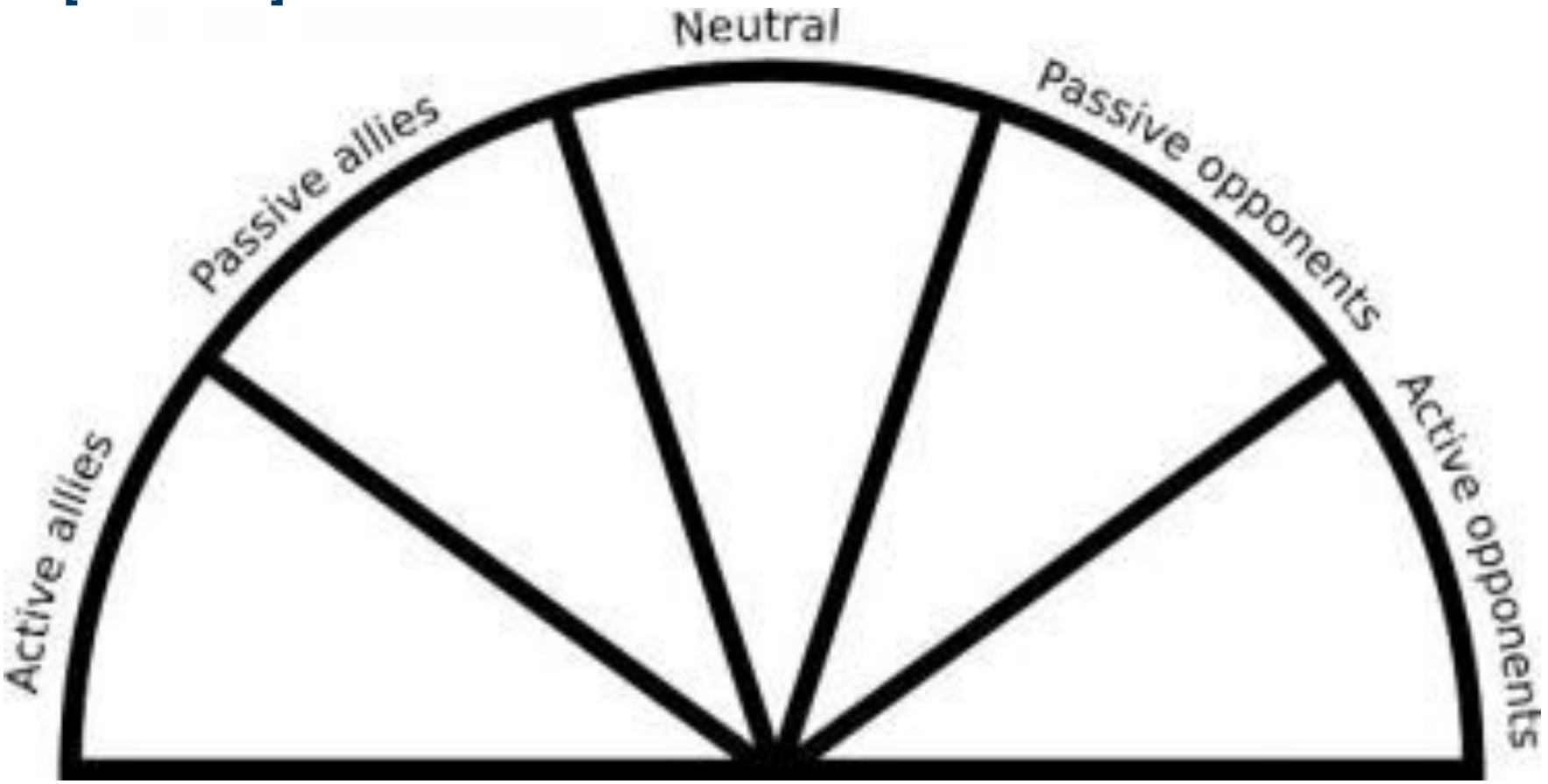
[ ] [ ] [ ]

Name	Name	Name	Name	Name	Name
Name	Name	Name	Name	Name	Name

Template by Training for Change

Spectrum of Allies

[PROMPT]



