



Moderation: Facilitation and Program Design

14 – 26 April 2024

Gummersbach, Germany

Abstract

OBJECTIVE

In this seminar, we're on a mission to transform liberal events, and to equip the people behind these events to combine their own personal approach with the practical design and facilitation skills needed to make every gathering they are involved with extraordinary.

This is especially important because we know that liberal organisations often utilise different types of gatherings – whether training sessions, seminars, discussions, conferences, workshops, special meetings, rallies or other types of political events – to communicate their values and message, thereby inspiring and enabling communities of people towards a freer world.

Sadly, far too often though, attendees of events report back that they experience these events as boring, overly hierarchical, passive, irrelevant or uninspiring, and that individuals who should be active participants, are reduced to passive consumers.

For us, liberal events have the potential to create a temporary alternate world in which participants do not just engage on liberal topics, but in which they have an experience of what a liberal world is because of how the event feels.

This feeling is enabled through the deliberate use of innovative, participatory methodologies and platforms, and through an engagement that is attentive, choiceful, open and relational. In this seminar, we will explore what it takes – in way of being, in skill, in approach, and in methodology – to create events that are designed to be and feel truly liberal, creating an experience that inspires and transforms its participants, and thereby also changing our world.

TOPICS

Because facilitation and gathering design requires a skilful combination of **doing** certain things very well *and* **being** a certain way, this seminar will engage participants on two levels:

1. The *Being* of Facilitation: Here, we will explore your unique facilitation Way of Being, including your sense of purpose, values, the skill of connecting with team members and stakeholders, and the ability to build quality, empathy-based relationships, while continuously cultivating your own self-awareness as a facilitator.
2. The *Doing* of Facilitation: Here, we will deepen your understanding of programme design and facilitation in order to be more successful at organising and implementing innovative, relevant

and meaningful events in your organisation. We will work to practically expand each participant's skills toolbox, exploring and trying out a variety of methodologies, approaches and platforms.

Specifically, through the lens of both *being* and *doing*, participants will:

- Explore their own sense of purpose and values, and investigate what that means for them as a facilitator and the way they facilitate;
- Understand the importance of creating a container in which participants feel safe, valued and connected, and explore ways in which to do this best in their own contexts;
- Learn ways to create an environment in which everyone can think at their best;
- Deeply consider what it means to design, host and facilitate an event that is experienced as liberal by participants or guests, and work together to explore methodologies, formats and ways of being that enable this type of event;
- Explore and try out different methodologies and platforms, aimed at optimising both in-person and online events, and work with ways to combine methods and approaches to enable unique, liberal event experiences;
- Think through the entire cycle of designing an event, understanding fully what opportunities and challenges they face before, during and after gatherings;
- Utilise empathy-based tools to understand the perspective and journey of their participants;
- Support one another to deal with common challenging facilitation scenarios and dilemmas;
- Gain practical guidelines and tips to strengthen their facilitation practice, including exploring event trends, modern practices, scripting methods, and ways to evaluate impact and learning after events;

and,

- Share best practice and experiences with each other about innovations, learnings, successes, ideas and challenges in their organisations and regions, as well as receive input from experts.

TARGET GROUP

This seminar is aimed at public representatives, staff members, volunteers or members of liberal NGOs, Political Parties, Networks and Think Tanks who are actively involved with, or responsible for the design, planning, facilitation and implementation of liberal, organisational events. Some experience in facilitation or event design is strongly encouraged as a pre-requisite for participating in this seminar.

METHODOLOGY

The seminar is designed to be fully experiential and deeply participatory. Theory, methodologies and practices will be shared in different ways, showcasing the depth and potential of methodology and facilitation in action. Participants will have ample opportunity to work on their own organisational events throughout, and to try methods and approaches out themselves, regularly receiving feedback, and reflecting on these experiences during the course of the seminar.

Facilitators



Marike Groenewald

Marike Groenewald is the founder of Anew, an organisational and leadership development consultancy based in Cape Town, South Africa. Holding a Masters Degree in Law, Marike has pursued a career as a developer of people and facilitator over many years, and in various organisations. She was until 2015 employed by a political party as the Executive Director of Development and Learning. In this role, Marike was responsible for the development and learning needs of almost 700 members of staff and nearly 2000 public representatives. In November 2016, Marike graduated as an Ontological Coach through Australia's Newfield Institute. Marike's professional focus, interest and experience lie in the fields of leadership development, specialist and niche leadership programme design and consulting, organisational change, advanced personal and team development, facilitation and coaching. Marike is an accredited facilitator of the Thinking Environment and is passionate about creating a space where individuals can think at their best, and for themselves with ease, courage and freedom. In 2015, Marike was selected as one of the Mail and Guardian's 200 young South Africans. She is a fellow of the 2016 Westerwelle Foundation's Young Founders Programme and in 2018 Marike presented a TEDx talk in Germany on courage. Marike works with leaders, start-ups, political parties, think tanks, NGOs, and companies around the world and regularly facilitates seminars at the International Academy for Leadership in Germany.



Clinton du Preez

Clinton discovered his passion for developing teams and individuals at the Democratic Alliance (DA), South Africa's Official Opposition. Working in the Party's Development and Learning Department for a couple of years, Clinton designed and implemented development opportunities for public representatives (from local Councillors to Members of Parliament) to staff members of the Party (ranging from Call Centre Agents to Senior Executive Directors). In 2018 he was appointed the Deputy National Campaign Manager: Training for the Party's 2019 general election campaign. In this role, he was responsible for driving the systematic recruitment and training of over 50 000 party volunteers across the country, and training the Party's top political leaders in debates and media interviews. Clinton is currently based in Cape Town as an associate at Anew, an organisational and people development consultancy. Having designed and facilitated a number of Design Thinking workshops over the years, Clinton honed his Design Thinking facilitation skills through the Design Thinkers Academy in Amsterdam in 2020. Drawing on his experience, therefore, in politics, leadership development and Design Thinking, he works with NGOs, political parties, government institutions and companies across the world, focusing on strategy, capacity building, team development and strengthening structures. He also regularly facilitates seminars at the International Academy for Leadership in Gumpersbach, Germany.

The Foundation

We, the Friedrich Naumann Foundation for Freedom, promote individual liberty, free and open societies and free markets in Germany and throughout the world. To us freedom is the guiding principle in policy making. We believe that free and open societies are the only societies that allow human beings to decide for themselves what is best, to develop their full potential and to pursue their dreams. This is what we mean when we claim to value human dignity. And it is freedom that produces prosperity. Together with our counterparts – who all share a similar set of values – we support initiatives in Germany and abroad that serve to enhance respect for the rule of law, private property and human rights, that foster tolerance and that strengthen economic freedom rights and democracy.

The programmes of the Foundation's International Academy for Leadership (IAF) form an integral part of our international work and offer Liberals from all parts of the world opportunities to engage in dialogue, an exchange of ideas, networking and mutual cooperation. We aim to inspire.

Venue: **International Academy for Leadership (IAF)**
Theodor-Heuss-Straße 26
51645 Gummersbach
Germany

Language: English

Registration: **12 January 2024**

Registration fee: 270.00 €

