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India

# Notes from IAF India

OCT - DEC 2020

## FACWEEK INDIA

*Setting new benchmarks*

India's contribution to the Global IAF annual event made an impact that added depth and dimension to 'Diversity in Facilitation'. Led by a dynamic team, IAF India touched lives across industries, age groups and needs, with diversity in outcomes and processes.



## FACILITATION IMPACT AWARDS

*India wins a Platinum*

The Facilitation Impact Awards (FIA) honours organisations that have used facilitation to achieve a measurable and positive impact as well as the facilitator who worked with them. This year the Rotary Club, Indiranagar won a Platinum for their work facilitated by Sanjay Dugar and Aparna Ponnappa, Bangalore, India



## PREPARING FOR 2021

*All systems go*

Scaling up Engagement & Dialogue, Fast forward to Facilitation, Neurodiversity, Virtually Engaging Learning Activities, Goal Setting Roadmap, Video Tech Line up...and more, IAF India reached out to enhance Facilitator learning. 2021: Here we come. With an arsenal of facilitation tools, processes and methods and gallons of energy and enthusiasm





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# Meet and Greet

HELLO HELLO

## Notes from IAF India

### EDITOR'S NOTE

#### *Staying Connected*

In our second issue of Notes from India, we look back with a smile and look ahead with eagerness. Once again there are a plethora of stories to share and energy to recapture.

October saw IAF India embrace Facweek with a sense of generosity that leaves one in awe.

We saw animated discussions on our whatsapp groups, that ranged from topics like attitudes, east vs west, learnt values to menus for Coffee Conversations!

From each of us in the Editorial Team, here's wishing each of you a safe 2021, filled with joy and peace.

Look out for our next issue in April 2021. Do stay connected

## MEET TEAM IAF INDIA

### *Core Committee*

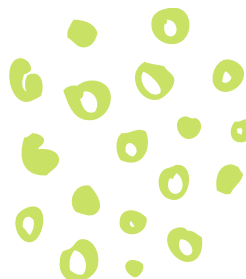
**India** Chair, Co-Chair  
Sanjay and Hardy



**Bangalore** Lead  
Kavitha



**Chennai** Lead, Co-Lead  
Shubha and Bhanu



**Hyderabad** Lead  
Yogesh



**NCR** Lead  
Shalu



**Mumbai** Lead, Co-Lead  
Ganesh and Adhir



**Pune** Lead, Co-Lead  
Shalaka and Vasudha

### Editorial Team:

Editorial Team Parineeta Mehra, Shubha Rajan, Srinivas Bhairi,  
Supriya Padmanabhan, Vasudha Lal



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# India Events

## PART 1

### PREPARING FOR 2021

Oct-Dec 2020

#### Uncover The M Factor!

Joel S. Godi, Padmakumar A.

#### Diversity in Facilitation

Vinay Kumar, Sanjay Dugar

#### Leveraging Paradoxes

Tirmal Reddy

#### Goal setting Roadmap

Ryan Baretto

#### VELA (Virtually Engaging Learning Activities)

Shyam Iyer, Kala Diwanji

#### Halo or Horn Effect

Parineeta Mehra, Madhujit

#### The Facilitative Leader

Parineeta, Sanjay Dugar

#### Neurodiversity in the workplace

Joel S Godi

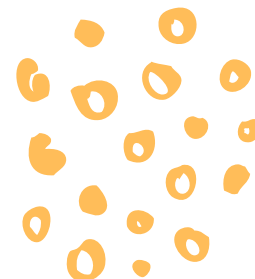
#### Video Tech line up

Karuana Gatimo (MS Teams), Nadine Bell, Catherine Tornborn

#### Fac Café



"Thanks Tirmal for such an insightful session. Thanks also to all fellow travelers for your contributions at every stage. Yet another very interesting and an intense session. The experience was unique and there were so many great reminders and wonderful take-aways to deal with the 'Paradox' Thanks IAF gang !Gratitude"



### WHATSAPP: VIBRANT DISCUSSIONS



#### What are the key values that awakened in your facilitation journey in 2020?

Discussion and sharing of diverse points of view helps the IAF Member group stay fresh and alive.

