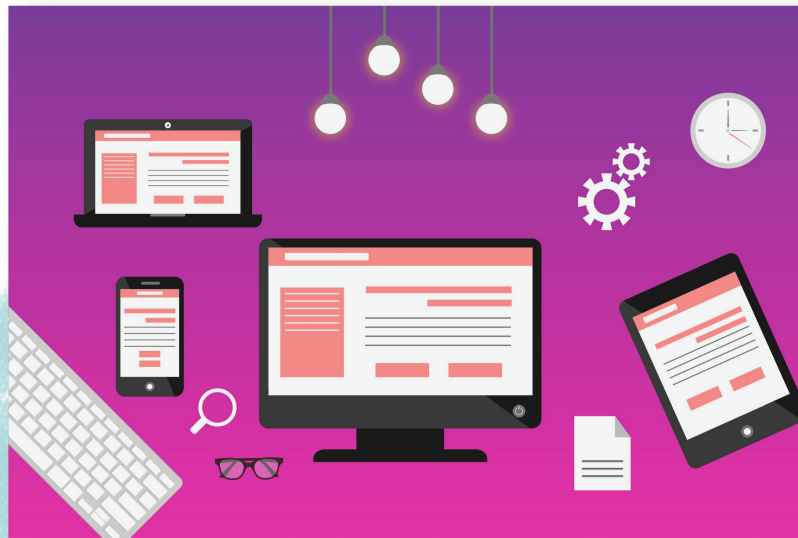




Asia  
promoting the power  
of facilitation worldwide  
India

# Notes from IAF India

APR-JUN 2021



**OUR WEBSITE IS LIVE!!**

**[www.iaf-india.org](http://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!!



# Meet and Greet

## 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](http://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

## MEET TEAM IAF INDIA

### *Core Committee*



**Chair - Sanjay Dugar**



**Co-Chair - Hardy Alexander**



### **Bangalore Hub**

**Lead - Kavitha Talreja**



**Co Lead - Sushma Banthia**



### **Chennai Hub**

**Lead - Shubha Rajan**



**Co Lead - Bhanu Cousik**



### **Hyderabad Hub**

**Lead - Yogesh Agiwal**



**Co Lead - Madhujit Singh**



### **Delhi Hub**

**Lead - Shalu Bhuchar**



### **Mumbai Hub**

**Lead - Ganesh Dalvi**



**Co Lead - Adhir Mathur**



### **Pune Hub**

**Lead - Vasudha Lal**



**Co Lead - Archana Pingle**



### 'EXPRESSING EMOTIONS THROUGH PAINTING'

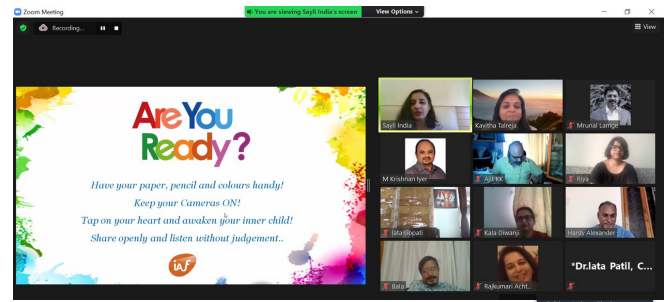
Facilitator - Sayli Potdar

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



What is your one key take-away from the session?

Colours speak, we need to pause to listen	Art connects	Get started, don't overthink the outcome
power of colours	Being more aware of my colours and emotions and trying to integrate all of it in harmony within myself	Colors impact
Need to keep circling back with oneself every now and then to put wandering emotions and thoughts to a productive day	Learnt to use colors to shade emotions, how to set emotional goals	Connect to the colors which we ignore

Press ENTER to pause scroll

### 'DISCOVER DIMENSIONS OF DIVERSITY'

Facilitator - Dr. Kalindi Bhatt & Kavitha Talreja

Date - 17th April, 2021

**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

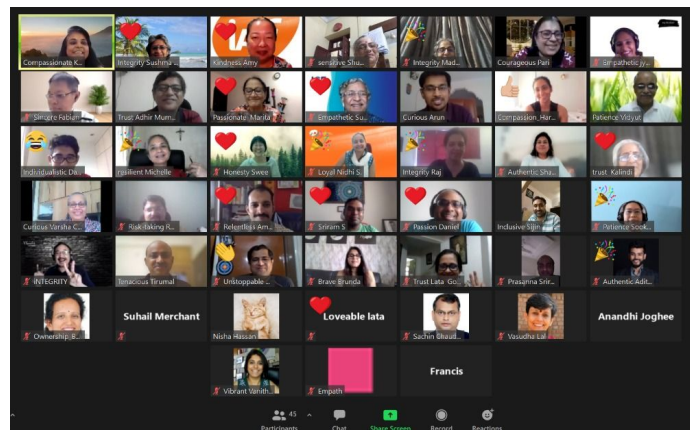
### 'YOUR PURPOSE & VISION'

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 **Neurodiversity** theme was a quick dive into Self.

