

Alameda County 2017 Workshop Method Process

| Practice in CLEG (14) | Practice in real life (25) | Accountability Partnerships (6) | Practice Work (26) | Feedback (5) | Assessment of Group Functionality (1) |
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| Bring skills into CLEG to practice. | <p>We practice with our actual work scenarios – Steven models and then we rotate facilitation</p> <p>Have more opportunities to practice skills in upcoming training</p> <p>Steve should assign practice exercises to group members in order to stretch their learning (Don't ask - Tell)</p> | "Secret process checker" partner when we are in meetings together | <p>We actively commit to use existing meetings structures to utilize new facilitation processes. We design for the right process by identifying outcomes and the Stacey Model</p> <p>Utilize Ralph Stacey model in meetings that need movement, direction and or clarity.</p> <p>Rational and experiential outcomes – identified at the onset of each meeting with the hopes of moving to a higher functioning group</p> | <p>Receive feedback from group when practicing skills.</p> <p>Provide a feedback form for group that we have facilitated.</p> | <p>Assess COST along the "performance continuum" and link to our internal rubric – what skills to use towards "high functionality"</p> <p>Assessing group's performance continuum status</p> |
| CLEG: Continuing to use consultancy to solve on the ground problems using this as one of our lenses. | <p>Bring in actual work situations and have Steve facilitate</p> <p>Consultation on case studies of real groups and what we can do/ lead</p> | Have an accountability partner within the group to ensure ongoing skills practice | <p>Space to practice at your respective workplace</p> <p>Provide ample opportunities to facilitate – rotating among the group members.</p> | Steve could develop a facilitator evaluation that addresses micro skills. | |
| | Doing it – using real-life scenarios | | Practice during facilitating COST | | |
| Frequent/integrate these skill sets into CLEG/ other county meetings on a more regular basis | Practice skills (in training) immediately after we learn it. | | <p>Bring terminology into all center meetings.</p> <p>Practice Appreciative Inquiry in meetings.</p> <p>Fold opportunities to learn these skills into current groups and meetings.</p> | | |

| Individual Study (5) | Micro Skill Practice (15) | Roll Out Strategy (10) | Peer Learning (11) | Steve Preparing Group (0) | Videotaping (4) | Steve's Resources (12) |
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| <p>Individually - review of the materials a few times a year to refresh on my own.</p> <p>Study the materials to prepare to be better facilitator</p> | <p>Pick a skills to practice before facilitation. Self reflect afterwards or reflect with another colleague</p> | <p>Focus more on the skill and less on jargon – explain jargon to those who haven't taken the training.</p> <p>Schedule future modules Tuesday – Thursday</p> | <p>Group functions as a PLC to continue dialog for skills development</p> <p>Share with colleagues facilitator skills being practices to support skill development</p> | <p>Steve send out: what we did; what we are going to do; homework</p> | <p>Videotape ourselves facilitating a group and getting feedback</p> | <p>Using examples/media resources – visual demonstration of skills (include on website)</p> |
| <p>Visit the website</p> | <p>Pick a micro skill and practice it for a week or a month</p> | <p>Have training review in summer</p> | <p>Train members of a group on some of the skills</p> | | | <p>Steve models skills for us in upcoming training</p> |
| <p>Individually study these skills with the goal of honing the practice</p> | <p>Write down 3-5 micro skills you plan to use while facilitating</p> | <p>People trained get together and talk about what works, what do they want to try across the board and how do we want to inform those not involved</p> | <p>REACH get together of trainers</p> | | | <p>More demos/ role plays with debrief</p> <p>Visual – seeing others do it (modules, people in workshop)</p> |
| | <p>Making sure that rational & experiential outcomes are part of every meeting.</p> | | | | | |