



Advanced Creative Workshop *VIPPP Training of Facilitators*

St. Ulrich Monastery Training Center, Black Forest, Germany
22 - 27 of May, 2016

- **Develop your creative facilitation skills with a small group of fellow facilitators and trainers involved in designing and practicing new methods, formats and uses of VIPPP for democratic governance in development.**
- **Learn, refresh or update your skills in the art of VIPPP facilitation (visualisation, intercultural dialogue, group dynamics) in a relaxing and stimulating environment.**
- **Design applications of VIPPP for own areas of work in development (rural development, health, gender equity, food security, food sovereignty, advocacy of people's rights, intercultural dialogue, etc.).**
- **Propose and design effective and innovative methods for advancing the VIPPP approach and develop plans for institutional governance, local training events or strategy development workshops.**
- **Link up with the growing VIPPP community of practice.**

Background

Visualisation in Participatory Programmes (VIPPP) is a methodology for conducting group events which puts people at the centre of the process of generating ideas, developing collaborative skills or arriving at collective plans and program designs with vision, creativity and sustainability. It is unique in that it provides a unique combination of different participatory approaches, which emphasise participants' involvement through many visualisation and group dynamic techniques but is not wedded to one framework or theory.

VIPPP was created 30 years ago in Germany and Bangladesh, evolving from the learner-centred approaches of different disciplines - People's Education in Latin America (1970), Action Research by Kurt Lewin in the USA (1940), Metaplan as a creative planning tool using cards of all shapes and colours in Germany (1970), TPA at the German Foundation for Development in Feldafing (1980) - all movements applied to involve the minds and hearts of people in the creation of new ideas, in the planning of development action, and in fulfilling the principles of authentic participation and democratic governance. These traditions and methods came together in UNICEF in Bangladesh in the early 1990s when trainings of facilitators led to the creation of the name, "Visualisation in Participatory Programmes (VIPPP)" and the first VIPPP manual, as well as to a wide application in the UNICEF and UN global system and in many partner organisations around the world.

By the VIPP method, everyone takes part in the process of arriving at a consensus. Less talkative participants find a means of expression and those who might normally dominate a group must allow others have their say. By visualising the group's main proceedings, repetition and circularity in argument are reduced. If there is a record of the group's progress, visible to everyone, it is easier to point out such repetition.

The VIPP approach breaks down the prevailing top-down "seminar culture" by employing a team of trained facilitators, who bring to the participants methods for the interactive generation of new ideas, which are produced through transparent and democratic processes. These methods help participants reach consensus and commit to action. Group work becomes creative and productive.

Participatory methods are widely known in health, social and environmental change programs or in overall development planning processes for fostering the rights of civil society or local communities. However, managers and professionals often encounter resistance in the use of such methods in their own institutions. They often lack facilitation skills as one part of their basic skill set. To break this impasse, it is necessary to train people at all levels with the knowledge and skills to be engaged in reorganising their institutional cultures and social institutions towards effective participation, creating a culture of democratic facilitation and structured dialogue.

Objectives

1. To update and improve your visualisation, presentation and dialogue skills as elements that will enhance communication and decision-making in meetings, planning and training workshops, multi-stakeholder conferences, business meetings and other group events.
2. To enhance your skills in designing and planning such events, employing interactive methods and creative tools of facilitation that will improve their atmosphere, productivity and outcome.
3. To learn the application and potential of VIPP in supporting approaches that contribute to the effectiveness of organisational environments through influencing policies and actions which "bring people back to the center", thereby confronting basic inequities in social development.
4. To propose, design and commit to future events or action plans that will address burning issues in your context (social mobilisation, gender equity, democratic governance) and apply what has been learned to your own initiatives and projects.



Participants

This Training of Facilitators is a specialised workshop for experienced facilitators and trainers, who want to engage in global or local institutional work. We expect a group of 12 to 15 trainers and facilitators from all over the world, who want to improve their facilitation and trainer skills.

Contents

This VIPP-Training of Facilitators emphasises:

- Enhancing visualisation skills using various media, including cards and charts, drawings and diagrammatic representations.
- Updating facilitation and presentation skills, which will enhance group qualities, synergy and output, including attitudes, behaviours and values of the facilitator/trainer.
- Apply principles of group dynamics for the design of forthcoming training events.
- Learning a range of VIPP methods and tools.
- Experiencing the use of new, creative tools and approaches and their potential application (e.g. “dragon dreaming”, “art of hosting”, “pro action café”, “holistic facilitation”)

Process

In this training we combine short, visualised inputs; individual tasks; group work; team cooperation; learning by doing and constructive feedback. Key concepts, quality standards and training formats are generated by all participants, a cooperative working style is encouraged and constructive group dynamics are essential parts of learning and practicing. We emphasise experiential learning, using a variety of senses and both cognitive and emotional components.

The participants will form different groups each day, including evaluation committees (eyes, ears and hands) to listen to contents, to see the processes and to organise the training facilities and materials. You will enjoy one week without Powerpoint boredom.

Venue

St. Ulrich Monastery Training Center,
St. Ulrich, Black Forest, Germany

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This is a secular training center, linked to the Catholic Church. It offers life skills training and capacity building for rural households and farmers in Southwest Germany. Natural food from the region, single room lodging with private bathrooms and wireless Internet in a mountainous and forested environment are all part of the attraction.



Note: Nearest airport is 1 hour away in Bale/Mulhouse (and 2 hours from Frankfurt – to the north and 2 hours from Zürich, Switzerland – towards the southeast).

Time/dates

May 22 - 27, 2016

Arrival date is on Sunday May 22nd afternoon, departure date is after lunch on Friday May 27th.

Participants who want to experience rural life in the Black Forest, you can live at a farm house in home stay, either before or after the training workshop.

Organizers and Trainer Team

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SALAS & TILLMANN PARTNER
VIPP-PRACTICE & CREATIVE LEARNING DESIGN
ETHNOLOGEN & ERWACHSENENBILDNER

Registration Fee

930 Euro (or equivalent in US \$)

This includes training fee, one VIPP-manual, CD with materials, local transfers. All participants will be responsible for food and lodging costs and their own transport to and from Freiburg.

On a case-by-case basis we may be able to offer partial support for applicants from local social movements, NGOs or networks unable to find full sponsorship.



Send Registration to:

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Deadline for registration is

April 1, 2016.