

Workshop: Coordinating a national partnership: Role of the coordinator and useful coordinating skills

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Girls Not Brides workshop for members:
Strengthening national collaboration to
end child marriage

Istanbul, 11 – 13 February 2013



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Workshop Agenda

- Introductions
- Discussion about Facilitative Leadership
- Focus on:
 - Inspiring a Shared Vision
 - Designing a Pathway to Action
 - Who to Involve, How to Decide?
 - Facilitating Agreement
- Reflection and Closure



What does it mean to be a 'Facilitative Leader'?

- Definitions
- Experiences
- Reflections
- Questions



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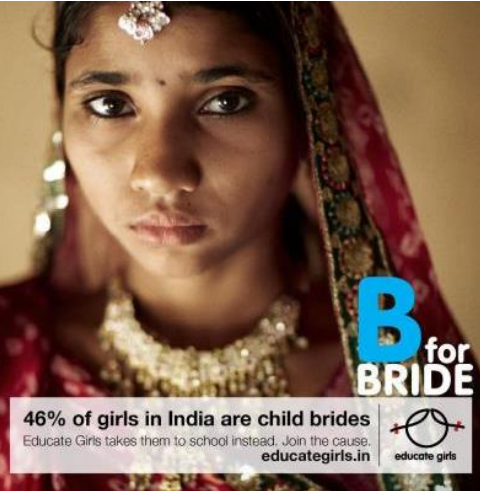
What does it mean to inspire a shared vision?



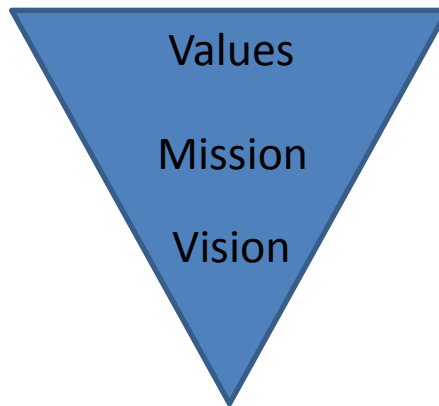
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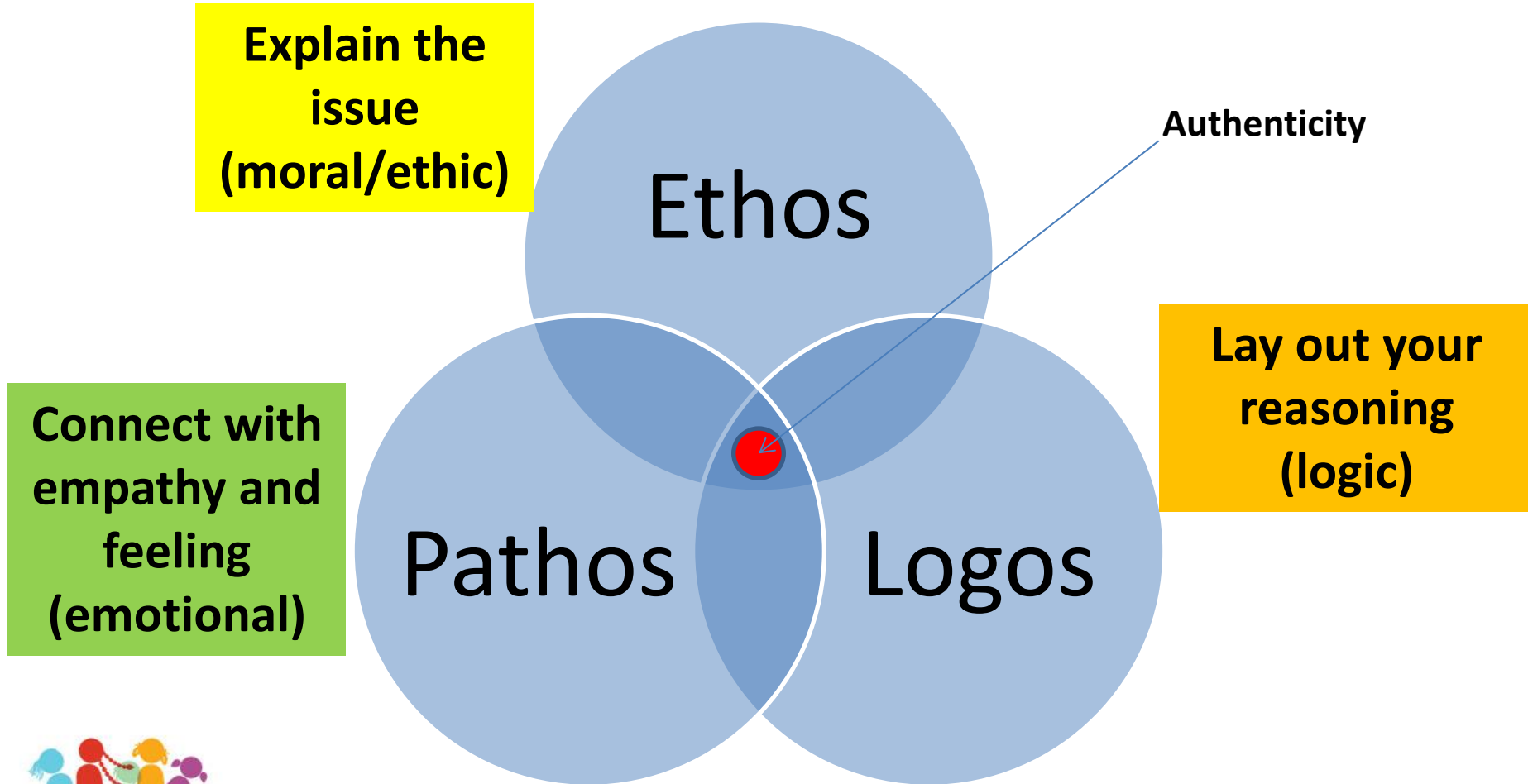
Inspiring a Shared Vision



