OUR WEBSITE IS LIVE!!
www.iaf-india.org

"A website is not only first impressions or brand image, it is your soul, it is who you are."

Welcome to the IAF India world!!
EDITOR’S NOTE

Staying Connected

In the last one year online facilitation has evolved. Break out rooms, new platforms, diverse topics and no borders are the norm. This issue of Notes from India gives you a glimpse of the learning IAF India has made available to the community and the art of facilitation.

To add to the excitement of evolving online facilitation, IAF India has launched a fresh, new website. Do visit us at www.iaf-india.org. You will find details of IAF India sessions, past issues of Notes from India and Community Outreach events.

Our community is growing. We welcome Sushma Bantia, Co-Lead, Bengaluru and Madhujit Singh, Co-Lead, Hyderabad into the core committee. Lata Gopati, Nidhi Sathiyamoorthy and Binu George have joined the editorial team and added color and depth to this issue.

Look out for our next issue in October 2021. Till then take care, stay safe. Do stay connected

Editorial Team
Binu George, Lata Gopathi, Nidhi Sathiyamoorthy, Parineeta Mehra, Shubha Rajan, Supriya Padmanabhan, Vasudha Lal
'EXPRESSING EMOTIONS THROUGH PAINTING'
Facilitator - Sayli Potdar
Date - 10th April, 2021
A very reflective, art based learning session by IAF India - Bangalore Hub, 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

Feedback on IAF India session made it more fruitful “Dr Kalindi and Kavitha, it was a great session. Your facilitation was as smooth as Virgin Mojito or Mango Lassi would have been. Learning by doing. Session lived up to the definition of inclusion is an act and Diversity is a fact.. ingredients were facts and creating drink was an act” - Raghavender Yadgirkar

'DISCOVER DIMENSIONS OF DIVERSITY'
Facilitator - Dr.Kalindi Bhatt & Kavita Talreja
Date - 17th April, 2021

'YOUR PURPOSE & VISION'
Facilitator - Amy Ratos
Date - 15th May, 2021
This IAF India session captured the hearts of everyone. Methods used in the session were:
1. "One Word". There was a twist to it to become "One Sentence" whereby each person comes up with a sentence and by Round Robin, they continue their story for 10 min or so. Another method to wrap up the session in another twist.
2. "Guided Imagery" which is actually called "VRGI: Virtual Reality Guided Imagery"
**WARPIES & WEFTIES**
Facilitator - Joel S Godi  
Date - 27th May, 2021

An IAF India - Hyderabad Hub Session held on the theme of **Neurodiversity** was a quick dive into Self.

**Methods:**
Thought Experiment – Think of a bird  
Poll – to understand how familiar members are with the term ‘neurodiversity’.  
Group Discussion, Self-Screening Questionnaire

**Outcome:**
1. Create awareness about the power of neurodiversity.  
2. Help understand how neurodiversity is a uniting factor rather than a dividing one.

**COMMUNICATING THROUGH MYTHOLOGICAL ARCHETYPES**
Facilitator - Pradeep Chakravarthy  
Date - 29th May, 2021

Yet another blockbuster session from IAF India - Chennai Hub elaborated:

**Mythological Archetypes** - Behavior showed.
- **RAKSHASHA**, **ASURA**, **YAKSHA**, **DEVATA**, **BHAGWAN**, **YAJAMAN**.

**Outcome:** To improve relationships and collaboration and achieve meaningful exchanges.

**'WALF THE HUMOUR'**
Facilitator - Nidhi S.  
Date - 10th June, 2021

The IAF India Session held on Walf the humour had following **processes:**
- **Both Sides by Thiagi group**  
- **Quick 30 Seconds** - Process used by Jeffer London  
- Tool used for Poll - **VEVOX**

**Outcomes**
- Create a safe space for people  
- Explore the positive and negative apprehensions / repercussions of using humour  
- To use humour more effectively we need to explore Self, Situation, & People
MANAGING CHANGE
Facilitator - Supriya Padmanabhan
Date - 20th June, 2021
Two facilitation processes were showcased and we experienced powerful questioning of beliefs which increases our immunity to change and makes us:
- Deep dive into change
- Increase immunity
- Enable a smoother passage

Methods: ORID.
Robert Kegan – Immunity to change framework.