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

Template by Training for Change

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

Name

Name

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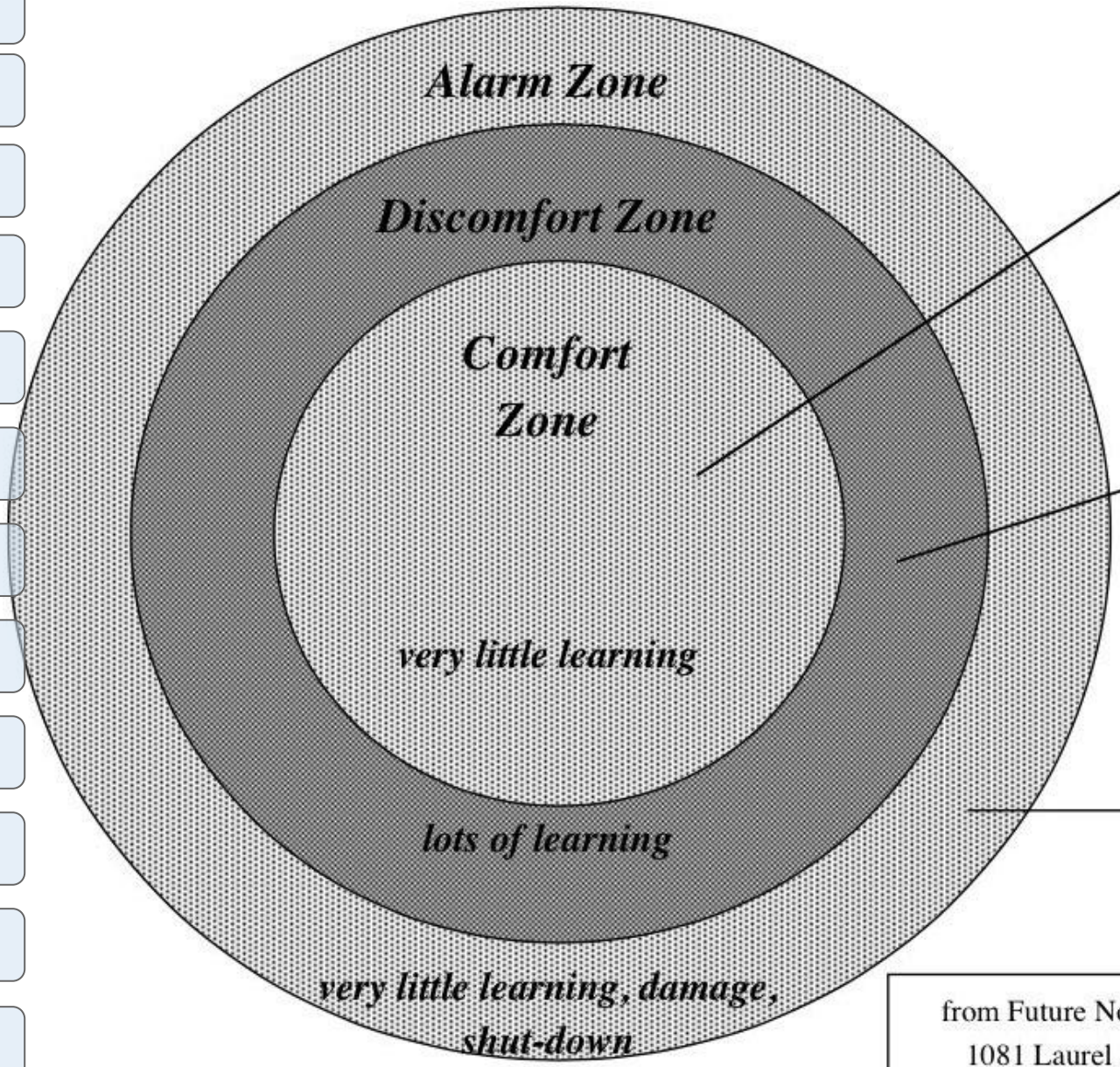

