Academic year: 2019-2020

FACILITATION METHODS AND THEORY

Place: ICTA

Theories and practices for working with/in groups in a degrowth context.

Instructors:

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Support: Filka Sekulova/ICTA

Objectives

● Students get familiar with four fields of group work such as: group cohesion, decision-making process, collective intelligence and emotional/conflict resolution work;
● Explore varied methods for inclusive and effective organization and decision-making in groups;
● Explore and practice working with emotions emerging at the level of the group;
● Learn and practice methods for reaching to (or using) collective wisdom, or methods for co-creation

Structure

The course will consist of four classes, 2.5 hours each. Each class will involve a mixing of teaching, discussion and group work. To participate in class, you would need to be present and open to explore a number of practices both individual and collectively. Physical presence is mandatory for following the class and obtaining the final grades. Suggested literature is background reading and is not a prerequisite for joining the class.

2. Exam

The exam will consist of putting into practice one (element) of the methods for decision-making, creative exploration or emotional management explored during the classes - at group or individual level - and sending a short report to the class instructors, evaluating the experience and the methodology.
PROGRAM OUTLINE

Class 1. April 1st, 15.00-17.30 Groups as living systems and group cohesion

We will introduce the idea of field group and the different levels operating in the groups, the frame of groups and organizations as living systems with the concept of self-emergency and feedback loops as key concepts to understand complex group dynamics. We will introduce a first approach to cohesion and a tool to develop it within groups.


Class 2. April 15th, 15.00-17.30 Power and privileges dynamics within the group.

What are the main power dynamics enacting in the groups? Personal power vs social power. Raising awareness about our privileges and how we are using them.

- Diamond, Julie. Power. A user's guide. 2018

Class 3. April 22nd, 15.00-17.30 Collective intelligence.

Practical session with different tools on how to manage and make emerge the collective intelligence in a group.

- Art of hosting document. (attached)

Class 4. April 29th, 15.00-17.30 Dealing with emotions.

This session will be largely based on the practice and theory of deep ecology, as developed by Joanna Macy who offers a set of valuable techniques to work/deal with the emotions that emerge and thrive in the context of the multiple planetary crisis we experience (ecological, economic, democratic, political). We will explore the ways to open to the interdependency which sustains life while submerged in a utilitarian model that promotes separation and disconnection from one another and the world.


- Capra, Fritjof. The web of life. Anchor, 1996. (Recommended)