

The International
Association of Facilitators



Promoting the
Power of Facilitation
Worldwide

2022

7th IAF India Facilitators

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Conference

Session Details



**FROM CHAOS
TO COSMOS**

9-10 December, 2022
Kochi, Kerala



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Concurrent Sessions



Date: 9th Dec 2022

Time: 11:00 hrs - 13:00 hrs

| Track | Topic | Facilitator |
|--------------------|---|---|
| A1 | The Superhero In Our Galaxy | Brunda Manurkar & Sumeet Arora |
| A2 | Igniting Your 'Chaordic' Mindset | Mrunal Lamge, CPF |
| A3 | Prismatic Perspectives of Life | Ravi. Baviskar & Michelle Pinto |
| A4 | 'Tidy the Jumble': Navigating in the Disruptive world through 'Art of the Possible' | Archana Pingle, CPF & Sanjay Dugar, CPF |
| A5 | "Generating Possibilities for Progress" | Kavi Arasu & Stephen Berkeley |

Time: 14:00 hrs - 16:00 hrs

| Track | Topic | Facilitator |
|--------------------|---|--|
| B1 | REFRAME FOR SUCCESS (Aware-Courage-Transform) | Hardy Alexander & Poornima Krishnamurthy |
| B2 | Wabi Sabi - The Beauty of Imperfection and Impermanence | Anita Bandyopadhyay, EF & Pooja Dawra |
| B3 | Pandava Mandala – Discovering the 5 Seats of Power within you | Natesh Selvaraj & Rajeev Natarajan |
| B4 | In doing what you are doing - The propensity of choice | V. Narsimhan, EF & Siddhi Japee |
| B5 | Bucket full of Meta Cards | Yateen Gharat, CPF & Megha Chodenkar |

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Concurrent Sessions



Date: 10th Dec 2022

Time: 10:00 hrs - 12:00 hrs

| Track | Topic | Facilitator |
|--------------------|--|---|
| C1 | Mera Wala Purple - Unraveling Human Kaleidoscope | Madhujit Singh & Bhulakshmi Vella |
| C2 | Clearly Confused Dojo | Bharti Maru & Jawad Ahmed |
| C3 | Humanizing Interactions in a Digital-First Environment | Padmakumar Ananthakrishnan & Midhun Manmadhan |
| C4 | I (m/'m) possible Humour | Nidhi S & Shamir Joseph |
| C5 | Manthan- A Journey from Awareness to Action | Kala Diwanji, CPF & Shyam Iyer, CPF |

Time: 13:00 hrs - 15:00 hrs

| Track | Topic | Facilitator |
|--------------------|--|--|
| D1 | WorkFREE Plus | Maria Franchi & Vivek Joseph, ICA |
| D2 | If our life was a movie | Parineeta Mehra, EF & Dr. Shubha Rajan |
| D3 | 'Mission Possible' - A game on Problem-Solving using Design Thinking | Kavitha Talreja & Namitha VijayaKumar |
| D4 | Wellbeing Journey from Annamaya to Anandamaya | Rohit Shenoy & Chander Sharma |
| D5 | Organizing the Chaos - - Facilitating groups through change | Vinay Kumar & Shaleel Nalakath |

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A1 - The Superhero In Our Galaxy



Facilitators: Brunda Manurkar & Sumeet Arora

Time: 11:00 hrs - 13:00 hrs

Date: 9th Dec 2022



“The ‘Amazing’ can only be created by facing fear, risk, and failure during the process” --- SUPERMAN

When we step-up to live the vision, the next generation has for itself, we start living the legacy we intend to leave behind.

The Superhero in our galaxy is a session with objective to build youth leadership with futuristic thought process and developing responsible youth for the future – engaging in nation building. Here we come together to explore, how to assist future leaders to move from chaos to cosmos in their journey of becoming a successful leader.

This session is the first step to prepare the next generation of leadership to become role models for their peers and younger generations. A movement from all professional bodies to equip and empower this youth through effective programs is need of the era.

This session intends to inspire an initiative to build a “culture of collaboration” between the youth and the community of facilitators, HR’s and L&D professionals.

