

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)
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)
<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>					