MEETING FACE TO FACE

Setting new benchmarks

Through a year of online facilitation, IAF Pune managed to squeeze in a physical meeting on 28th Dec 2020 at IAF Pune. To bid farewell to the outgoing Lead, Shalaka and welcome Vasudha in the new role. Savoury and cake, a bittersweet combination: a farewell and a Christmas and New Year celebration.

PASSING THE BATON

Welcome Shalaka

Narsi organized the first IAF India webinar in April 2017. When we were still unsure if ‘zoom’ was a verb or a noun! What began as an IAF India event with Kimberley Bain, has now become a Global event. The baton now passes to Shalaka Gundi from April 2021, who has lined up a slew of facilitators for uninterrupted learning.

NO BOUNDARIES

IAF Facilitators cross borders

Despite travel restrictions, IAF Facilitators have managed to interact with their global counterparts with purpose and poise. IAF India’s Shubha and Parineeta facilitated a session for IAF Malaysia: The Facilitative YOU.
EDITOR’S NOTE

Staying Connected

In our third issue of Notes from India, we hope you enjoy this collection of reports from IAF India, where nothing can come in the way of sharing knowledge and having interesting conversations.

Just when we thought things were getting better and clients were eager to plan with new budgets, things seem to have taken a turn.

Yet this time around, Facilitators are now adept at using Teams and Zoom, have experimented with different ways to keep groups engaged and continue to harvest group wisdom.

There have been changes in our core team and enthusiasm and inclusion is high. Remote working, barking dogs, pressure cookers and passing traffic do not disrupt our flow of thoughts like they used to!

Look out for our next issue in July 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
Vasudha and Archana

IAF India Global Webinars
Shalaka

Editorial Team:
Parineeta Mehra, Shubha Rajan,
Supriya Padmanabhan, Vasudha Lal
We Need You...

THE EDITORIAL TEAM

JOIN THE MOTLEY CREW

The Editorial Team

If you are enthusiastic and passionate about facilitation—do join us in facilitating the publishing of our quarterly newsletter. Skills in writing, editing, creativity, collation are not essential if belief in the Art of Facilitation is high!
Please do Whatsapp Supriya @ +919840050268

IF SOMEONE IS FEELING SHY

Friends and Supporters

Calling friends and supporters of people who can add value to the IAF India Newsletter.

Do share names of Facilitators in your hubs who you believe can add value to the sharing and reporting of IAF India Knowledge sessions.

Please do Whatsapp Supriya @ +919840050268
A BUSY QUARTER
Jan–March 2021

JAN 2021
- Navigating the Liminal
  Narsi
- Facilitation Adda: List Your Ask
  Parineeta Mehra
- Katta Konversation: New Horizons
  Team Pune

Katta Konversations Pune: A quick response on the chat engaged us all instantly.

FEB 2021
- Finding Your Inner Mentor
  Sharon Honner
- Facilitation—From Hindsight to Foresight
  Sushma Banthia, Varsha Chitnis
- Dancing With Wolves
  Ajit Kamath
- Smash The Box
  Devindra Naik

MARCH 2021
- ROI in Facilitation
  Prashanth K Patry
- Mount Your Everest
  Parineeta Mehra, Hardy Alexander
- The Future Relevant Organisation
  Lalit Jagtiani
- Improv Techniques Kaapi Conversation
  Akhila Khanna
- Expressing Emotions through Paintings
  Sayli Potdar

Punekars danced with the Wolves on 21st February. The core principle of the session was to highlight Competency A: Create Collaborative Client Relationship.
India Events

PART 2

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

Facilitation-From Hindsight to Foresight
Sushma Banthia, Varsha Chitnis
Process: Reading Circles
Outcome: from Unconscious Incompetence to Unconscious Competence
Clarity and light bulb moments of skills of facilitation

Reactions to a Session by Parineeta on List Your Ask

Activities that impact ROI:

- Drawwork: massive work which many facilitators do not invest that time in. Like to invest in prework to contrast we plan.
- Don’t know what I want. What I think I want can state the foundation, next, clean (simple) and crisp (achievable) ROI.
- With every intervention, what was the impact on the group/organization? Show impact at every stage of intervention: expectation vs impact, what’s working/not working - 2 way approach - thus helping a long term.
- Co ownership of the intervention & follow thru

Continual Peer learning

FDG to have robust session plan

Kirkpatrick model

Spectator’s intervention and play back theatre

Activities that impact ROI

Understand and address the pain points and link it to business impact, and accomplish the learning objective

Role play as an activity to simulate the situation

‘Expressing Emotions thorough Painting’ facilitated by Sayli Potdar. It was a very reflective art based learning session which brought deeper individual insights from the participants. Here are a few insights from the session:

1. Colors speak, we need to pause & listen.
2. Learnt to use colors to shade emotions, how to set emotional goals.
3. Colors Impact
4. Using Art for self-awareness
OUTREACH INDIA

Christ Consulting

Outreach India kickstarted the new decade well with the first outreach program at Christ College, Bangalore. Live 'Focused Group Discussions’ with a few migrant workers. The objective was to have a few FGD's followed by specifically designed facilitative programs.