Can we as a community of professionals participate in the vision creation that prepares these young people to meet the challenges of adolescence and adulthood through a coordinated, progressive series of activities and experiences, which help them gain skills and competencies to reach the pinnacle of their leadership

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A2 - Igniting Your 'Chaordic' Mindset

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Facilitator: Mrunal Lamge, CPF

Time: 11:00 hrs - 13:00 hrs

Date: 9th Dec 2022



"Since the 'Covid 19' global pandemic became the new normal, each day of uncertainty can be potentially designed for creativity.

Creativity can be seen as a system with attributes of being adaptive and emergent. More specifically, creativity is a chaordic system.

A 'chaord' is a word made up by Dee Hock, the founder of VISA credit cards. It means just what it sounds like- a bit of chaos and a bit of order. In the future of work and learning, creativity is key to productivity: it is a competency, and it's the engine for innovation. Do join the session, to experience a shot of igniting your 'Chaordic' Mindset that will be useful to you as a group facilitator / professional or a leader."

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A3 - Prismatic Perspectives of Life

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Facilitators: Ravi. Baviskar & Michelle Pinto

Time: 11:00 hrs - 13:00 hrs

Date: 9th Dec 2022



"Every journey has a secret destination of which the traveler is not aware". - Martin Buber

Just as a ray of light passes through a prism and refracts to multiple colors, so also our perspectives of challenges and situations in life are given multiple hues through the Wise Crowd process of Liberating Structures.

What is made possible?

Wise Crowds make it possible to instantly engage a small or large group of people in helping one another. You can set up a Wise Crowds consultation with one small group of four or five people or with many small groups simultaneously or, during a larger gathering, with a group as big as one hundred or more people. Individuals gain more clarity and increase their capacity for self-correction and self-understanding.

Wise Crowds develop people's ability to ask for help. They deepen inquiry and consulting skills. Supportive relationships form very quickly. During a Wise Crowds session, the series of individual consultations makes the learning cumulative. Wise Crowds consultations make it easy to achieve transparency.

Together, a group can outperform the expert! (Source: Liberating Structures - Attribution: Liberating Structure developed by Henri Lipmanowicz and Keith McCandless)"

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A4 - 'Tidy the Jumble': Navigating in the Disruptive world through 'Art of the Possible'

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Facilitators: Archana Pingle, CPF & Sanjay Dugar, CPF

Time: 11:00 hrs - 13:00 hrs

Date: 9th Dec 2022



"An innovative new adapted framework called 'Art of the possible' based on data science and facilitation to navigate away from the fears of chaos and explore the journey towards cosmos.

This sessions aims to bring out ways to navigate with step-by-step scientific framework inspired by intelligence based on data science called the 'Art of the Possible'.

We hope to achieve the following desired outcomes with the group's wisdom:

- Exploring challenges of decision making in the disruptive world
- Designing strategies in the disruptive world using the 'Art of the Possible' Framework.
- Experiencing group process facilitation for data science-based decision-making Current world scenario has caused many fears about the future. There is a lot of jumble in decision making and strategic planning.

The session design is inspired by this situation to find ways to 'tidy this jumble.'

Come join us in this fun filled journey as the magic of 'Art of the possible' unfolds ways to navigate in the disruptive world."

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A5 - Generating Possibilities for Progress



Facilitators: Kavi Arasu & Stephen Berkeley

Time: 11:00 hrs - 13:00 hrs

Date: 9th Dec 2022



"Covid has surfaced the fragility of lives. Over 24 months approximately we have experienced dynamic changes beyond our comprehension. These have compelled us to experiment and evolve at an accelerated pace for survival.

The times ahead are uncertain, and it is important for us to keep predicting the future. We do this by evolving possibilities and experimenting with options for dealing with all that emerges. Experimentation and building a set of skills, tools and mindsets on running experiments in our lives is even more necessary today.

Our goal is to help participants spread the word that evolving possibilities requires the world to shake off certainty and make experiments as a keyway of life.