	Definition	Example: Girls not Brides
Values	Beliefs or judgments about what is worthy, important or desirable that are reflected in individual and organizational behavior	...to give a voice to girls at risk of child marriage, to defend their rights to health and education, and to give them the opportunities they need to fulfil their potential.
Mission	A task, purpose, calling of an individual, team organization or network. A mission answers the questions: What do we do? With/for whom do we do it? What is our particular approach to the work?	...to support children who are or have been victims of child marriage, to increase awareness of the scale and impact of child marriage, and to mobilise the support and resources needed to end child marriage. Our partnership will maximise our collective impact by pooling efforts and resources, energies and experience.
Vision	An image of the mission accomplished, the ideal future state	...shatter the silence that has long surrounded the issue of child marriage and draw attention to its harmful impact.



Sharing Your Vision



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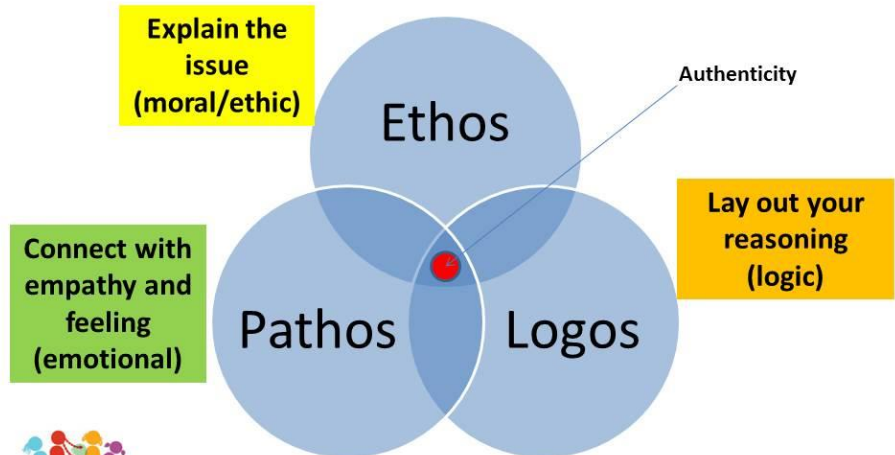
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Components of an Inspiring Vision



- ◆ Reflects a high standard of performance
- ◆ Describes a unique attribute
- ◆ Represents future accomplishments
- ◆ Conjures up an image or picture
- ◆ Presents a unifying theme
- ◆ Appeals to shared values
- ◆ Addresses common problems

Sharing Your Vision



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Material based on material from the interaction Institute for Social Change