Boring
Easy
Safe

Interesting
Challenging
Scary
High learning

Overwhelming
Difficult
Terrifying

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

Template by Training for Change

Name

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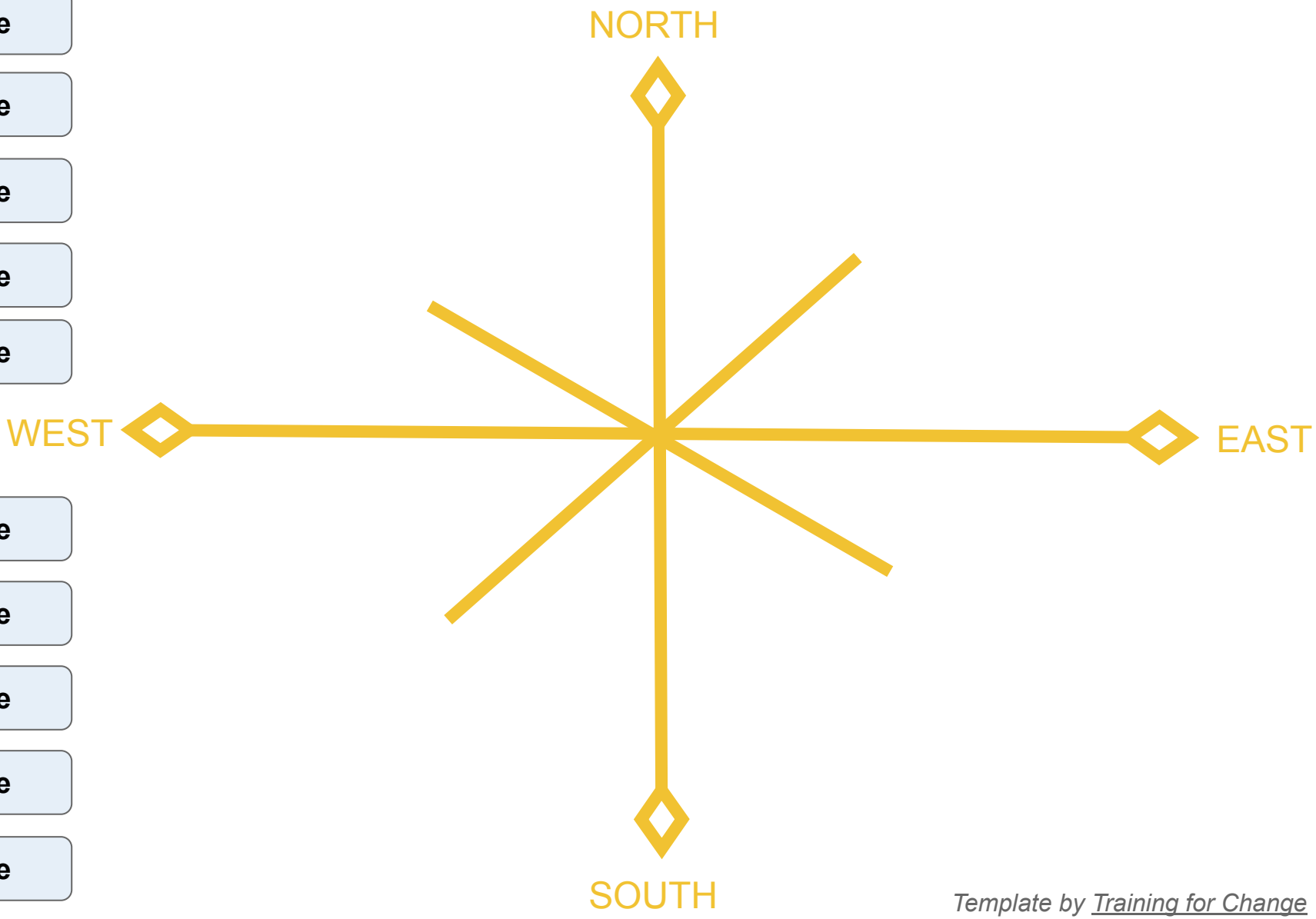
Name