Our experiments and conversations globally, on this, reinforce our belief that this facet is critical for the world to deal with dynamic and far-reaching challenges that emerge much more often than before!"

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B1 - REFRAME FOR SUCCESS (Aware-Courage-Transform)



Facilitators: Hardy Alexander & Poornima Krishnamurthy

Time: 14:00 hrs - 16:00 hrs

Date: 9th Dec 2022



This session helps you to use concepts from NLP (Neuro-Linguistic-Programming) to create greater awareness of the limiting beliefs we carry; use reframing techniques to challenge our thinking patterns to be more resourceful.

KEY LEARNINGS/OUTCOMES:

1. Become aware of limiting beliefs we carry about us as facilitators
2. Apply the NLP presuppositions while facilitating conversations
3. Explore the technique of reframing limiting beliefs and be at your personal best

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B2 - Wabi Sabi - The Beauty of Imperfection and Impermanence

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Facilitators: Anita Bandyopadhyay,EF & Pooja Dawra

Time: 14:00 hrs - 16:00 hrs

Date: 9th Dec 2022



" Do you often find a part of you in conflict with your other part/ parts of yourself?
One saying 'yes' and other part saying, 'no way'.
Ever wished you had ...More choice, Less conflict and Greater Harmony.

Come and join us in this experiential process to find 'Your whole self' amongst your multiple selves through the power of self-reflection, group's wisdom and facilitative tools.

Often, we're unaware of the internal dialogues that go on inside of ourselves, the self-talk that plays repetitively like broken records inside our minds. We all have different facets to our personalities.

In this workshop, we shall explore your overall personality by separating the "selves" or "parts" that display totally different behaviors, thoughts, and perceptions. All these selves play a critical and necessary role in our development and in our life. No one "self" is good or bad, but rather serves a function and purpose. However, when we begin to over-identify with any one of these selves and neglect others we can become out of balance. In other words, "so-and-so" may often play the "victim" in life to cope with or justify their circumstances. Perhaps their "Pusher-self" is neglected, and by reawakening that part, this individual begins to change their life conditions. Also, investigating when certain selves became "primary-self" and why others became less primary, or even disowned is of incredible value and insight for the person exploring their personality on this level.

Working with subpersonalities can also help in overcoming:

- Low self-esteem and self-image
- Performance anxiety
- Rigidity in interpersonal relationships
- Difficulty working with others
- Self-sabotaging behaviors
- Repetitious reactions and behaviors
- Inability or blocks to creative thinking and problem solving
- Inability for self-affirmation and assertion
- Communication skills
- Conflict resolution
- Feeling Stuck in fixed roles or identities
- Difficulty initiating

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B3 - Pandava Mandala – Discovering the 5 Seats of Power within you



Facilitators: Natesh Selvaraj & Rajeev Natarajan

Time: 14:00 hrs - 16:00 hrs

Date: 9th Dec 2022



"What makes one heroic - is going out to meet at the same time both one's highest suffering and one's highest hope," said Friedrich Nietzsche. This experiential session is designed to help you discover your heroic possibility!

The 5 Pandavas in Mahabharata, the great Indian epic, reflects universal archetypes of human psyche. Each Pandava represents a Seat of Power.

The session will help explore:

- "What seats of power come naturally for me?"
- What are the gifts that this holds and the challenges?
- How does it play out in my interactions?
- What heroic possibilities lie in wait?"

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B4 - In doing what you are doing - The propensity of choice

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Facilitators: V. Narsimhan, EF & Siddhi Japee

Time: 14:00 hrs - 16:00 hrs

Date: 9th Dec 2022



Joseph Campbell said, “One discovers the path to one’s unconscious”.

We are often forced to confront and question our conditioning, biases and even decisions that we had made when we come across a diametrically opposite perspective which is subjective, nonetheless. As this churn is happening continually, we discover not only our growth but also go through the adventurous inner journey that when courageously taken, leads to our own evolution to meet a transformed person who has successfully de-conditioned herself/himself from their past.

Such an inquiry needs the individual to take a helicopter view of their life’s challenges and find a location from where they develop well considered choices in action. Therefore, our session title:

“In doing what you are doing – propensity of choice”.