An interesting question posed by a member led to an avalanche of responses. Here are some that may help trigger some thoughts for you

"For me its Ease and Grace , Fun , Love (connection and contribution)"

"It's been a year of letting go n letting come in many ways . A year of unfolding our own real strengths. – exploring, evolving and emoting for me personally. Next year will be about growth, reflection and recovery. For me the values for 2021 would be creativity and fulfilment"

I began the reflection today for the year by mapping out all the work I have done, participants in the programs, people I have worked with .... it was so amazing to look back at the calendar and revisit the year! And I thought it was a slow one!"





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# India Events

## PART 2

LET'S TAKE A CLOSER LOOK AT SOME OF THE EVENTS

As Vinay Kumar aptly phrased it:

"We increase the pool of not just learners, but the pool of knowledge to learn from"

### NEURODIVERSITY



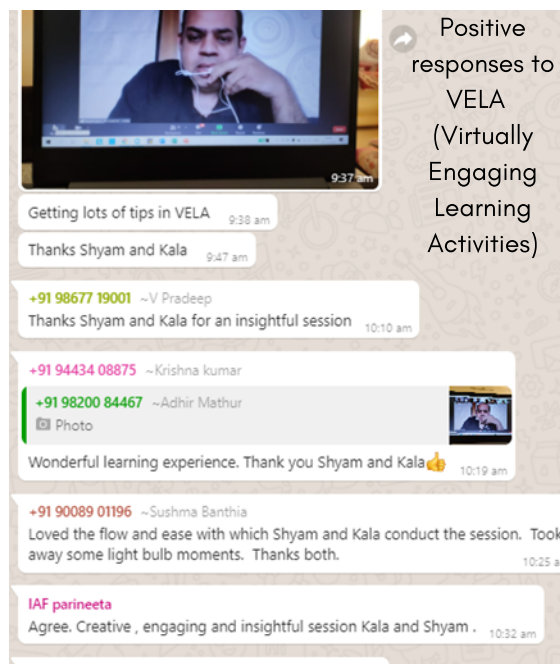
What was once seen as a medical condition is now being understood as a neurocognitive variation. As facilitators, to help us practice our core competencies, this is an understanding that will help us be more open to diversity in our spaces.

[Click here to help one understand the framework](#)  
[LAMPOST shared by Joel](#)

Click to link to videos screened during the session:

[Keira Knightley OBE - Made By Dyslexia Interview](#)

[Richard Branson - Made by Dyslexia Interview](#)



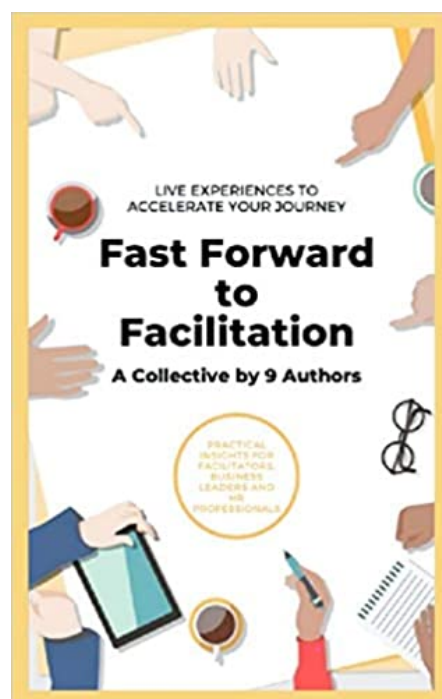
## A BOOK LAUNCH

*April to September 2020*

"Fast Forward to Facilitation" book launch by 9 authors: Sushma Banthia, Parineeta Mehra, Nitin Welde Arvind Murwaha, Yateen Gharat, CPF, Vasudha Lal, Nasreen Khan, Varsha Chitnis and Shubha Rajan. It was witnessed by 168+ people across the globe.

"What does one say about a tale that has a trail. A trail that has taken a cumulative experience of about 300 years. It has lent this book its flavour, fragrance and flamboyance.

We are a bunch of happy facilitators who ruminated over many a cup of evening tea, virtually. We wanted to share our snares, glares and flares with the world and our accomplishments too. We explored ways to share the rollercoaster rides with the world. Thus, began our journey of bringing together the collective experience in the realm of facilitation. A humble effort in compiling this book, to open vistas to the fascinating world of facilitation; to explore how it can become a harbinger of change in the learning and experiential space."





