

## Training Workshops



### \* NEW \* Creative Leadership: What if we really are all in this together?

*Something happens when you go beyond theory and find new responses to the challenges of life. You find new ways to connect: to your own power, to other people, and to new ways of thinking. When you're able to do this with confidence (even in the face of uncertainty) you're more able to bring others along with you. That's leadership!*

**Have bolder conversations** - Almost everyone is dealing with challenging people. It's easy to avoid difficult conversations or just play safe in them. By choosing to engage more creatively, you can get unstuck and make

breakthroughs together.

**Reflect more deeply** - It's easy to slide into workaholic patterns. The pressure to achieve more from less means you miss the wood for the trees. By slowing down and opening up dialogue, you'll be surprised by what you learn. You might even find you become more efficient as well as more creative.

**Engage the resistance** - It's easy to dance around difficulties, the people and tasks that frustrate and distress. But if you can change your relationship to these things, you can find ways to grow instead of feeling stuck.

**Staying alive** - Efforts to make organisations efficient often underestimate what keeps them alive - the human beings working there, in all their complexity. If we can live with our own quirks, and those of others, we can create a more lively organisation.



### Creative Facilitation: Bring your meetings to life



*It's in meetings that you create your culture. Do you want to have meetings in which everyone is challenged, surprised and engaged? This workshop covers creative, active and engaging ways of getting more from people at meetings.*

**The role of the facilitator in the group** - How to let the group do the work. Avoiding the mistakes that traditional education teaches us about how people share and learn.

**Connecting people and ideas** - How to create an environment of open-ness and trust, and getting people to work together.

**Participatory approaches** - Ways of sharing information, gathering ideas, and making decisions that helps a group connect and engage with the content.

## Creative Facilitation: Community engagement that is, a-hem, engaging

Community engagement can be fraught, with differing expectations and opinions, and large groups of people all wanting to be heard. This workshop looks at ways of getting people talking with each other, sharing experiences, knowledge and opinions. It also focuses on how room set-up and the processes you choose can affect people's experience and capacity to express their opinions.

**Sharing knowledge and experiences** – Efficient and effective ways of getting people talking with each other, including World Café Lite 'unconference' approaches.

**Beyond Words** - Using photos, action and story.

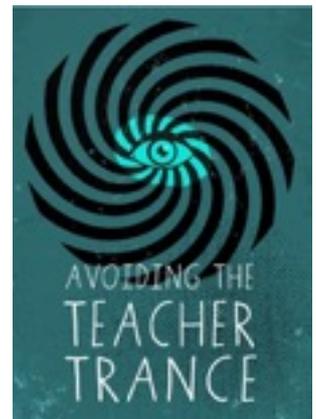
## Creative Facilitation: Planning that doesn't suck

Planning can be tough, just the language can be confusing, let alone all the different types of plans. In this workshop we cut through the planning jargon and use approaches that make it easy for a group to decide what to do, and importantly, what not to do.

**Beyond planning jargon** – Skip all the language and barriers and go straight to the heart of planning.

**What do you mean?** – Ways of clarifying and exploring different perspectives.

**Lights, camera, ACTION!** – Making choices, making decisions and getting to action.



## Creative Facilitation: Performing as a facilitator

*When leading or facilitating groups, the group is important, but what about you? How do you deal with challenges, stage fright, a crisis of confidence? This is a paradox of facilitation - you are there to serve the group but who's looking after you?*

*Facilitating can be hard work. Knowing a whole lot of processes is important, but not enough. Being able to hold your line in the face of challenges - your own and from the group - is an important skill to develop.*

**Power, Status, Rank and Esteem** - What do all these mean? Why do they matter? What you can change, and what you can't.

**The Tyrannies** - Ever felt that you're not good enough, not trying hard enough, or don't have enough information? You might be being held hostage by one of the tyrannies.

**Action Storming** - After a difficult encounter have you ever thought to yourself "Oh, I wish I'd said/done that"? Action storming uses rapid-fire iteration to try out different approaches. It can be surprising what difference just a small shift can make.

**Improvising** - When you have to throw away the plan, for whatever reason, you may have to improvise. This is not the same as 'winging it' - you can be well prepared to improvise! We'll explore the principles that underpin improvisation and ways you can use them.

## About Viv McWaters

With a background in the natural sciences and the arts, I am able to bring the best of both worlds



to my work. I love to play with ideas, and with how we work and approach difficult and complex situations. My broad-based background spans the agriculture, forestry, conservation, community development, media, and humanitarian aid sectors – as does my education. I studied agricultural science at Longerenong Agricultural College, and have a Bachelor of Arts in Media Studies from RMIT University, and a Masters in Applied Science (Agriculture and Rural Development) from the University of Western Sydney. I have worked in more than 35 different countries, delivering a range of facilitation and related training programs. I draw on a wide suite of techniques and approaches including Technology of Participation (ToP), Open Space Technology, action methods, participatory evaluation and applied improvisation. There's more on my web sites: [www.vivmcwaters.com.au](http://www.vivmcwaters.com.au) (blog) and [www.creativefacilitation.com](http://www.creativefacilitation.com)



### About Johnnie Moore



Some call what I do the “soft” skills... or the “touchy feely” stuff. I prefer to think I can combine a certain amount of business logic with an appreciation of the ability of humans to surprise and amaze us. I graduated from Oxford with a degree in Philosophy and Economics, and worked as a speechwriter to Lord Sainsbury before going into advertising - first as a copywriter, later as a planner. For the last 15 years I have worked as a facilitator, ranging from one-to-one coaching through small teams to conferences of 300 plus participants. I've worked in the UK Europe, Africa, Asia, Australasia and North America. There's more on my website [www.johnniemoore.com](http://www.johnniemoore.com) and also [creativefacilitation.com](http://creativefacilitation.com)

### What others say

*“The two workshops I attended with Viv were a real eye-opener to some of key creative techniques for engaging communities effectively on key social issues. This training should be a must to those involved in policy-making.”*

Dr. Elodie Le Gal, Australian Centre for Agriculture and Law,  
University of New England, Armidale, NSW

*“During your facilitation training sessions the participants are captivated by the continuous transfer of energy and ideas, inspired by your creativity, playfulness and the way you engage the participants in deep reflection on things that through traditional methods and techniques would be hard to identify, learn or talk about. You have an amazing gift to transform and inspire people who participate in your workshops.”*

Roxana Oana, World Vision Bangladesh

*“Without a doubt, Johnnie and Viv gave me the most precious resources I have ever had to foster deep collaboration, creativity and results in teams. What they imparted went beyond skills to encompass the spirit and ethos of great facilitation. Fun, powerful and life-changing!”*

Lai Wan Chung, Learning & Development Director, Asia, Rentokil-Initial PLC

*“I've learned pretty much everything I know about creative facilitation from Johnnie over the years. His approach to training is intelligent, fun and very engaging. Highly recommended.”*

Roland Harwood, co-founder, 100%Open

### Start now

*“It's a terrible thing, I think, in life to wait until you're ready... There is only now. And you may as well do it now. Generally speaking, now is as good a time as any.”*

Hugh Laurie

Let's take the next step together.

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