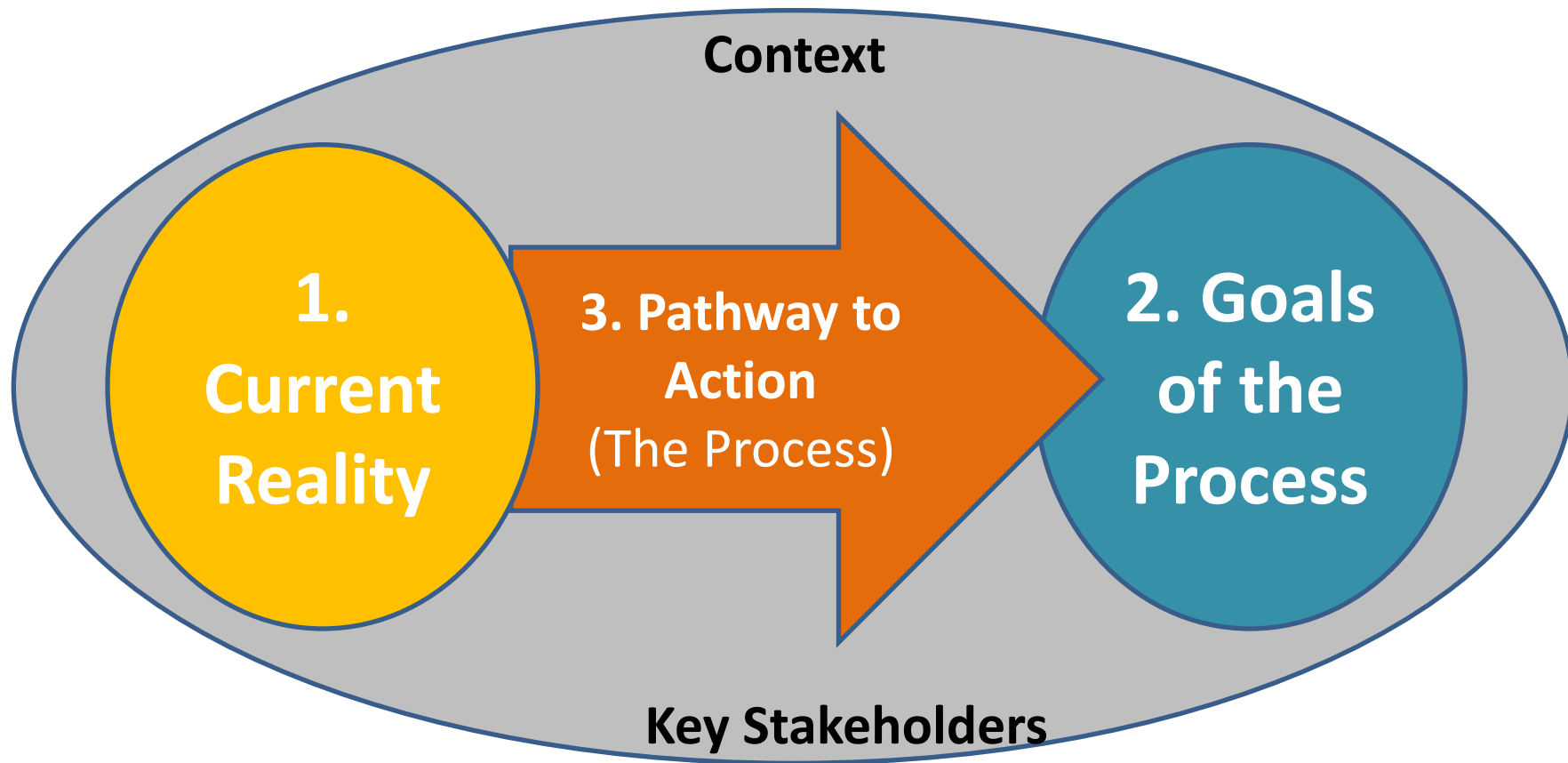
*How do we design a pathway to
action?*



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What IS a 'pathway to action'?



Where are we now?

How do we get from here to there?

Where do we want to be?



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*How do we know who to involve, how
to decide?*



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Who to Involve, How to Decide?

First:
What is
the
decision
that
needs to
be made?

Second: Who are the stakeholders to consider?

- Who will be impacted from the decision?
- Who's voices are usually unheard?
- Who functions as a connector?
- Who is in a position to implement the decision?
- Who is in a position to prevent implementation?
- Who has relevant information or expertise?
- Who has informal influence without authority?
- Who is responsible for the final decision?



Third: At what level to involve?

