

# **Group Facilitation**

Some Principles:

- Let people have control because they have had so little control
- Propose ground rules, but ask for input and moderate as needed
- Present a framework for the session; ask for input.
- Provide information as to how a conversation would go
- State the goal: expressed posture of humility to learn about/through their experiences. Respect for their experience/decisions/opinions clearly stated.
- Conclude with feedback as to how the Outreach/Reconciliation Office and the Center should respond.

Some Guidelines:

- Introduce self, state common values – be as clear and up front as possible. Model the way you would like each person to introduce themselves. Ask what compelled them to be present to the session and what they hope for through the session. Allow 15 minutes for this.
- Have a stated time frame
- Be able to listen attentively. Create access points for others if one person dominates or others say little or nothing.
- Affirm that each and every voice is equally important.
- Be able to paraphrase and “repeat back”
  - Repeat back
  - Repeat back naming the themes
  - Draw the conversation to the next step
- Read the different issues in the group. Which issue surfaces strongest?
- Get the group to summarize toward the end of the session
- Be sure to take notes after the session
- Allow 10-15 minutes to conclude