

Facilitators Exchange

Your quarterly guide to Facilitators and Facilitation in USACE

Volume 10 • Spring Issue • 2015

Welcome to the tenth issue of the Facilitators' Exchange Newsletter. It is your guide to all things facilitation related within the U.S. Army Corps of Engineers. You may find additional information at the Facilitators' Exchange webpage—<http://corpslakes.usace.army.mil/employees/facilitator/facilitator.cfm>. The newsletter is intended to share information on facilitation webinars, case studies, process tools, facilitation resources, training opportunities, USACE facilitators and professional facilitation organizations. The Exchange is sponsored by Ms. Ada Benavides of the Civil Works Directorate.



Upcoming Webinar: 19 August 2015 at 1:00 pm Central

Our next exchange webinar will be on “Facilitating a Conceptual Model for Interacting Multiple Stressor Events”. The speakers will be Ms. Swathi Veeravalli, a Physical Scientist at the Geospatial Research Laboratory, ERDC and Ms. Angela Rhodes, an Urban Planner with the Construction Engineering Research Lab, ERDC. See the Webinar Presenters section in this newsletter for more information on Swathi and Angela and the exciting international work they are doing to promote a better understanding of natural resources/climate variability on people with an emphasis on natural disasters and peacekeeping. The Call in/Web In, Access, and Security Codes are: 888-273-3658/8882733658, 2069467, and 4321. Your co-hosts will be Courtney Chambers and Julie Marcy, ERDC-EL. If you have ideas for future webinar Topics or speakers, please provide them to Julie.B.Marcy@usace.army.mil.



April 2015 Wildflowers & Equines in the Texas Hill Country



**US Army Corps
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ERDC

Engineer Research and
Development Center



Facilitation Webinar Presenters: Swathi Veeravalli and Angela Rhodes

Swathi is an interdisciplinary research scientist at ERDC GRL in Virginia. She focuses on developing the capability to better understand the impact of climate variability upon humans and their environment. This includes innovative solutions to complex problems using collaborative problem solving and strategic thinking across various disciplines. She has worked and traveled in over 68 countries.

Swathi Veeravalli and Angela Rhodes



Angela is an urban planner at ERDC CERL in Illinois. She works on municipal and federal planning and does basic and applied social science research on Stability Operations and Disaster Response supporting Army installations and Commands.

What Facilitation Resources Have You Used?:

Assistance received in organizing a facilitated roundtable discussion with the NATO certified Center for Excellence in Crisis Management Disaster Response. See <http://cmdrcoe.org/home>. Currently conducting facilitated discussions for AFRICOM for engagements in Senegal and Ethiopia. See <http://www.africom.mil/>.

Differences in Facilitated and Non-Facilitated Sessions You've Seen: Facilitated discussion is useful for eliciting participant engagement; providing a level-playing field whereby all participants feel comfortable engaging in what is otherwise "uncomfortable knowledge discourse" (Rayner 2012) discussions. They are extremely useful when participants have both different levels of subject knowledge, as well as, diverse experiences and language backgrounds. Thus, the combinations of these factors are extremely useful for deploying facilitated discussions for OCONUS engagements. Our goal specifically is to foster a community of interest (in specific countries and regions) whereby participants understand the impacts that climate and environmental security have upon human security, and simultaneously become aware of various tools and other science and technologies that may help them negotiate environmental and climate insecurities.

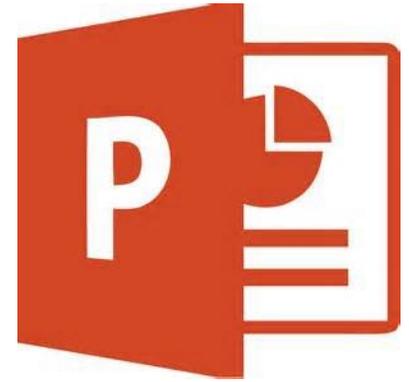
Advise for Others Seeking Facilitation Assistance: We are relatively new to facilitated discussions and seek to learn from peers who have more experience. Additionally, we hope to speak about our OCONUS experiences and demonstrate our lessons learned.

Note: Swathi and Angela have been applying their methodology in support of global peacekeeping operations, but their processes and lessons learned can be useful for Civil Works projects dealing with climate change, natural disaster response, and stakeholders of diverse cultures and interests.