Level of Ownership

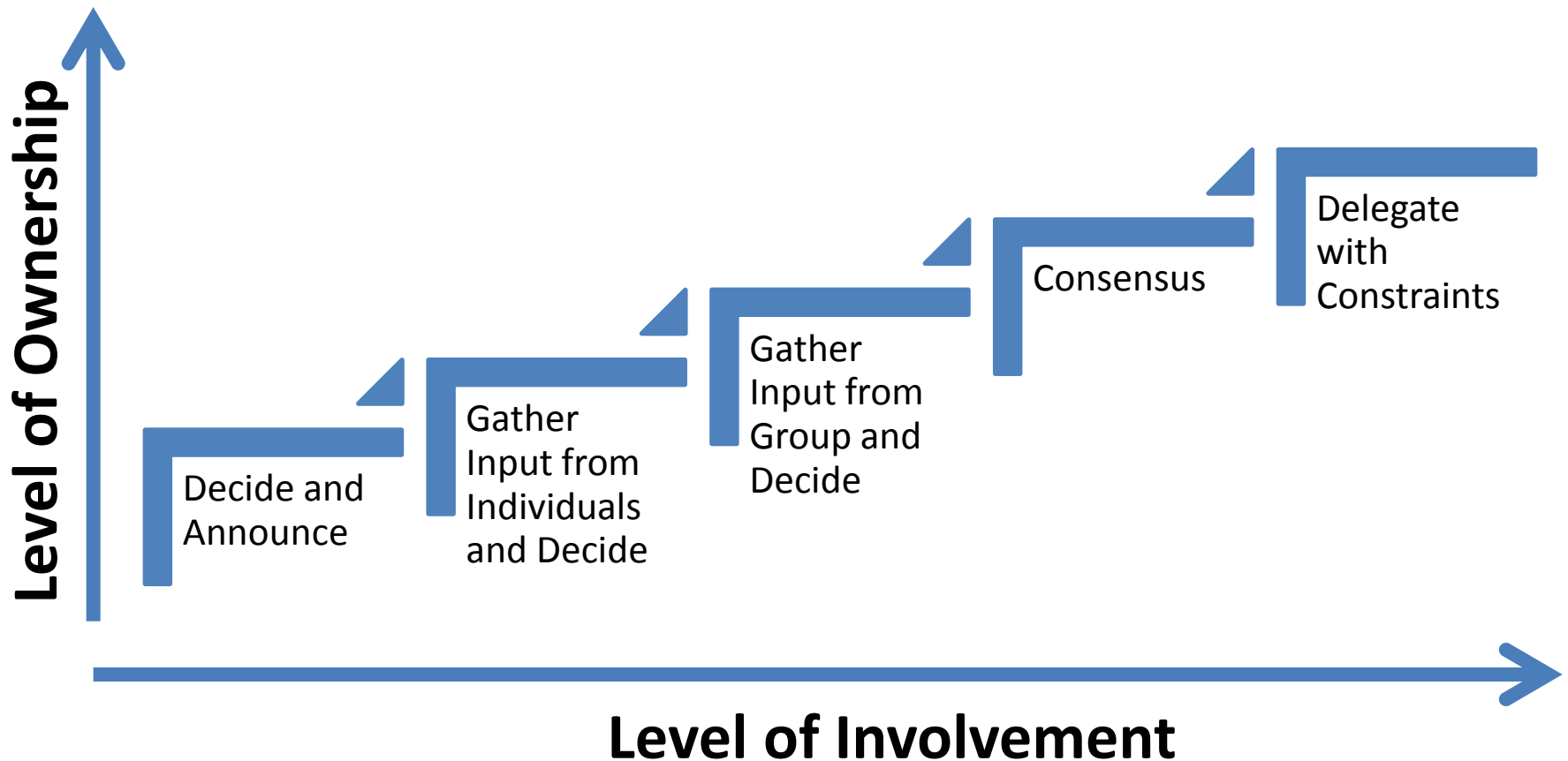
- What's in it for them?
- What amount of buy-in needed?
- Time available?
- Importance of decision?
- Information needed?
- Capability?
- Building teamwork?

Level of Involvement

- What level to involve?
- Why? (Rationale)



Third: At what level to involve?



- What level to involve?
- Why? (Rationale)

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How do we facilitate agreement?