#### Methods:

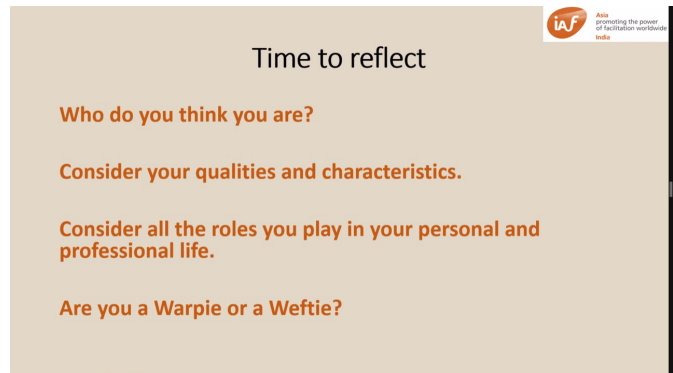
Thought Experiment - Think of a bird

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.



Who?	What they say
Yajaman	Who gives to get. So, takes risks - Called a YAGNA
Rakshasa	Grabs and takes without asking or giving back.
Yaksha	One who hoards
Devata	One who gets before he gives. So, does not take risks.
Asura	One who feels he has been denied/tricked/cheated
Bhagwan	Gives but does not seek in return.....Idealism.....Aspirational imagination

### COMMUNICATING THROUGH MYTHOLOGICAL ARCHETYPES

Facilitator - Pradeep Chakravarthy  
Date - 29th May, 2021

Yet another blockbuster session from IAF India - Chennai Hub elaborated : **Mythological Archetypes** - Behavior show cased were - 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**:

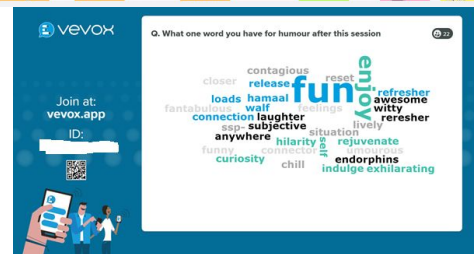
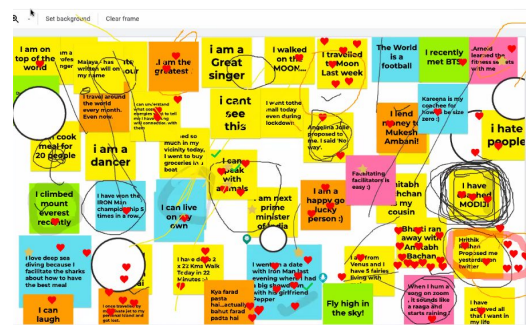
Both Sides by Thiagi group

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

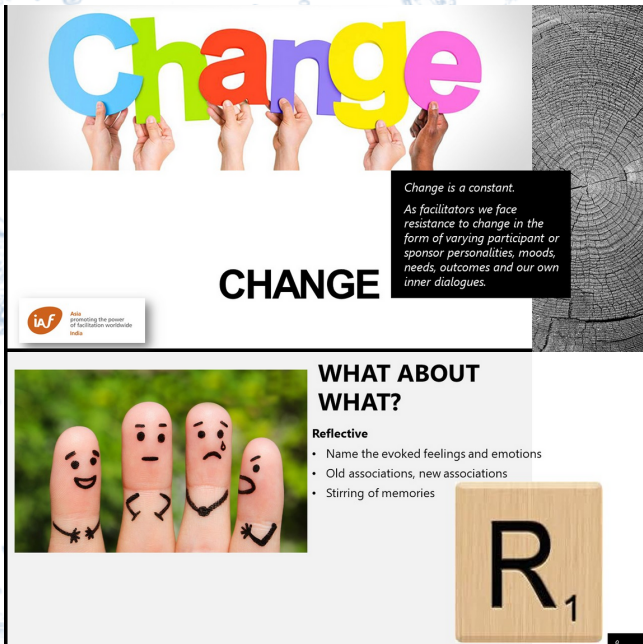
To use humour more effectively we need to explore Self, Situation, & People