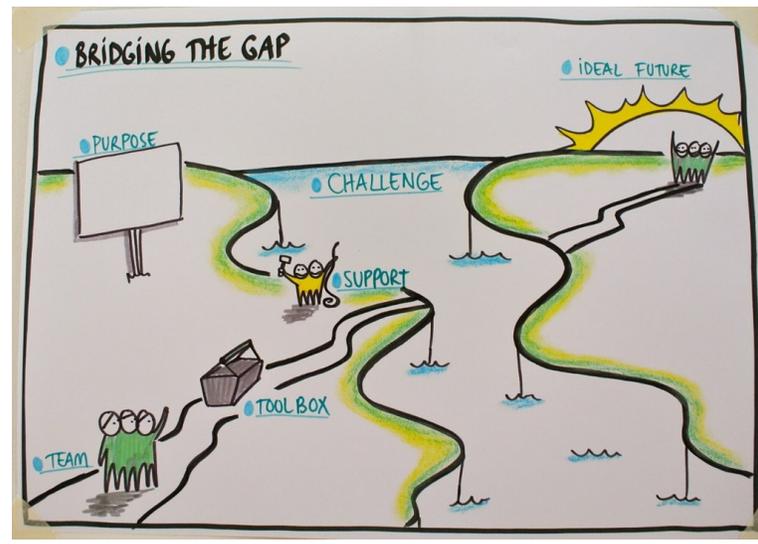
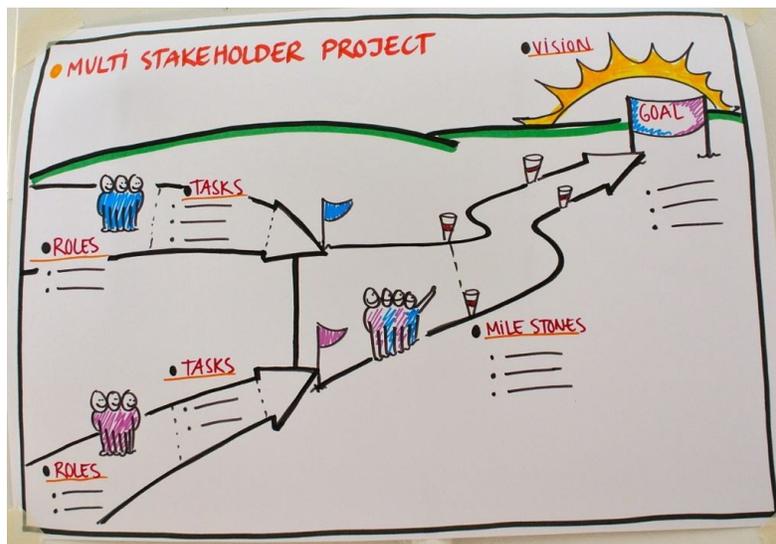


Process Prompt:

Create a Whiteboard In Powerpoint: This article in Presentation Expert by Taylor Croonquist describes how to make presentations more interactive by scribbling notes on slides. This includes “pen inking” mode and selecting a whiteboard or blackboard, along with tips for saving the work you create in this interactive mode. See <http://www.presentationxpert.com/create-a-whiteboard-in-powerpoint-using-these-shortcuts> for more detailed information.



One year ago, we enjoyed a great webinar on Graphic Facilitation by Eileen Takata. If you have been interested in trying this but needed a little boost, check out some templates by Anne Madsen at <http://www.imagethink.net/imagethink-2/graphic-facilitation-templates/>. Two examples are shown below:



Relevant Resource:

Overcoming Obstacles to Scenario Planning:

This June 2015 article by Drew Erdmann, Bernardo Sichel, and Luk Yeung in McKinsey and Company provides some great tips for improving future scenario/future alternatives planning sessions. This includes 5 Do's and Don'ts, 5 What to Avoids, and a discussion of inherent bias. One challenge includes that “attempting to quantify what is intrinsically uncertain often leads to over scrutiny and analysis paralysis. Low-probability events can also easily be dismissed as outliers or overemphasized, creating a false sense of precision. Assigning low-probability events excessive weight, or completely ignoring them, is a phenomenon called probability neglect”. You may read more or download the full article at http://www.mckinsey.com/insights/strategy/Overcoming_obstacles_to_effective_scenario_planning?cid=other-eml-nsf-mip-mck-oth-1506.





Proficiency Pick:

Summer Institute for Intercultural Communication.

The 39th annual Summer Institute for Intercultural Communication (SIIC) will be held July 13-24, 2015, at Reed College in Portland, Oregon. Fifty-two different workshops ranging from 1-5 days in length are offered. Topics include: Facilitating Intercultural Competence, Embracing Intercultural Engagement, and Navigating Intercultural and Intergroup Conflict Communication.

You may find additional information about the classes and registration at: http://www.intercultural.org/siic_schedule.php.



Attendees at an ERDC Environmental Lab workshop to streamline Contracting procedures. Some good ideas generated were immediately implemented and others contained in a white paper are undergoing final review.



Members of an ERDC Leadership Development team who recently completed 1-day training on "Facilitation for Innovative Solutions".

Find A Facilitator

Are you an experienced Corps facilitator? If so, please add yourself to our facilitator database at: <http://corpslakes.usace.army.mil/employees/facilitator/find.cfm>.

Please send your facilitation case studies, photos and newsletter/webinar ideas to Julie.B.Marcy@usace.army.mil.