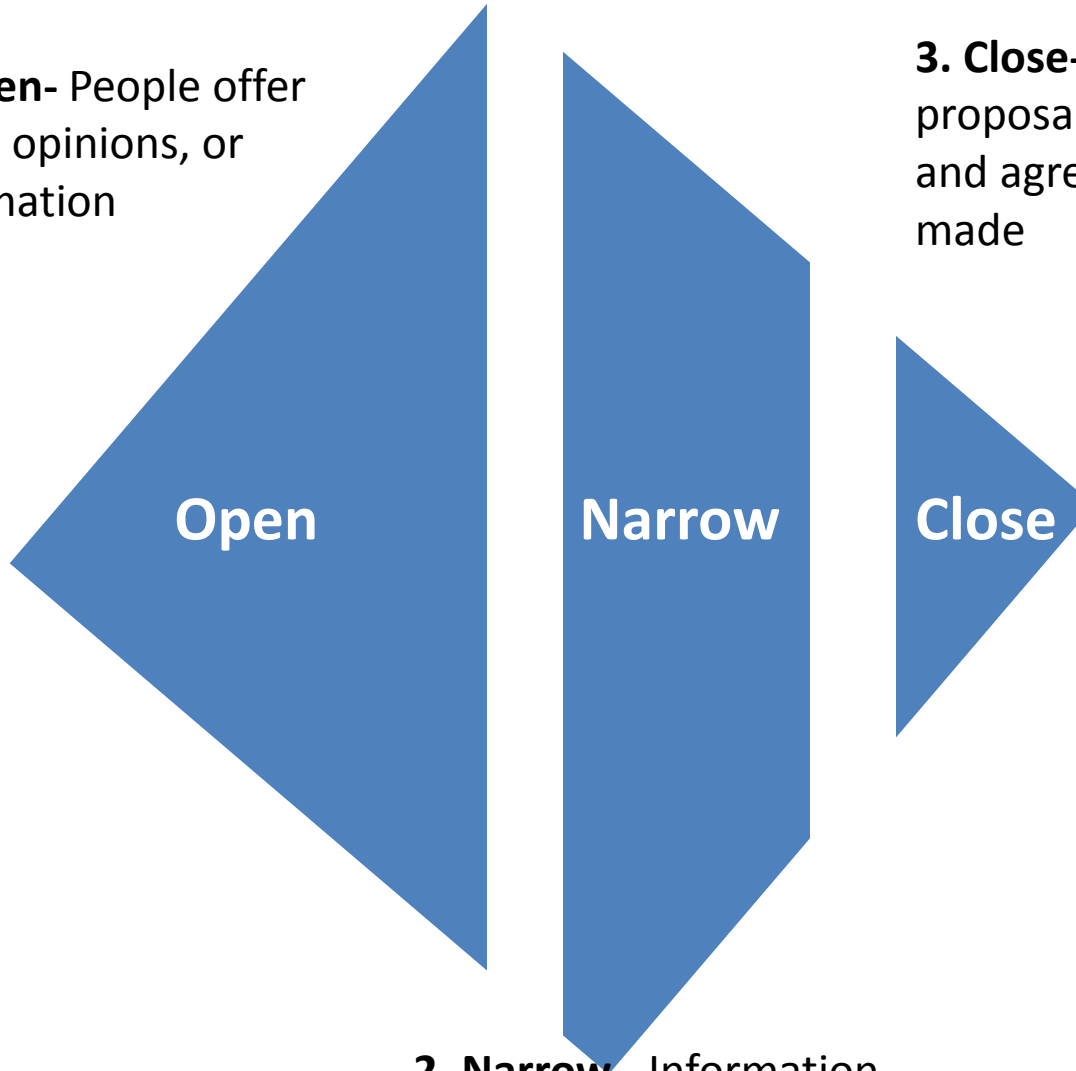


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Facilitating Agreement

1. Open- People offer ideas, opinions, or information



3. Close- Specific proposals are refined and agreements are made

2. Narrow - Information organized for better understanding or evaluated



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Planning Successful Meetings

Purpose	Why are we meeting? Action oriented vs. Information oriented
Desired Outcome Statement	Products (list, plan, decision, agreement) vs. Knowledge (awareness, shared understanding) Outcomes are: nouns not verbs, brief written statements, specific and measurable, from the perspective of the participant
Stakeholder Analysis	Who needs to be in the meeting, and 'what is in it for them'?
Involvement in Decision Making	Selecting the appropriate decision making method is a conscious choice made by the person accountable for the outcome of the decision.
Meeting Roles	Facilitator Leader Group Member Content Manager



The 'Agenda Sandwich'

Start Ups

- Welcome
- Purpose (action or info?)
- Decision making method(s)
- Review +/- last meeting
- Reflections
- Introductions
- Desired outcomes
- Roles
- Follow up from previous meetings
- Context
- Agenda
- Ground rules
- Icebreaker

What (content)	How (process)	Who (roles)	When (time)
	Tools to open, narrow, close		

Closers

- Review of assignments
- Assign planning for next meeting
- Next steps
- Review of status of next steps which were accomplished
- Schedule or confirm next meeting date
- Evaluate meeting (+/-)

