



MODULE 2 TOPIC 4:



PRACTICALITIES of STAKEHOLDER ENGAGEMENT: Facilitation Methods, Tools and Practicalities *INTRODUCTION*

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RHODES UNIVERSITY
Where leaders learn

Facilitating Social Learning and Stakeholder Engagement in Natural
Resource Management Contexts: Introductory Course





Meet your facilitators and contributors for this topic:



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Overview of this presentation



1. Orientation - How to think about facilitation techniques.

2. The Basics:

- Understand your role and the purpose of the engagement,
- Get to know the context and participants,
- Anticipate and respond to group dynamics,
- Manage the physical set-up,
- Allow people to trust you, each other, and the process,
- Enable everyone's participation,
- Design activities that are fit for purpose,
- Keep up the energy levels,
- Provide a satisfying closing of the process.





Orientation - How to think about facilitation techniques



- No one size fits all facilitation technique.
- A skilled facilitator:
 - Considers different contexts, processes and purposes,
 - Keeps the underlying principles in mind,
 - Adaptive - responsive to emergence (what pops up) from within and outside.
- Intention of this Topic - provide considerations, not a bag of tricks.



<https://www.foodingredientsfirst.com/>



<https://weafriquenations.com/>





Understand your role and the purpose of the engagement



- Hold and steer a process so that the group produces an outcome that is better than any individual can do.
- Outcomes are not predetermined.
- Allow everyone to participate and contribute optimally.
- Purpose (the why) guides process (the what).





Get to know the context and participants



- Do your homework:
 - Understanding the context,
 - Venue, equipment, possible activities, catering and travel time,
 - Participants - composition, language, institutional, social, cultural norms.
- On the day
 - Expect and be prepared for surprises,
 - Who is there at the start and late arrivals.



Anticipate and respond to group dynamics



- Carefully identify and invite relevant participants.
- Allow everyone to participate and contribute optimally.
- Reduce the chance of conflict and exclusion:
 - Agree on a Code of Conduct,
 - Complex dynamics can prevent a process reaching a successful outcome.





Manage the physical set-up



- Choose an appropriate venue - symbolic meaning, distance...



<https://www.ru.ac.za/tsitsaproject/>





Allow people to trust you, each other, and the process



- Building trust takes time - be respectful, reciprocating and transparent.
- Allow time for participants to get to know you and each other.



- Show some vulnerability, that you are real person.
- Competence and dependability.
- Always be truthful.
- Be transparent about the intention of the process, expectations, motivations.





Enable everyone's participation



- Respect all contributions:
 - Listening, clarify and capture, and link,
 - Managing disruptive contributions.
- Working with multiple languages - interpretation and translation.





Design activities that are fit for purpose



Purpose determines process

Brainstorming



Decision-making

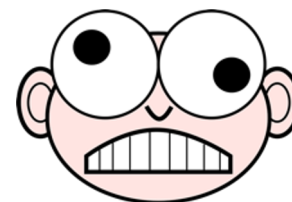




Keep up the energy levels



- Judge the energy of the group.
- Plan breaks after 45-90 minutes of focussed work.
- Design your process and physical set-up to keep up energy levels.
- Choose your catering carefully.



Balance listening with engaging and interactive sessions.

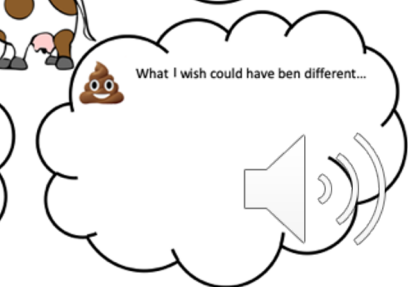
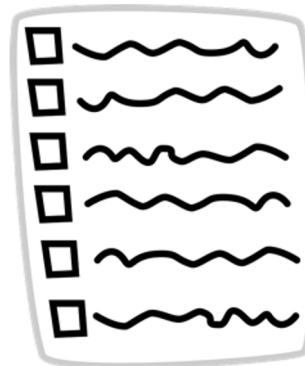




Provide a satisfying closing of the process



- Make time for debriefing, reflection and next steps.
- Use an attendance register.
- Meaningful reporting is important.

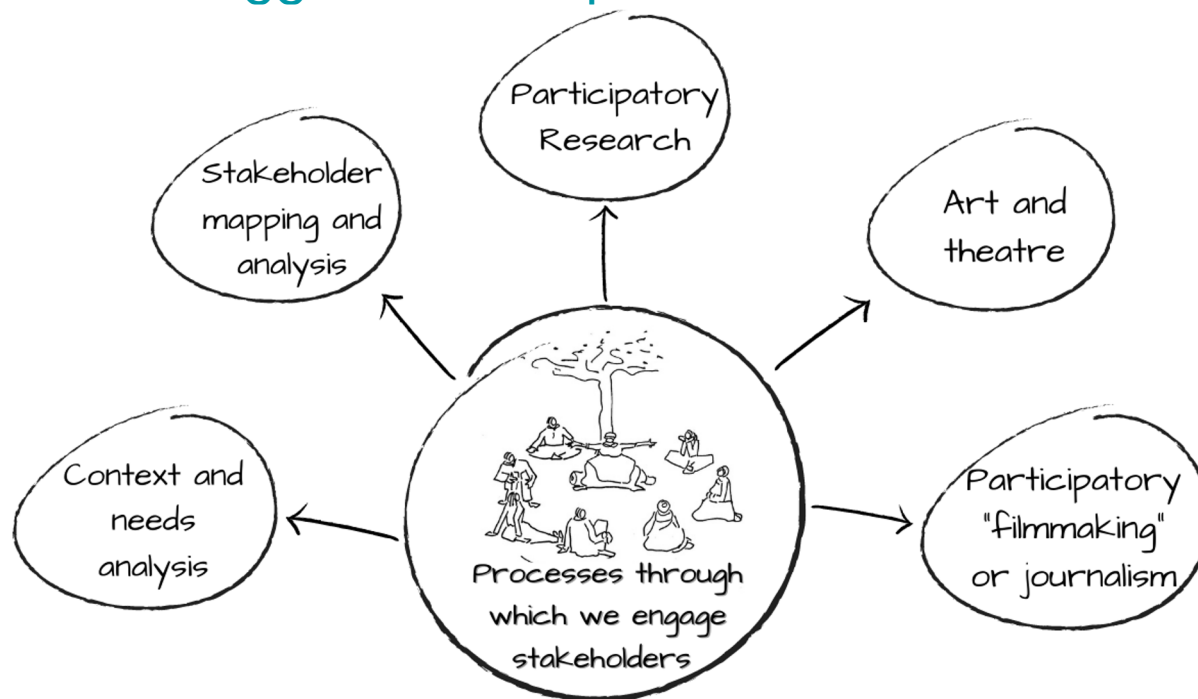




How to use Topic 2.4



- Read the Handout.
- Practicalities to consider when planning and implementing one of the processes suggested in Topic 2.2.





Thank you



All the best with applying
these principles in your
work and your
assignment!



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IWR Line Drawings. How To Handbook Series

