

## Regenerate Session Facilitating Tips

- Three best things – focus on the best thing, most interested right now
- Include exercises for self reflection – like what stresses, interests, joy, happiness
- Explain the strengths, weaknesses
- The sandwich – good – needs work –good
- Guide to goal
- Finding commonality
- Listen, wait for inspiration, then proceed from there
- Something enjoyable to make it fun
- For the start of the consultation have the group list all the positives, best possible outcome and possible worst outcomes
- Emphasize the aim towards positive after acknowledging fears of worst outcome
- 5 – 1 ratio
- Speak out positive verbally
- At the start of a session ask the individuals of the group to list three things they want me to know about you
- Note out loud if you learned about their values or not
- Organized way to split people into groups
- Ice breakers are helpful to create an initial connection
- Personality tests are helpful, ie Myers Brigg, color, enneagram etc.
- Connecting groups that have something in common
- Have groups review info, shared knowledge gained and talk about how people feel afterward
- Interactive activities to bring energy into groups and connect people on a topic outside of the topic that is in focus
- Making sure all are heard – sharing the air
- Making sure plenty of choice are available
- Making sure all have opportunity to speak (not letting a few have the only voice)
- Be aware/make space/attention to inclusion of people with different dynamics
- Encouraging others to speak up
- Hands on learning
- Equality of ideas
- Relevant
- Foster trust
- Good knowledge of the subject
- Bring together multiple ideas
- Norms for the meeting
- Structure
- Refocus on the topic
- Voices – all allowed
- Talking stone or stick
- Silent spaces
- Respecting differences, cultures, tolerances etc.
- Make it fun
- Joy

- The opening at the beginning women farmers HMI event going around the opening circle where people share their accomplishments and hardships. It was powerful and moving. It was limited to about one minute per person
- Coming out of the Ranching For Profit board meetings the facilitator would bounce back the ideas and statements of the group which helped the group see things in perspective and more clearly
- Don't get distracted as a facilitator
- Create structure for group sharing
- Set expectations, set objectives for bigger goal
- Create and inspire confidence, empowering people to know their own potential
- Inclusion of all participants; identifying people in group whose voices need to be honored and are not being heard for whatever reason
- Give people a chance for non-verbal, anonymous communication
- Express gratitude for each contribution
- Make it fun
- Invite an orange
- Make sure everyone is heard
- Establish basic guidelines for group operations – respect and expectations
- Clear definition of the Challenge – framing it as a positive
- Create a sense of mission
- Don't be afraid to be open minded
- Fail forward fast
- Keep notes that everyone can see
- Putting limits on people's time – coax people who are quiet and "limit" people who speak a lot
- Come early and meet people- ice breaking to establish personal and group comfort levels.
- Build container – begin with exercise that allows people to get comfortable
- Break up into small groups
- Introduce a new friend to the full group
- Present agenda in advance and throughout
- Work with group when agenda changes
- Set ground rules and keep them visible
- Let people know how they can take care of each other and themselves
- A good listener
- A good speller
- An understanding
- Allows participants to speak without disturbing
- Are both sides willing to look for a solution? What now, if not?
- Active listening
- Commonality
- Capturing (solar) energy
- At the core it is about engaging one another and upping the energy

More pieces to add from me

EGG

## Don Greens dimensions of effective teams

### Flexibility

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