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# Community Connect

MAKING A DIFFERENCE



## FACWEEK IAF INDIA

October 2020

*Time it was.. and what a time it was...*

93 session and 2500+ Participants.

Across age groups, cultures and professions.

Meeting varied needs and arriving at productive outcomes. Facweek is a Global week of generosity, sharing and learning.

IAF India delivered that and more!



Dear Facilitation Community,  
You all will agree that we have had a fabulous FacWeek 2020 from our India Chapter, Asia region, and Global. What we managed to do in India has been incredible. This was achieved because of a great team that meticulously worked behind the scenes and they deserve a huge round of applause. My gratitude to the team led by **Murali Venkateswaran** along with the **Bharti Maru, Madhujit Singh, Monali Ringe, Pradeep Dutt, Nidhi S,** and **Roopkumar A** - Thanks for the time and effort that all of you put in to make this a grand success.

They were well supported by all members who delivered such a variety of extraordinary sessions. Some of you brought in the connects, some of you supported in the designs, some on technology, and all exhibiting fantastic teamwork. Proud of all of you, and a huge thanks. Further, the social media team that made all this visible with the core intent of the FacWeek - spreading the **Power of Facilitation**. And, we are also extending further and continuing to deliver sessions and **Making a Difference**. Thank you all once again for all of you **BEING who you truly are**. You are all a powerful source of inspiration. It is such a privilege and honor for me to be a part of such a vibrant community of selfless givers. May this tribe increase.

Sanjay Dugar, IAF India Chair

"Once again wishing Murali, Pradeep, Champs, Volunteers and everyone who contributed behind the scenes, hearty congratulations for effectively planning and executing FacWeek 2020 at short notice. What an impact country wide, demonstrating the true spirit of One India! Proud of you all!"

"Seamless facweek! off to the team of silent sentinels who worked more from behind. The scaffoldings were strong Structure by virtue became strong SPOCS, salute to you. We thrived in your inspirational ways of working."

"The whole facweek event was a very heartwarming experience this time..how we engaged in our hearts and minds and how we cascaded that to our Participants too"

Events  
93

volunteers  
71

sessions per  
day  
15

participants  
2500+

Organisations

blogs/case  
studies  
24

Facebook Oct  
reach  
41000

50+

Tweet  
impressions  
25000+





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# Impact

## THE DIFFERENCE FACILITATION MAKES

During Facweek, Facilitators chose to share their experiences and points of view through Blogs and Case Studies.

Do browse through for an insight or learning and share in the joy of facilitation

### Click on the Topic to link through

Adhir Mathur	<a href="#"><u>Facweek Festival</u></a>
Varsha Chitnis	<a href="#"><u>Facilitation Empowers</u></a>
K V Murali	<a href="#"><u>Experience The Art and Power of Facilitation</u></a>
Ganesh Dalvi	<a href="#"><u>Laja - Way Forward Strategy Meet</u></a>
Krishna Kumar	<a href="#"><u>My Facilitation Experience</u></a>
Bhanu Cousik	<a href="#"><u>Facilitation and Forum Theatre</u></a>
Dr. Lata Patil	<a href="#"><u>Outcome Frame with Faculty of Hotel Management &amp; Tourism, Bhubaneswar</u></a>
Srinath Ramakrishnan	<a href="#"><u>Transition from Face-to-Face to Online</u></a>
Shubha Rajan	<a href="#"><u>Facilitated Empathy</u></a>
Joel S Godi	<a href="#"><u>How We Lost Our Freedom to Learn</u></a>
	<a href="#"><u>Framework for Neurodiversity in the Workplace</u></a>
Madhujit Singh	<a href="#"><u>88 Days of IAF Journey</u></a>
Ajit Kamath	<a href="#"><u>Who is a Facilitator?</u></a> <a href="#"><u>Say 'no' to Client defined Work</u></a> <a href="#"><u>Conflict: Team Building of Facilitation</u></a> <a href="#"><u>Left or Right Crossroads</u></a> <a href="#"><u>Experiencing Facilitation</u></a> <a href="#"><u>Trainer of Facilitator?</u></a>
-	
Monali Ringe	<a href="#"><u>A Case Study on the Art and Ppower of Facilitation</u></a>
Nitin Welde	<a href="#"><u>Facilitation and Flying Helicopters</u></a>
Vasudha	<a href="#"><u>Have You Ever Wondered If...</u></a>
Prasanna S.	<a href="#"><u>The Other End of the River: A Note About Facilitation</u></a>



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# In addition.....