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



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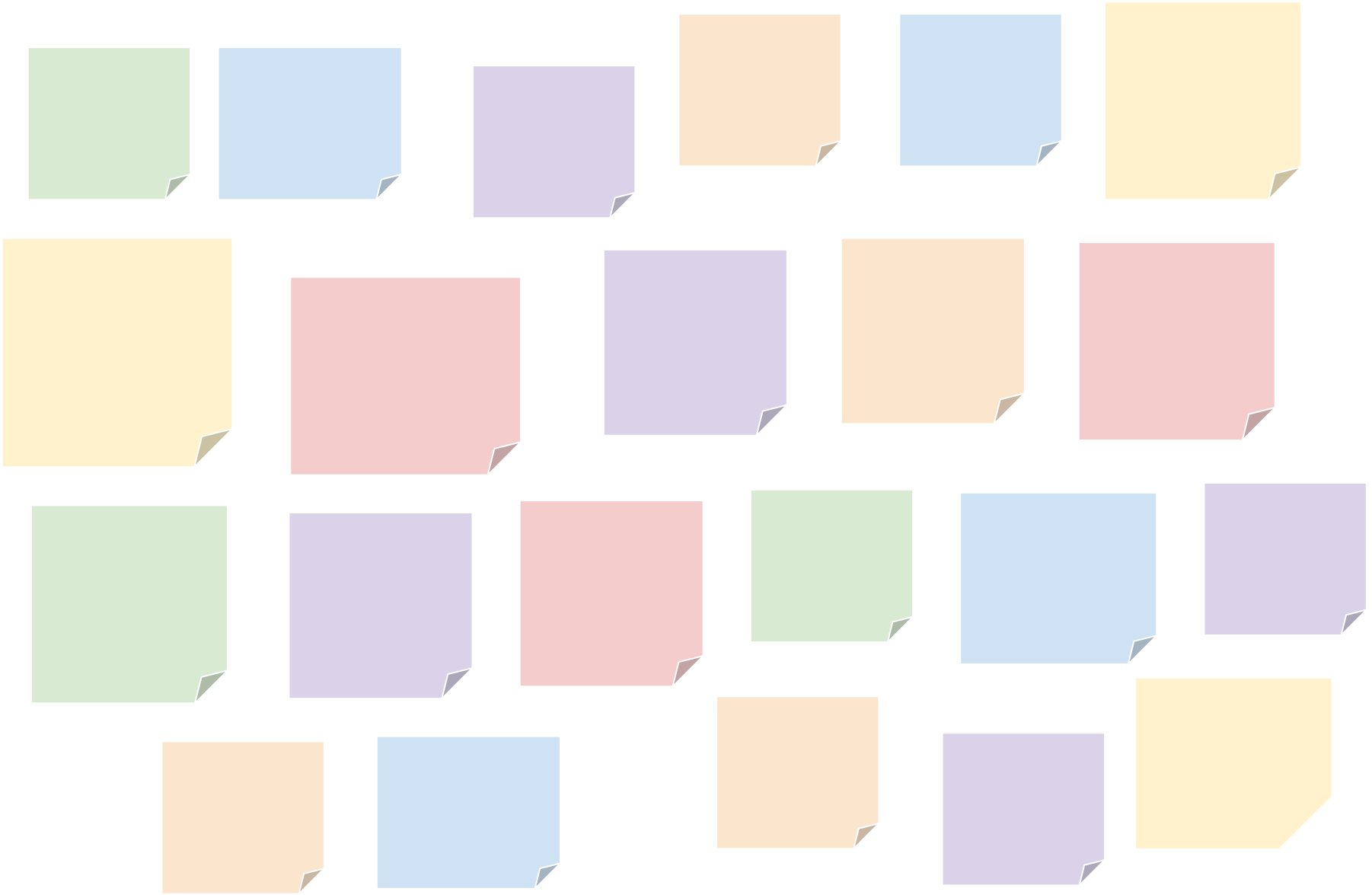
Template by Training for Change

