



Training of Facilitators

Visualisation in Participatory Programmes

St. Ulrich Monastery Training Center, Black Forest
4 – 8 June 2012

- **Learn the basics of VIPP Facilitation in a relaxing and stimulating environment.**
- **Develop your facilitation and visualisation skills with a small group of fellow facilitators – learners from different parts of the world.**
- **Discuss about the concepts of VIPP facilitation and experiential adult learning.**
- **Improve your communication skills, discover your talents and grow intellectually.**
- **Experience attractive training methods for group events in development contexts.**
- **Develop a vision of the application of participatory learning methods in your own work.**

Background:

Workshops and seminars are often formal affairs where participants are required to listen to a large number of speeches and power point presentations. Business meetings within projects or institutions or coordination meetings with technical advisors or stakeholders often result in one or two-person shows, lengthy presentations of past activities, and details of information about forthcoming work plans. These inputs do not usually require very active involvement of participants and do not bring about exchange of experiences, nor do they engender creativity or synergy among participants. There is a growing demand for alternatives to this dominant, *status quo* state of affairs in many national and international organizations working for health, social, economic and environmental research and interventions, whether in the non-governmental, non-profit sector, or in the public or private sectors.





The VIPP approach breaks down this "seminar culture" by employing facilitation - usually a team of trained facilitators who bring to the participants methods for the interactive generation of new ideas produced through transparent processes, which help participants reach consensus. Group work becomes creative and productive. While participatory methods are widely known in the promotion of grassroots involvement in health, social and environmental change programs or in overall development planning process, professionals and managers often encounter resistance in the use of such methods in their own workplaces. They also may lack facilitation skills as one part of their basic skill set. Even if it is more appropriate in some situations to have external support through engaging professional facilitators, it is necessary to create an institutional culture of facilitation and structured dialogue by having trained staff with the knowledge and skill to be engaged in reorganising the institutional culture towards effective participation.

Visualisation in Participatory Programmes (VIPP) is a methodology for conducting group events, which puts people at the centre of the process of solving problems, developing skills or arriving at collective plans and program designs with vision, creativity and sustainability. (See VIPP website www.southbound.com.my/vipp/index.html and <http://vipp.wordpress.com/about/>). It is unique in that it provides a creative combination of different participatory approaches, which emphasize participant involvement through many visualization techniques.

By this method, everyone takes part in the process of arriving at a consensus. Less talkative participants find a means of expression and those who might normally dominate a group lose control and are forced to let others have their say. By visualizing the group's main proceedings, repetition and circularity in argument are reduced. If there is a record of the group's progress, visible to everyone, it is easier to point out such repetition.

VIPP has been created 25 years ago in Germany and in Bangladesh, evolving a learner centred approach from different sources: people's education in Latin America (1970), action research by Kurt Lewin in the USA (1940), Metaplan as a creative planning tool using cards of all shapes and colours in Germany (1970), TPA at the German Foundation for Development in Feldafing (1980) – all applied to involve the minds and hearts of people in the creation of new ideas, in the planning of development action, in fulfilling the principles of authentic participation.

Objectives:

1. To learn and practice interactive methods and tools of facilitation, which will improve the atmosphere and outcome of almost any group event involving planning, decision making, and coordination of social change and development activities, multi-stakeholder conferences and training events.
2. To update and improve visualization, presentation and dialogue skills as elements that will improve communication and decision making in meetings, workshops and conferences.
3. To hold discussions on the potential applications of VIPP within the development sector and the own work context.



Participants:

This Training of Facilitators is a specialised workshop for facilitators and trainers, who want to practice and improve their Facilitation and Trainer skills. We expect a group of up to 15 trainers and facilitators.

Contents:

This VIPP-Training of Facilitators emphasizes:

- Facilitation and presentation skills, which will enhance group qualities, synergy and output, including attitudes, behaviours and values of the trainer.
- Repertoire of VIPP methods and tools
- Visualization skills using various media, including cards and charts, drawings and diagrammatic representations.

Process:

In this training we combine short visualised inputs, individual tasks, group work, team cooperation, learning by doing and constructive feedback. Key concepts, quality standards and training formats are generated by all participants, a cooperative working style is encouraged and good group dynamics are essential parts of learning and practicing. We aim at the use of a variety of senses and both cognitive and emotional components during the training workshop. Learning by doing is the basic approach to involve participants with all their senses.

The participants will group each day into different committees (eyes, ears and hands) to listen to contents, to see the processes and to organise the training venue and material.

Venue:

St. Ulrich Monastery Training Center,
St. Ulrich, Black Forest, Germany

This is a secular training center, that offers life skills training and capacity building for rural households and farmers in SW-Germany.

D-79283 Bollschweil, Germany

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Nearest airport is 1 hour away in Mulhouse/Bale (and 2 hours from Frankfurt – to the north and 2 hours from Zuerich – towards the southeast).

Time/date:

June 4 – 8, 2012

Arrival date is June 3rd afternoon, departure date is after lunch on Friday June 8th.

Organizers and Trainer Team:

VIPP Core Group

Dr. Hermann J. Tillmann, Dr. Maruja Salas
Partnership Society for VIPP-Practice and Creative Learning

Gomaringenstr. 6
D-72810 Gomaringen
Germany

Website: www.southbound.com.my/vipp/index.html and <http://vipp.wordpress.com/about/>

Registration Fee

800 Euro (eight hundred or equivalent in US \$)

for training fee, VIPP-Manual, CD with base material. Includes also local transfers, lodging in single rooms and full board at the St. Ulrich Monastery Training Center.

We can offer a limited number of partial sponsorships to trainers from social movements, NGOs, networks. We encourage women trainers to apply.

Send Registration to: Timmi Tillmann Tillmann2003@gmx.net



SALAS & TILLMANN PARTNER
VIPP-PRACTICE & CREATIVE LEARNING DESIGN
ETHNOLOGEN & ERWACHSENENBILDNER

Deadline for registration is

April 15, 2012.

Programme TOF 4.- 8. of June 2012

	Morning (8.30 – 12.15)	Afternoon (14.30 – 18.30)	Evening (8 – 9.30)
Monday June 4	<p>Introduction to participants, objectives and program.</p> <p>Different ways of knowing each other.</p> <p>VIPP Wrap up</p>	<p>The intercultural dimension of facilitating group events</p> <p>Self-assessment My own learning goals</p> <p>My Facilitation Experiences</p>	<p>Info-market – visualisation and presentation skills applied to success stories</p>
Tuesday June 5	<p>VIPP-Facilitation Highlights and Concepts</p> <p>Facilitation of key concepts of VIPP</p>	<p>Methodological Reflection (MF)</p> <p>Mountain walk-about (3 hours) in the Black Forest and visit to local farm in the Black Forest</p>	<p>Summary of methodological reflection</p>
Wednesday June 6	<p>Facilitation task – hands on training methods and bottlenecks in training</p>	<p>Standards for good Training and Evaluation scheme</p>	<p>Social event (Local farm restaurant-pub)</p>
Thursday June 7	<p>All I wanted to know about VIPP – Expert interview</p> <p>Requirements/ideas for venues (checklist) and lay out of setup</p> <p>Design of future facilitation tasks</p>	<p>1.15 – 4 pm</p> <p>Guided tour to Freiburg</p>	<p>Presentation of work plans and feedback. Script of the events.</p>
Friday June 8	<p>Local Training Material and Resources for Backstopping and Self-improvement</p> <p>Documentation formats and standards</p> <p>Training events (global, regional, national) and teams</p> <p>Evaluation techniques</p> <p>Final evaluation</p>	<p>Departure after Lunch</p>	