## THERE'S ALWAYS MORE TO SHARE

### FROM IAF GLOBAL

Good news for those who've been postponing their certification...no excuse now as online convenience combines with facilitative rigor

IAF is pleased to announce that IAF Certified™ Professional Facilitator (CPF) Assessments are now available ONLINE!

IAF members interested in becoming a CPF now have the option to complete their assessments online.

The existing CPF model now includes a Stage 2 online synchronous assessment in which the two candidate interviews and the observation of the candidate preparation and facilitation of a workshop are conducted fully online.

Kindly find the list of upcoming online CPF events below:

- The Americas: Online Assessment Monday, 15 February 2021 to Tuesday, 16 February 2021
- Asia/Oceania Expression of Interest and payment deadline: 15 January 2021
- Asia/Oceania Online Assessment Monday, 29 March 2021 to Tuesday, 30 March 2021

Click here for more information and the document deadlines

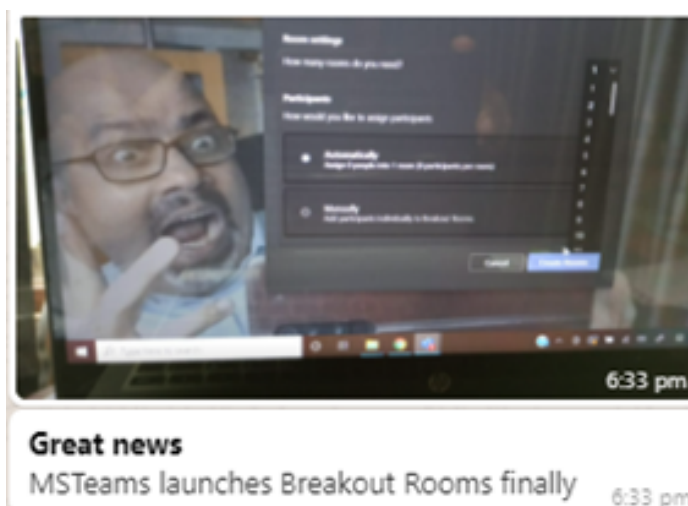
Please feel free to check the News & Events section on the IAF website for updates ([www.iaf-world.org/site/events/cpf](http://www.iaf-world.org/site/events/cpf)).

Please note, while these events will be scheduled according to regional time zones, candidates may choose whichever event is most convenient for them.

Additional events will be added in the future.

For more information or to submit your application, kindly contact the Certification Office at [certification@iaf-world.org](mailto:certification@iaf-world.org).

And world over there is celebration with Zoom giving Co Hosts access to planning Break Out rooms and Microsoft Teams launching Breakout rooms. Oh the joy!







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# Connect With Us

KEEP IN TOUCH

## IAF India Survey



Thank you friends,  
The analysis of the survey shows that the **team is delivering above expectations or at met expectations level.**

### Top 5 areas that you felt we are doing well

- Camaraderie
- Involvement
- Agility
- Inclusivity
- Positivity

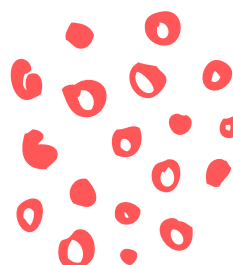
### 5 areas that you felt we can do better

- Hub-level bonding
- Support new facilitators and get them to contribute
- Build mentoring / buddy support system
- Drive longer term community projects across hubs
- Create special interest groups of facilitation practices.

Thanks for the input and guidance.

Thank you all for sharing. This will definitely help us plan better in the future, so that we can continue to do what we are doing well and initiate action around areas where we can do better.

Sanjay Dugar  
IAF India Chair



## Core Committee Directory

Reach Us At

Delhi	Shalu	98731 46888
Hyderabad	Yogesh	96865 70957
Chennai	Shubha	98400 40301
Bengaluru	Kavitha	98800 04848
Pune	Vasudha	89551 12838
Mumbai	Ganesh	91671 10211
OutReach	Ravi	93260 18030
Chair	Sanjay	99012 15555
Co-Chair	Hardy	99308 81863

Reach us at [iafindia@gmail.com](mailto:iafindia@gmail.com)