# India Events

## PART 3



### 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.



### Global Facilitation Summit 2021

Join us for 24 hours of facilitation, that will take us around the world in 80 workshops, hosting starts in EUROPE & AFRICA (English & français), puis étape suivante à les AMERICAS (English & Español), y entonces, OCEANIA (English & 日本語), and finally to ASIA (English & 官话) for the final relay. You can join for one region, or all of them, and will have the possibility to watch the recordings for 30 days. We have not set up the website yet, but early bird tickets will be available in July, at [www.facilitationsummit.org](http://www.facilitationsummit.org) #FacilitationSummit



SAVE THE DATES

## 15-16 October 2021

24 hours of facilitation,  
taking us around the world  
in 80 workshops



The International  
Association of Facilitators  
promoting the power  
of facilitation worldwide

early bird tickets in July  
[www.facilitationsummit.org](http://www.facilitationsummit.org)



# Our Activities



## ACTIVITIES FOR THE QUARTER



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.



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:

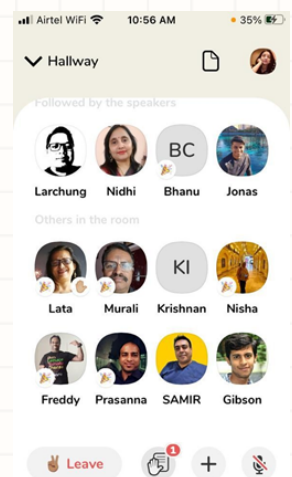
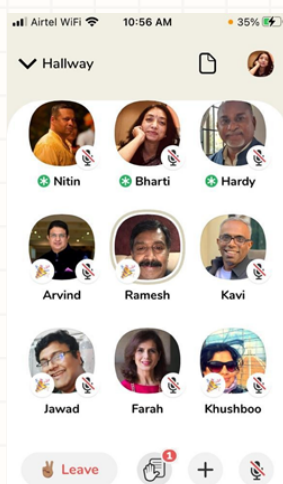
Chai Shai, Gup Shup with a special serving of Bricolage biscuits.



## '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"



# Beyond Boundaries



## ACTIVITIES FOR THE QUARTER

Learnings have been continuously exchanged amongst countries within IAF community.

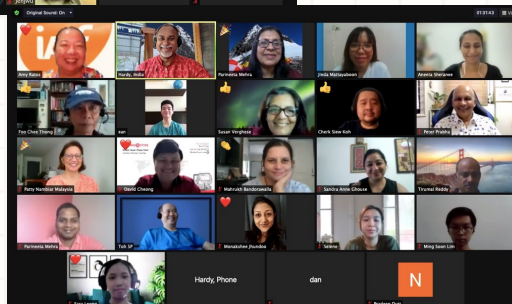
Few such sessions were hosted by IAF India on the Topic - "**Mount your Everest**" in Taiwan with Chinese translation, in Malaysia and in Philippines on May 25, Jun 5 & Jun 26, 2021

**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.



**Neutrality in Facilitation**  
Come, Explore the Correlation  
Between  
Neutrality and Facilitation  
with  
Varsha Chitnis & Sushma Banthia  
from IAF India



JOIN THEM  
ON SATURDAY  
8 MAY 2021  
2PM-4PM  
MALAYSIA  
11.30AM-  
1.30PM  
INDIA



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

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

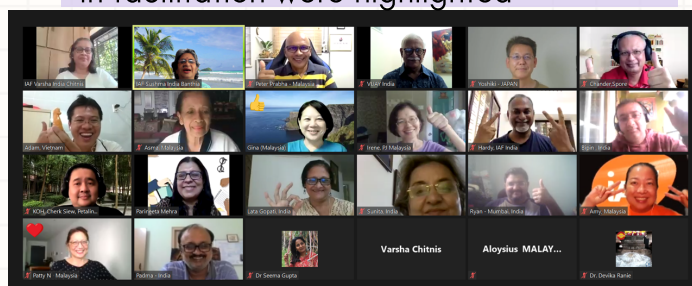
Date: 8th May 2021.

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







## 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.

### Core Committee Directory

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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 Certified<sup>TM</sup> Professional Facilitator assessments, Endorsed<sup>TM</sup> 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>