

March 2008 News

Contents

IAF North American Conference
Generation Diversity
GFSC Workshop at NCDD, Austin, Oct. 2008
GFSC Supports Volunteers
Ripples
New Orleans
Additions to the Virtual Library
Other Events of Interest
Learning Opportunities from Partner Orgs.
Gratitude/Gracias



IAF North American Conference

Please stop by the GFSC booth at the IAF North American conference, April 10-12 in Atlanta, GA.

The conference provides a wide range of sessions that appeal to new and experienced facilitators, project managers and team leaders from across North American and around the world.

The program designed to provide a firm grounding in the fundamentals of facilitation as well as stretch skills and imagination with advanced tools and techniques across different sectors of business, education, government and community. The six focus areas are:

- o Advanced Facilitation Techniques
- o Large Group Facilitation
- o Facilitation for Social Change
- o Technologies for Enhanced Facilitation
- o The Business of Facilitation
- o Fundamentals of Facilitation

For more information and registration, visit the IAF conference web page,
<http://www.iafna.org/AnnualConference/annualconf.html>

Generation Diversity

By Izzy Gesell

Recognizing how people of different generations perceive situations and interact with others is often a challenge for multi-generational groups or communities. It is crucial that we all seek to understand, respect and learn how to make the most of these differences.

How do multi-generational groups perceive themselves and each other? How do their values and different styles of communication (from letter-writing to phone calls to text messaging, for example) bring people together or isolate them across generational lines? How can facilitators help bridge these chasms?

"...every generational group is influenced by adversity, diversity, technology, complexity and the economy that they experienced in their youth" Ross (2005). Those who grew up in the 1930's were strongly affected by the Depression. The next decade was totally focused on World War II. The 1950's focused on the fears of alternative political and economic systems (communism, fascism) and the terrifying consequences of nuclear warfare. Those growing up in the 1960's were profoundly influenced by assassinations of prominent, influential, inspiring leaders. The 1970's were affected by the differences in attitudes toward social connectivity, community, family, work and supporting institutions are primarily caused by the differences in the experiences of respective generations. The 1980's experienced the explosive growth and accessibility of personal computers, the internet, CD's instead of records, movie rentals. The 1990's made handheld devices commonplace (cell phones, DVD's, digital cameras).

All generations are affected by significant occurrences, technological and scientific inventions affecting our health, our environment, transportation and communications, ultimately helping form our attitudes and behaviors.

How do multi-generational groups perceive themselves and each other? How do their values and different styles of communication (from letter-writing to phone calls to text messaging, for example) bring people together or isolate them across generational lines? How do different generations perceive leadership development and strategic planning?

Just as with other diversity issues, facilitators can help bridge these chasms by sparking meaningful dialogue among and between different generations. We can help people recognize the impact of multigenerational differences, help them understand the issues and why they are important to address now. We can bring to light the implications of generational diversity and explore various avenues to bring the generations together to address group and community issues.

For a list of resources on this subject, send an email to Izzy at izzy@izzyg.com. And if you wish to share your perspective on this issue, please write to us at info@globalfacilitators.org.

Izzy Gesell, is an "organizational alchemist," keynote speaker, workshop leader, professional facilitator, presentation coach and author, as well as a member of the GFSC Advisory Board.

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GFSC Supports Volunteers

GFSC supports volunteers by providing materials, mentoring, training and a forum to share ideas and techniques that build community capacity to address problems.

We encourage and support volunteers who are seeking ways to help in their own communities. We do not match volunteers with local projects.

By completing the GFSC volunteer form you agree to have your contact information shared with other GFSC volunteers in your region and/or in your designated areas of interest.

GFSC promotes collaboration, collegiality and continuous learning.

GFSC Workshop at NCDD

Austin, October 2008

Join us at the 2008 National Conference on Dialogue & Deliberation!

Deep divisions in society show a pressing need for better communication, collaborative action, and smarter decisions. NCDD's high-energy, highly participatory conferences bring together those who practice, hone and champion the "arts of democracy" so we can work together to align our relationships, our communities, and our world with our hopes and values.

The 2008 NCDD conference will draw practitioners, scholars, public leaders, trainers, artists, activists, teachers, and students in Austin, Texas for the fourth National Conference on Dialogue & Deliberation, October 3rd through 5th, 2008.

NCDD's biennial conference provides opportunities for people committed to dialogue and deliberation to increase their skills and knowledge, share their own learning and innovations, and develop supportive, collaborative relationships with their peers. Most importantly, NCDD conference participants feel more motivated, supported and prepared to do this vital work.

GFSC will be conducting a Facilitative Disaster & Crisis Intervention Workshop, Oct. 6-7 as a post-conference offering. This workshop will be co-facilitated by Carol Fleischman, an international human development specialist and Timothy Karpoff, with 30+ years in community and organizational development, strategic planning, and multi-sector collaboration. Both are experienced, active GFSC workshop facilitators.

