


METHODOLOGY M 8	FACILITATION
	Preparation of session

Date (10/05/2010)

WHAT IS	<p>Essentially facilitation is a negotiation process to resolve differences which is conducted by an impartial party. Facilitation in agriculture is often used as a methodology that takes different views on a particular topic into account during the creation of a territory project or local action plan. When facilitating, the different points of view in a group, composed of different actors in the project, are perceived as more of an opportunity than a source of irritation. Participants have to open their minds and accept dialogue with people who do not usually participate in these groups (for example, local residents or users of the countryside). This approach allows projects to be improved but is difficult to manage.</p> <p>Facilitation is also a separate profession. There are several indicators of a good facilitator (for example, good organisational and time management skills, a feeling for psychology, sense of humour, etc.)</p> <p>The facilitator has to be able to:</p> <ul style="list-style-type: none"> ▶ Manage the whole meeting in participatory way ▶ Manage conflicts ▶ Lead the discussion in the appropriate direction ▶ Involve all participants in the discussion ▶ To focus on time (to ensure discussions are not too long) <p>The facilitator is the key to the success of a meeting. However, the above skills can be enhanced through training and on-the-job experience.</p> <p>The ability of the facilitator to remain impartial is also crucial.</p>
WHY	<p>The objective of a facilitator is to allow easy coordination between interacting territory actors to agree on a common goal. The main objective could, for example, be to improve the water quality in a catchment area.</p> <p>The facilitator brings together the different actors and uses</p>

	<p>facilitation to highlight the different views and opinions among stakeholders. In some cases, facilitation may not be the most suitable method for negotiation (for example, if tensions have already grown among stakeholders). The following table indicates under which circumstances facilitation may be a valuable tool in territory management (for example, landscape management or area-wide pest management programmes using mating disruption):</p>		
		<i>The Project has an objective with territory management</i>	<i>The Project doesn't have</i>
	Quiet without conflicts	Very favourable Use this favourable context. You have to adapt to the actors' questions to train you and to experiment new training techniques	An opportunity Don't hesitate to work with a specialist, making sure that the two approaches are supplementary OR Enlist the speciality work into your own approach (but you will probably need training)
	Tense, conflictual	! Good luck ! Use facilitation to move the actors away from the areas where conflict occurs. Use this technique to help you to understand every actor's game, the conflict's causes and the levers	!!! Danger !!! Do not choose facilitation if you do not have long experience. You can search for an external trainer to play the role of facilitator of the debate (to release conflicts)
HOW	<p>The central objective is not to find a consensus but to facilitate the debate and the emergence of new ideas.</p> <p>The facilitator is a helping hand to participants in building their point of view on a topic.</p> <p>The facilitator has to organise the different points of view and to separate the description of the facts from their explanation and judgements about them. Training supports are very important to facilitate this. For instance, you have to choose the right time and right place to find a good ambiance to work between the participants. It is, for example, important to have the meeting before unsolvable conflicts are built.</p>		

<p>WHAT I NEED</p>	<p>This is a participatory method: you have to invest for true sharing of points of views without aggression or untruths.</p> <p>The method has to take into account the positions of strength: to associate, help to define and facilitate the cooperation.</p> <p>You have to define the problems and to search for solutions together.</p> <p>The choice of venues for facilitation is very important: some are good for strategic discussions and others for practical debate; the place will have to be not rigid and the design and the decoration influence the debate and its serenity; you have to have some supports (pictures, diagrams) to facilitate the sharing of points of view during the movement of participants to see the supports.</p>
<p>SOURCES</p>	<p>French website about agriculture and landscape (in French) : http://www.agriculture-et-paysage.fr/</p>