POST-IT BRAINSTORM

Double click any post it to edit



Template by Training for Change

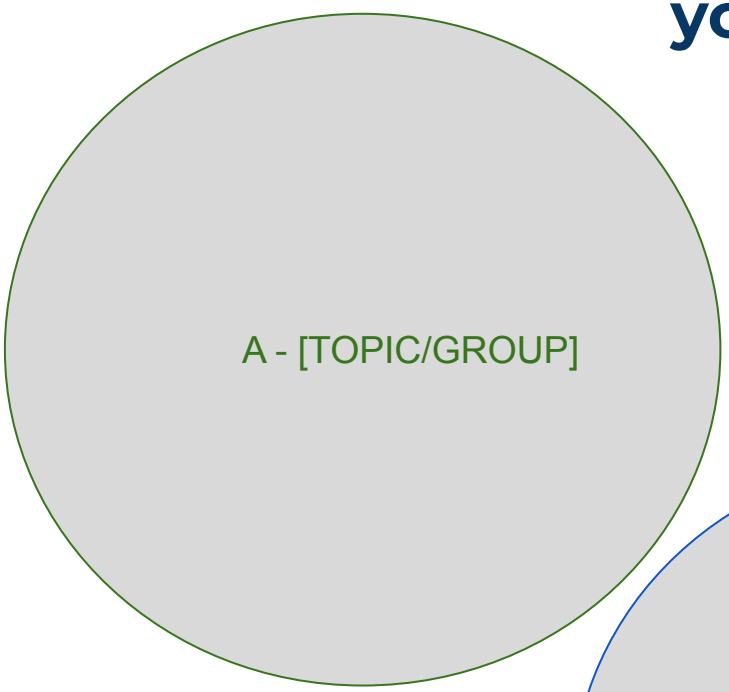
Action Report-back

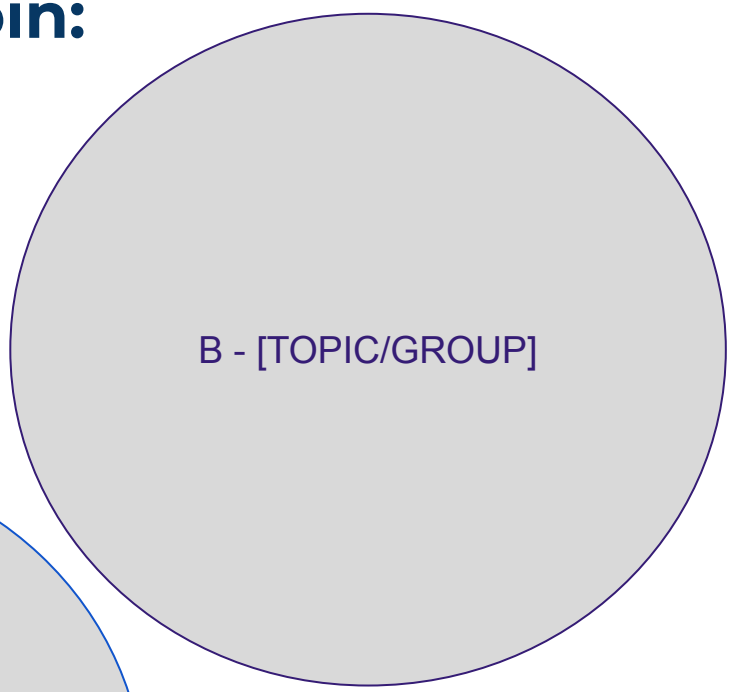
[PROMPT]

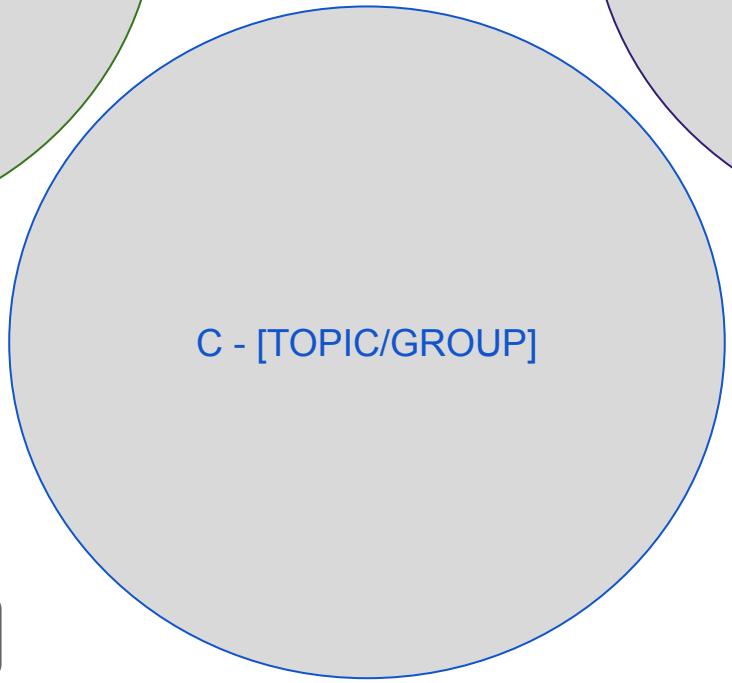
Paste other photos on the additional slides...

Template by Training for Change

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







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Template by Training for Change

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

Template by Training for Change