For a detailed description of the workshop and to register visit http://www.thataway.org/events/?page_id=107. Fee for 2-day intensive workshop: \$375 (NCDD members: \$325).

While you can register for just the workshop, we encourage you to attend both the conference and the workshop.

~~~ RIPPLES ~~~

**NOLA Network\* News**

**Al Alcazar**

Beginning in late January, several members of the NOLA GFSC network (Ted Quant, Julianna Padgett, Michael Kane, Carol Fleischman, Ernest Wright Ervin, Cathy Harris, Linda Usdin, and Al Alcazar) facilitated several retreats for the 160 employees of the New Orleans Recovery Office headed by Dr. Ed Blakely.

The GFSC workshop scheduled for March 14th and 15th was postponed and will be combined with the June 6-7th workshop.

In response to requests made by church-affiliated groups we are adapting the GFSC model to a faith-based orientation. In addition, we are adapting the model for use in elementary schools to be piloted in August at the Intercultural Charter School of New Orleans East...

Here are the goals I've set for the next two years because these (with varying chunks of time) are the dreams that ground my daily work.

1. Search for grants to solidify funding for the next five years.
2. Offer five GFSC training workshops annually.
3. Nurture NOLA GFSC facilitators' network through a monthly gathering.
4. Mentor new GFSC facilitators following the "basic" curriculum described in the first draft of the "advanced" curriculum conversation/document.
5. Work with the city's disaster recovery office to facilitate rebuilding plans in targeted areas.
6. Deliver a faith-based version of the GFSC recovery/resilience model to church-affiliated groups.
7. Pilot a DCI model modified for use in elementary schools at the Intercultural Charter School of New Orleans East) this fall.
8. Link the GFSC model with Educators for Social Responsibility's (ESR) conflict resolution program and the Twomey Center's diversity training process to form a resilience-building curriculum for elementary schools.

*\*The NOLA Network is composed of individual practicing facilitators, the Loyola University Twomey Center; the Southern University School of Social Work; Tulane School of Continuing Studies; Facilitative Leadership Institute; and Turning Point Partners, with assistance from Shell Exploration and Production.*

**You Can Create Ripples, Too!**

We look forward to sharing more examples of how you are building community resilience and self-reliance within your community, agency or organization. Write to us at [info@globalfacilitators.org](mailto:info@globalfacilitators.org).



**Learning Opportunities from Our Partner Organizations**

Amauta International,  
<http://amauta-international.com/>

Center for Strategic Facilitation,  
<http://www.strategicfacilitation.com/>

Community at Work,  
<http://www.communityatwork.com/>

Facilitator U., <http://www.facilitatoru.com/>

International Association of Facilitators  
<http://iaf-world.org>

National Coalition for Dialogue & Deliberation (NCDD), <http://www.thataway.org/>

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**Additions to our Virtual Library**

Please browse through our library any time. We have recently included a section on Personal and Community Resilience.

We are grateful to all those who have donated (or linked to) materials. If you use or plan to use GFSC copyrighted materials, click here for the [permission request form](#). Remember, if you are getting paid for your work, then a token fee is paid back to GFSC to support the organization. If you are not getting paid (i.e., you are volunteering your time), the Use of Materials fee is waived. In either case, please complete the permission to use GFSC materials form.

Let us know how you are using our materials. What is working well and what needs improvement. Thanks!

## **Other Organizations' Events**

### **Australia/Asia**

IAF Asia  
27 - 28 August 2008, Bangkok, Thailand

### **Africa**

IAF Africa "Imbizo"  
24 - 25 July 2008, Pilanesburg, South Africa

### **North America**

IAF North America  
[10 - 12 April 2008, Atlanta, Georgia](#)  
National Coalition for Dialogue & Deliberation  
(NCDD)  
[3-5 October 2008, Austin Texas](#)

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### **2008 GFSC Board**

President: Lenny Diamond  
Vice President: Tim Karpoff  
Secretary: Marieann Shovlin  
Treasurer: Parcia Sansary Gomez  
Executive Director: BJ Diamond

### **Visit us:**

English: <http://globalfacilitators.org>

Español: [http://globalfacilitators.org/esp\\_index.htm](http://globalfacilitators.org/esp_index.htm)

## **Support GFSC**

You can help GFSC continue to build local community capacity, as we are in New Orleans, Los Angeles and Australia.\*  
Click on our donation page or mail a check to  
GFSC  
c/o BJ Diamond  
11 Sequin Road  
West Hartford, CT 06117

*\* Your donations offset program costs, volunteers' expenses, as well as the cost of developing and distributing materials.*

\* \* \*

## **Gratitude/Gracias**

Our thanks to Ximena Combariza for translating our newsletter from English to Spanish.

Our thanks to Peggy Bushee Services for administrative support!