The 2nd Focused Group Discussion was held with migrant workers with St. Joseph’s college and the Mission Vishwas team. A total of 4 FGDs were held. A big, big thank you to Aparna Ponnappa and Bharti for taking the lead and inviting IAF to be part of the program.

"Discovering Emotions Through the Navarasas" was facilitated by Namitha Vijayakumar and Kavitha Talreja

Hardy Alexander and Bharti Maru facilitated a highly interactive and insightful session: 'Ignite the Leader in You' for Christ University students.

Aparna Ponnappa & Samir Patham facilitated a session: Imagine Yourself On The Summit

Here is what the participants had to say:
"Truly amazing and a thought provoking session! Taking back the learning that 'Shhantam' is also an option to deal with.
'Always keeping a calm mind to make decisions'
'Amalgamation of western and eastern perspective of emotions. Anchoring with Shhantam. It was a great session'.
In addition.....
THERE'S ALWAYS MORE TO SHARE

FACILITATION ACROSS BORDERS

GLOBAL WEBINARS

Folks, time to pass on the baton in hosting the IAF webinars.

It has been exactly four years when we started our first Webinar in April 2017 from India Chapter. I reached out to Kimberly Bain and she immediately obliged. Gaining strength, I touched base with Tom Schwartz and he too obliged. I thought, this is beginner’s luck and I will struggle as I go forward. But, IAF Facilitators are one generous lot and whomever I contacted gladly offered their personal time to facilitate webinars for IAF.

From Jan 2020, I was asked to go Global and it became Global webinars from participants all over IAF Globe. Raj has been consistently behind the Tech Wheel effortlessly and efficiently steering it. I still remember in April 2017, none of us were familiar with handling Zoom. Jawad taught us on the afternoon of our first webinar, Bharti pitched in and Raj picked up from there commendably well. He has been the Rock of Gibraltar. Now, from April 2021, Shalaka, a seasoned volunteer of IAF India, takes the baton from me to host these webinars. She has already lined up Facilitators till June 2021, the Q1. Sanjay, thank you for your supporting in the smooth transition and Vinay too. Best wishes Shalaka and over to you and thank you for stepping in.

Warmly. Narsi

DIRECTOR OF CONFERENCES

As of January 2021 Narsi (V Narasimhan) has moved onto the IAF Global Board as Director of Conferences. IAF India has been enriched with interactions with Narsi and with conferences in which he has played a key role. We are sure he will set new benchmarks!

Thank you for the World class experiences you have been bringing to the IAF community Narsi....it’s a long, consistent and seamless commitment by you....ably supported by an ever smiling and supportive Rajkumar. Kudos to you! You have created this beautiful flow of enriched learning....I am hoping to continue the flow unabated....to create an immersive and ever expanding river connecting our IAF community across the globe! Gratitude to Farah and Sanjay for continued faith and support 😇 Many thanks to my dear friends for all your warm words of encouragement! Looking forward to a fulfilling experience for everyone!

Shalaka

PUNE WELCOMES THE DYNAMIC DUO

In Pune the baton was passed into the able hands of Vasudha Lal and Archana Pingle. Vasudha has been working alongside Shalaka for some time now and is known for her distinctive style. Pune also welcomed Archana Pingle into the committee. Archana has been an active member of IAF India who brings energy and zeal into every interaction.

Welcome
Glad you’re here!
A SNEAK PEAK INTO APRIL ANNOUNCEMENTS FROM IAF

Become an IAF Endorsed™ Facilitator

The IAF Endorsed™ Facilitator (EF) designation is a first stage of the IAF Professional Development Pathway.

It has been specially designed for members who may be considered a practitioner in the field of facilitation. For this reason, it is particularly suitable for members who are at the early stages of their career as facilitators or may work primarily as a consultant, project manager, trainer, coach, or meeting leader, independently or within an organisation.

The IAF Endorsed™ Facilitator assessment process is based on an online examination and a written submission. In order to become an IAF Endorsed™ Facilitator members must demonstrate an understanding of the IAF Core Competencies, have practical experience using facilitation tools, techniques and/or methods, and conduct in congruence with the IAF Statement of Values and Code of Ethics.

Log onto https://www.iaf-world.org/site/pages/become-iaf-endorsed%E2%84%A2-facilitator to find out more.