

Vibha

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Integral Facilitation - An Overview

In two decades of my career in social-development sector, conducting and attending workshops and trainings was also part of my job responsibilities. I must confess that after initial couple of hours of sitting in such programs, I used to feel bored. My energy would sap, sitting in a theatre/classroom style room and looking at PowerPoint presentations or listening to speakers. My brain would switch off, by the time it was time for small group work.

I had a huge 'aha' moment when I learnt Appreciative Inquiry, Open Space, the Whole Person Process Facilitation and the Circlework Leadership. I realised how application of such 'liberating structure' methods, contributes to efficiency, creativity, sense of belonging and responsibility, like no other participatory method does. This inspired me to transition from leadership job position to work as a Facilitator. My studentship of Integral Yog, coupled with learnings from such 'liberating structure' methods of group facilitation, enabled me to design "Integral Facilitation" as a process for workshop facilitation.

Do you agree?

- Trainings, workshops and stakeholder consultation are an integral part of social-development projects.
- Organizations invest a lot of time and resources in such group events.
- Trainings are primarily conducted to transfer knowledge and workshop or consultations are organized to get new ideas or build consensus.
- Often these programs are conducted in such a manner that all the knowledge present in the room cannot be fully tapped.
- The set-up is such that only those who are extroverts speak and the schedule is such that there is hardly any time for reflection, hence content delivered is not fully grasped.

Integral Facilitation – How it looks in a workshop/training room?

	Visible elements
1	Seating in a circle and not classroom style
2	Nature in any form (Plants, sun light, etc.)
3	Gentle music of 432 Hz to 528 Hz frequency
4	Present moment activity
5	Authentic introduction activity
6	Use of 'talking piece' to promote respectful listening
7	Tapping emotions early – Hopes & Fears activity
8	Time of silent reflection, discussion in pairs, trios, two large groups, etc.
9	Scope for all voices, by design
10	Different adult learning needs catered to - Visual, Auditory and Kinesthetic learners.
11	Outcomes, usually beyond expectations
12	Non-threatening Facilitator
13	Rare use of PowerPoint
14	Closing circle activity, as a way to get all voices, feedback and next steps

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	Non-visible elements
1	Insulated space by ROI (Remember, Offer and Invoke Universal energy)
2	Integral engagement of multiple intelligences - emotional, mental, social, spiritual and cosmic.
3	Whole brain engagement, right and left hemisphere
4	Collective intelligence at work
5	Life-nurturing environment
6	Non-hierarchical
7	Cater to different adult learning styles (Thinking, Doing, Reflecting and Observing) & needs (Visual, Auditory & Kinesthetic) to meet needs of the entire group.
8	Maximum choice, maximum freedom
9	Creative thinking
10	Enhanced listening skills
11	Motivation for action
12	Staggering learning – pacing as an attunement to energy of the group

Here are some [examples of workshop](#) where Vibha has used Integral Facilitation. Given below are a few photos to show how workshop space looks when using Integral Facilitation.

