

Facilitators Exchange

Your quarterly guide to Facilitators and Facilitation in USACE

Volume 6 • Spring Issue • 2014

Welcome to the sixth 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: 7 May 2014 at 1:00 pm Central

Our next Exchange webinar will be on Graphic Facilitation with Eileen Takata, Watershed Program Manager, Los Angeles District. See Fellow Facilitator section in this newsletter for more information on Eileen and her very diverse professional background. Eileen will discuss how graphic tools can help communicate complex issues and lead groups toward a common goal. The Call in/Web In, Access, and Security Codes are: 888-273-3658, 2069467, and 4321. Your co-hosts will be Courtney Chambers and Julie Marcy, ERDC-EL. You may access archives of past webinars at: <http://corpslakes.usace.army.mil/employees/facilitator/exchange.cfm?Option=ArchiveSchedule&CoP=facilitator>. If you have ideas for future webinar topics, please provide them to Julie.B.Marcy@usace.army.mil.



Azaleas in Julie's yard in Vicksburg, MS.



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Eileen and son Seth.



Fellow Facilitator: Eileen Takata

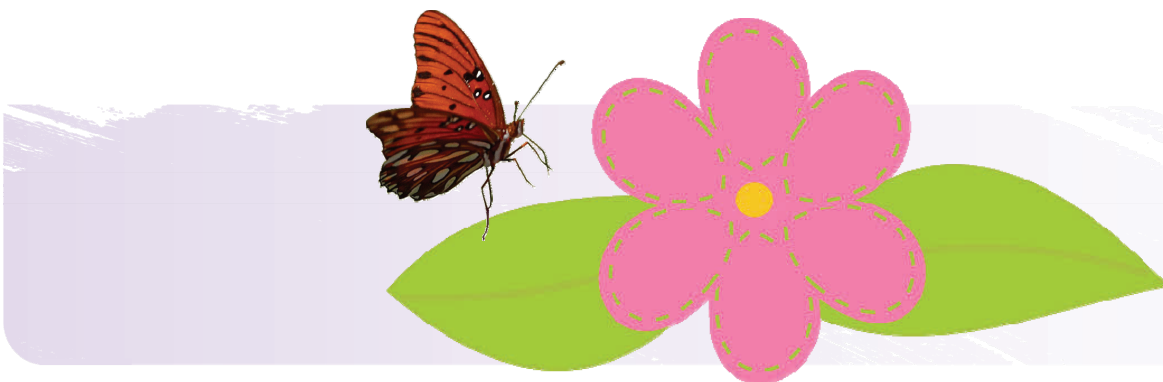
Eileen is the Watershed Program Manager for the Los Angeles District, Plan Formulation Branch, Watershed Planning section. Eileen looks for opportunities to integrate the Corps and stakeholders to reach mutual watershed and national goals, and to further collaborative and creative processes to solve problems. She has been a facilitator for 15 years.

Work Examples: She is working with the Institute for Water Resources – Conflict Resolution & Public Participation Center of Expertise (IWR CPCX) on the National Flood Risk Management’s Public Involvement Pilots to increase 2-way public engagement in risk communication. And, she is working with IWR to implement a Corps-wide stakeholder process in support of HQ’s Watershed Budgeting Pilot Program.

Facilitation Examples: Watershed planning (stakeholders/public visioning & agency technical review committees), visioning workshops (land use, historic buildings, re-use, environmental restoration, river master planning); SWOT (strengths, weaknesses, opportunities and threats) workshops; organizational development; non-profit development; site planning and design charettes; and SMART planning charettes.