Outcome: To reduce resistance, Increase immunity and to manage the change

'LET US DOODLE'
Facilitator - Ganesh Dalvi
Date - 26th June, 2021
The mental state of #doodling is between #awareness and daydreaming, which makes it great for new, #creative ideas. It relaxes you just enough that something in the back of your mind can come to fruition naturally. It can relieve stress and improve #productivity. The same happened in IAF India - Mumbai Hub event... Thanks Ganesh Dalvi, CPF for making the space...

Some glimpses of the session.
Our Activities

ACTIVITIES FOR THE QUARTER

IAF Pune Hub cut a cake and celebrated completion of 5 years. A big shoutout & heartfelt gratitude for keeping our momentum high and help build the IAF Community.

The dialogue was made more fun, memorable & extra special with some:

Chai Shai, Gup Shup with a special serving of Bricolage biscuits.

IAF India - Mumbai Hub organised a casual talk "Facshup" around how to do facilitation in these difficult times.

It was the first time that an IAF India event was broadcasted live on FB.

It was an experiment by combining Technology and Dialogue.

'EVERYDAY FACILITATION'

Hosts - Nitin Welde and Bharti Maru
Date - 12th June, 2021

In a first ever IAF discussion on a new platform: Club House, members of IAF community and guests joined a discussion on “Everyday Facilitation”. The group explored the new medium of ‘drop in audio chat’ through the Club House app. Facilitation as seen in daily life was discussed by all members. This was a maiden event for the Club House group “Power of Facilitation”
Learnings have been continuously exchanged amongst countries within IAF community.

Few such sessions were hosted by IAF India on the Topic - "Mount your Everest" in Taiwan with Chinese translation, in Malaysia and in Philippines on May 25, Jun 5 & Jun 26, 2021.

**Facilitators** - Parineeta Mehra & Hardy Alexander from IAF India Chapter

**Outcome:**
1. Recognise your Mt. Everest to ‘Being at your Best’ in your chosen role
2. Reflect on what you are already doing well and what resources you need on your journey
3. Assess your commitment to get started now

**Method:** A simple "1-4- All" process where participants were allowed to reflect individually first, then put them into breakout rooms of 4 to discuss and then final debrief in the plenary.

IAF Malaysia organised another learning event on "Neutrality in Facilitation"

**Facilitators** - Varsha Chitnis and Sushma Banthia from IAF India chapter

Date: 8th May 2021.
Time: 2pm to 4pm, MY

We explored the co-relation between being neutral as a facilitator and in facilitation.

In this session insights obtained were
- Neutrality - what it is, what it is not
- the need and importance of neutrality in facilitation were highlighted
Reach Us At

Delhi
Shalu Bhuchar +9198731 46888

Hyderabad
Yogesh Agiwal +9196865 70957

Chennai
Shubha Rajan +9198400 40301

Bengaluru
Kavitha Talreja +9198800 04848

Pune
Vasudha Lal +9199219 49882

Mumbai
Ganesh Dalvi +9191671 10211

OutReach
Ravi Baviskar +9193260 18030

Chair
Sanjay Dugar +9199012 15555

Co-Chair
Hardy Alexander +919930 881863

Reach us at -
iaf.india.org@gmail.com
iafindia.newsletter@gmail.com

IAF CORE COMPETENCIES

Background
The IAF Core Competencies framework was developed over several years by the IAF with the support of its members and facilitators from all over the world. Tested over time, the six competencies form the basic set of skills, knowledge, and behaviours that facilitators must have in order to be successful facilitating in a wide variety of environments.

The IAF Core Competencies were initially developed over twenty years ago and revised in 2003. The intent was an assurance that CPFs meet internationally recognised standards and commit to the IAF’s Statement of Values and Code of Ethics.

The Core Competencies have been revised again in 2021 to reflect changes in current thinking, and to provide further depth to some of the Core Competencies.

Most changes are minor, but the revisions should be reviewed in detail by anyone intending to undertake any of the IAF’s Professional Development examinations or certifications.

All CertifiedTM Professional Facilitator assessments, EndorsedTM Facilitator examinations, and Endorsed Facilitation Training Programme reviews will use this revised set of competencies from 1st July 2021.

This is a phased transition period until 31st December 2021 so you should start to prepare your documentation using the revised competencies, but any documentation already created will be accepted.

https://www.iaf-world.org/site/professional/core-competencies