Welcome to a session that would provide a space for reflection of some of the perennial questions that we humans have to be the best one can be.

Desired Outcomes:

- * Exploring human propensities through the 5-archetype framework
- * Understanding the light and shadow side of the dominant archetype
- * Reflecting and consciously elevating self to the choice-creating leadership identity

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B5 - Bucket full of Meta Cards



Facilitators: Yateen Gharat, CPF & Megha Chodenkar

Time: 14:00 hrs - 16:00 hrs

Date: 9th Dec 2022



"Bucket Full of Meta Cards"

The handiest tool for the facilitators - Meta Cards.

Meta cards are the abstract picture cards and the way they can be used in various contexts is up to the creativity of a facilitators. We have been using these Meta cards in various contexts for over past 12 years, and we would like to share with you our most effective and impactful methods in which these Meta cards may be used.

We will be giving participants a written document of these 15 methods. We will be enabling participants to have hands on experience using these methods during the workshop .We will be cocreating few more Innovative methods to use in completely different contexts.

This will be 100 minutes power packed deep dive into Innovation and Creativity using Meta Cards. Hence the name " Bucket Full of Meta cards".

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C1 - Mera Wala Purple - Unraveling Human Kaleidoscope



Facilitators: Madhujit Singh & Bhulakshmi Vella

Time: 10:00 hrs - 12:00 hrs

Date: 10th Dec 2022



Human beings are like a Kaleidoscope - when the colors of our inner world interact with the colors of the outer world, they blend to form a rich variety of hues.

"Mear Wala Purple" provides a peek into this diversity of human experiences and then draws our attention to how simple generic principles can provide us guidance to create a space for intentional inclusion for ourselves and others.

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C2 - Clearly Confused Dojo



Facilitators: Bharti Maru & Jawad Ahmed

Time: 10:00 hrs - 12:00 hrs

Date: 10th Dec 2022



Ever been clearly confused ?

What does it look, sound, and perhaps even feel like?
What can we do about it : from anticipating to embracing it !!

Embark on an exciting Treasure hunt through the maze of ORID and
experience mechanisms to navigate from confusion to clarity.

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C3 - Humanizing Interactions in a Digital-First Environment



Facilitators: Padmakumar Ananthakrishnan & Midhun Manmadhan

Time: 10:00 hrs - 12:00 hrs

Date: 10th Dec 2022



Invasive technologies leave us feeling controlled, confused, and ironically disconnected. We can't think B2B or B2C any longer. It must be H2H (Human to Human). Great conversations can happen when there is mutual familiarity, an emotional connection, and a common language.

1. Improve awareness of the impact of dehumanization.
2. Encourage mindfulness and attempts at 'white-glove-concierge' of service interactions in digital-first environments."

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C4 - I (m/'m) possible Humour



Facilitators: Nidhi S & Shamir Joseph

Time: 10:00 hrs - 12:00 hrs

Date: 10th Dec 2022



"The belief that laughter heals the mind has been around for centuries. And why not? Humor just feels good; it distracts us from our problems and promotes a lighter perspective.

For this reason, many famous quotes have been penned about the benefits of humor, such as:

"The human race has one really effective weapon, and that is laughter." - Mark Twain

While using Facilitation practices, we are resolved for creating safe space, trust, relaxed state of mind, open sharing, to be our real self and humor may be used as a tool to make participants relaxed and stress free so that conversations are enjoyed more as they flow from the heart. Though using humor by Facilitator or Participants can actually make you vulnerable and may create chaotic situations but making the space open for being self can build trust and transparency and subsequently help you build your COSMOS (bring you to the desired outcome).

This session helps you to deep dive in various colors of Humor to give you better understanding about it and may help you to use it more efficiently while Facilitating and in various other walks of your life."

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C5 - Manthan- A Journey from Awareness to Action



Facilitators: Kala Diwanji, CPF & Shyam Iyer, CPF

Time: 10:00 hrs - 12:00 hrs

Date: 10th Dec 2022



"The power to create and implement ideas is one of the most potent currencies for growth.

