

COLOURS OF EMPOWERMENT

FACILITATION

THIS TOOL WILL HELP YOU TO:

- ★ support people within a group to participate equally
 - ★ manage the facilitation process while the group focuses on content and decision making
 - ★ manage the flow of the discussion process
 - ★ acknowledge emotional issues.
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HOW TO:

When you have a large group of 12 or more people discussing a subject, raising a hand is usually considered a fair way to allow participation. However, this is not always the most fair or effective way to encourage participation. It can also lead to an unfocused discussion.

By using the Colours of Empowerment, you acknowledge the different categories and order of input from participants. This helps to facilitate the dynamics and flow of the group conversation. Using and experimenting with these cards can help develop meaning within a group and assist in group decision making.

- 1 Hand out a set of coloured cards to each participant and describe the purpose and use for each. You might like to factor in some time to do a practice run so participants can get used to the cards.
 - The **YELLOW** card empowers people to ask for information they need to participate in the discussion and to make informed decisions
 - The **GREEN** card empowers people to respond to the yellow card and provide missing information or suggestions to support greater understanding
 - The **RED** card empowers participants to help facilitate the meeting by focusing on outcomes or asking suggestions regarding process.
 - The **ORANGE** card can be used to show agreement and appreciation of others comments or opinions. This card can also be used to stop the process and acknowledge someone's underlying concern by asking what is bothering them, until it is understood.
 - The **BLUE** card allows people to be recognised and heard to ensure contribution to the discussion.



BRING IT TO A MAKE CHANGE HAPPEN MEETING

Report back

If you haven't facilitated discussions before, this is a great tool to practice your facilitation skills and have a visual reminder of the dynamics of group discussion. This tool is particularly useful in large groups of more than 12, however, it can be used in smaller groups if you want to use it as a practice run.

Practice run

Arrange with the Make Change Happen Chair the topic you want to discuss and use this tool within an allocated time slot. To make the discussion productive, pick a topic you'd like to explore and develop further understanding and clarification on.

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DEVELOP MEANING WITHIN A GROUP AND ASSIST IN GROUP DECISION MAKING.

COMBINE THIS TOOL WITH:

Give and Receive Feedback

Decide with Consensus

Decide with Dotmocracy

NOTES

Adapted from: The Process Sheet from the 'Creative Community Governance and Decision Making Resource Kit' by Robin Clayfield www.dynamicgroups.com.au with the idea gleaned from the Co-Housing Handbook.