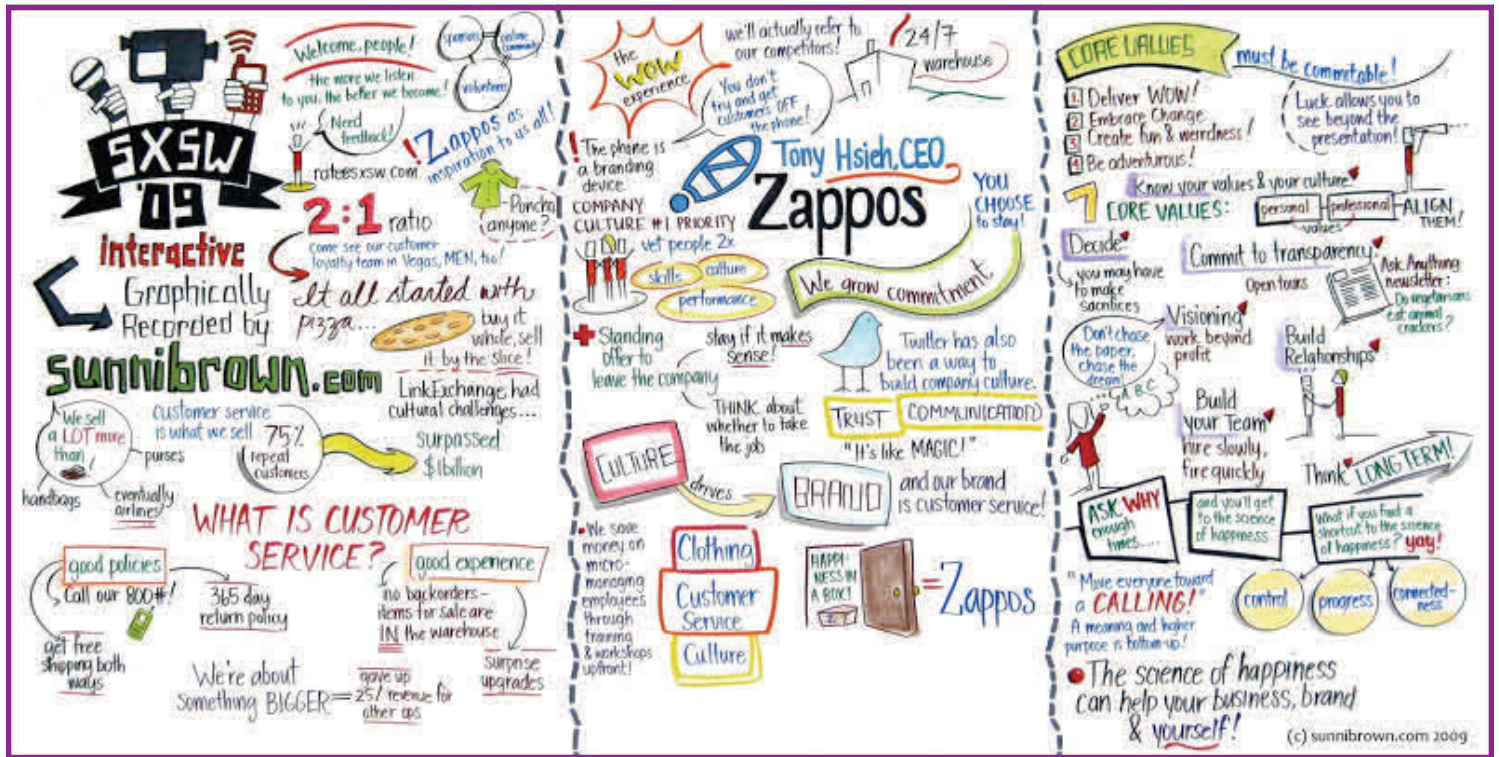
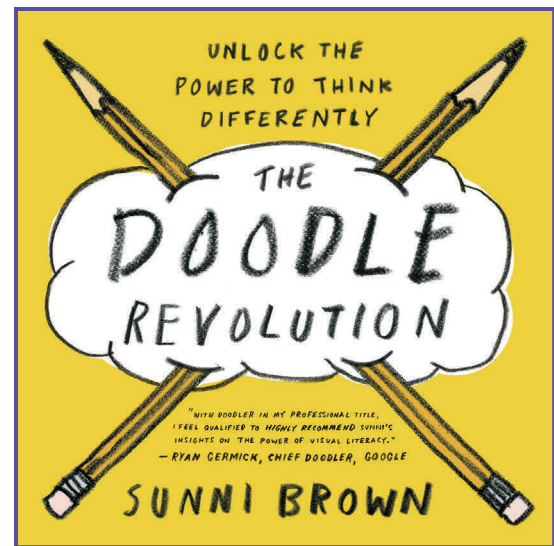
Effective Facilitation Process/Tool: “Flip chart” at every meeting. This is to record decisions, do-outs, and diagram process for shared understanding. I’m currently really into the new book, *The Doodle Revolution* by Sunni Brown. I truly believe you can resolve every issue with graphic facilitation. See <http://sunnibrown.com/doodlerevolution/>. Also, the International Forum of Visual Practitioners has great resources on learning more about this field.