Breakthrough ideation requires an enormous amount of rigor, discipline and right set of processes to move from Chaos to Cosmos.

At the end participants will learn:

- Creative process to identify solutions to their problems
- Ideation process from a state of Chaos to accessing the Cosmos within the group"

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D1 - WorkFREE Plus



Facilitators: Maria Franchi & Vivek Joseph, ICA

Time: 13:00 hrs - 15:00 hrs

Date: 10th Dec 2022



The session will be a chance to explore the facilitation techniques being used as a central part of the WorkFREE project – a pilot for Universal Basic Income in Hyderabad.

The project, which works with waste picker communities, has developed a community engagement method that is based on Universal Needs, Complexity Theory and Convergent Facilitation placing relationships at the center of personal and social change. Participants in the workshop will experience, discuss and appraise the facilitation approach and its potential to create sustainable impacts.

The session will be delivered in English by Maria Franchi and Vivek Joseph and the WorkFREE team.

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D2 - If our life was a movie

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Facilitators: Parineeta Mehra, EF & Dr. Shubha Rajan

Time: 13:00 hrs - 15:00 hrs

Date: 10th Dec 2022



"When one sees a movie, one is in awe of the beauty of the whole picture, the animation, flow etc. One does not see the hard work behind the scenes, the hours of coding and corrections that went towards the making of that movie. Or when we see ducks in a line in a pond – the serene picture is very soothing, but the ducks are flapping their feet fast in the water below to keep them in motion.

Similarly, 2021 till date has been like a screen saver of a movie for many of us with what we are willing to show whilst the insider in each has been undergoing chaos at different levels.

- How has the transition contributed to the transformation of each of us?
- What is the new dimension that you have harvested for yourself from this event called life?
- What has been done and what remains to be done by us in this journey ?

Come, explore and script the movie of your life – sit on the chair to become the Director of your movie, move in to become the hero/heroine in the role you play , step aside to become the storyteller and script writer, become the one man/woman team to bring to the world your box office hit!

Come, script your life with reflection and actions to put together the narrative that defines you !"

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D3 - 'Mission Possible' - A game on Problem-Solving using Design Thinking



Facilitators: Kavitha Talreja & Namitha VijayaKumar

Time: 13:00 hrs - 15:00 hrs

Date: 10th Dec 2022



“Play is our brain's favorite way of learning.” -Diane Ackerman

When was the last time you played a board game?

Or a game of cards?

Can we play for problem-solving?

Can we play for impact?

Can we play to Innovate?

Let's unleash our 'Facilitation Superpowers' for problem-solving, to innovate and to create an impact !

Come join us for a playful board game 'Mission Possible' to:

- Explore the core tenets of design thinking for creative problem solving through a playful board game.
- Discover methods and mindsets for gathering insights from the chaos around you, to redesign the cosmos!

#playtcreateimpact

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D4 - Wellbeing Journey from Annamaya to Anandamaya



Facilitators: Rohit Shenoy & Chander Sharma

Time: 13:00 hrs - 15:00 hrs

Date: 10th Dec 2022



This session is about Wellbeing Journey from Annamaya to Anandamaya (Inner Chaos to inner cosmic connection).

Self-assessment each level of your 'being' using the Vedic concept of '5 sheaths of being'.

Identify what clouds the bliss and ultimate well being that is within each one of us.

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D5 - “Organizing the Chaos” - Facilitating groups through change



Facilitators: Vinay Kumar, CPF & Shaleel Nalakath

Time: 13:00 hrs - 15:00 hrs

Date: 10th Dec 2022



Going through change can be a challenge.

Groups and organizations collectively going through the change can be even more chaotic and challenging.

Facilitators play a significant role in enabling change to happen by engaging all voices in a structured way.

The session will explore:

- The various stages of change and how a facilitator can and must adapt the way they engage with groups across each stage.
- How can a facilitator effectively manage the emotions as well as the team dynamics during change events?

Participants in this highly interactive session will co-create the best practices as well as specific strategies across the steps in change management.

Come join us and let's explore change and the role facilitation can play in helping change be less chaotic.

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