Advice for New Facilitators: Do your homework and define the “envelope” in which you’re working. In an interest-based negotiation, what option(s) are there that the two or more extreme viewpoints can’t live without? Actually meet with or at least call the “sponsor” (responsible party), then pick the most extreme other viewpoints (e.g., environmental group and developer), and ask them, What do you really want out of this? What can’t you live with? And, get a sense of what the realm of options really are. Mapping the options for spatial relationships is highly recommended. You’ll be surprised at how quickly you can get to “yes” when everyone agrees on a map, what should go where. At the Corps, that is what some of us are in the business of doing—planning what activity should happen where.



Process Prompt:

In keeping with our Spring webinar topic of Graphic Facilitation, a book that may interest you (and endorsed by Eileen Takata) is *The Doodle Revolution—Unlock the Power to Think Differently* by Sunni Brown. In this book, the author introduces the concepts of “infodoodling” which transforms “data, information and conversation into a more rich, immersive representative of itself”. Brown encourages readers to refuse the concept that doodling is mindless and shows how it can be used to collectively produce creative outputs. You may view a TED talk by Sunni Brown discussing this at: http://www.ted.com/talks/sunni_brown.



An example of graphic facilitation by Sunni Brown

Relevant Resource:

The Deloitte Millennial Survey released in January 2014 provides insights on challenges for business leaders to meet the expectations of the millennial generation (born 1980-2000). Millennials are expected to comprise 75% of the global workforce by 2025. The study shares that this group looks for businesses that foster innovation, help them develop skills (technical and leadership), and make a positive contribution to society. Cited social areas of greatest concern to millennials are : resource scarcity, climate change and income inequality. In addition to working for an ethical business, Generation Yers want government and other business to address these societal needs. You may download the report at: <http://www2.deloitte.com/global/en/pages/about-deloitte/articles/2014-millennial-survey-positive-impact.html>.

Deloitte.

Big demands and high expectations
The Deloitte Millennial Survey

January 2014
Executive summary



Note that Deloitte used a graphic facilitator to discuss this report at Davos, Switzerland.



Proficiency Pick:

The Center for Graphic Facilitation—

<http://graphicfacilitation.blogspot.com/pages/>

Is a great resource for learning more about this specialized facilitation skill. The main site is composed in blog fashion and contains many tips and links for videos, books, webinars, and training opportunities related to graphic facilitation. Accessing links listed under the Categories section on the left side of the page will help you refine a search for information. Examples include information on Shift-It graphics training, a list of graphic facilitators in the US and abroad, and a video showing an graphic artist interpreting a morning newscast on NBC's Today Show. Also note that organizations such as the International Association of Facilitators (IAF) offer training in graphic facilitation. Another good resource is a 5-minute video on YouTube on Learning Graphic Facilitation—7 Elements by Bigger Picture at: <http://www.youtube.com/watch?v=S5DJC6LaOC1>.

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.



I recently had the opportunity to facilitate a workshop for Laurie Kwiedorowicz of the Army CYBERCOM. The session was held in the lovely community center at Ft Meade in Maryland pictured here. We met on a cold and blustery day, but this is what it will look like soon. Those of you who attended our 2-day Fundamentals training in DC at HQUSACE may remember Laurie.



A recent gathering of scientists from US Bureau of Reclamation and ERDC collaborating on sustainable infrastructure, ecohydraulics, invasive species and tech transfer. Jointly facilitated by Courtney Chambers, Dinah McComas and Julie Marcy.