



# YOUTH AS FACILITATIVE LEADERS PROGRAMME OUTLINE

## Who We Are

ICA Canada (Canadian Institute of Cultural Affairs) is a registered national charitable organization formed in 1976 to develop the capacity of all people to contribute to positive social change through *research, education, development projects and publishing*. The Youth as Facilitative Leaders (YFL) programme is one of ICA Canada's major initiatives.

## What Our Facilitation Philosophy Is

In any group situation, whether at work, in student groups or on a committee, individuals are coming to the group from diverse backgrounds, interests, agendas and capabilities. Facilitation is the process of enabling groups to work cooperatively and effectively in order to reach their goals.

ICA Canada's philosophy is that each person has wisdom; in order to get the best results, full participation from each person in the group is needed. Participation allows everyone to share, work together and contribute in a meaningful way.

## What We Do

YFL is a training and mentorship programme focused on creating communities of young collaborative leaders using ICA's ToP<sup>1</sup> methods. The programme is open to all youth, aged 15-30. YFL has three core training workshops:

**TOOLS FOR TEAMWORK:** Through interactive games and activities that you can use in a variety of group situations, you will enhance your understanding of group dynamics, effective communication and collaborative facilitation.

**GROUP FACILITATION:** Through training in ICA Canada's two core facilitation methods (as described below) you will learn the fundamentals of encouraging participation, building consensus from diverse perspectives, encouraging group creativity and helping groups resolve conflict.

**FACILITATED PLANNING:** Building upon ICA Canada's core methods, you will learn how to facilitate a strategic planning process that can be used by any individual, group or organization to map out where

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<sup>1</sup> Technology of Participation: copy-written facilitation methods developed by The Canadian Institute of Cultural Affairs

they would like to go in the future, what obstacles are in the way, how they are going to overcome the obstacles and develop solid action plans.

## What Our Core Methods Are

**FAIR CONVERSATION METHOD** brings to the surface subconscious human patterns of thinking to help people think, talk and act together. Group members are encouraged to actively engage with the topic they are discussing through analysis and come to a group conclusion or consensus.

**CONSENSUS WORKSHOP METHOD** is an interactive method of brainstorming that involves all group members, from introverts to extroverts, in creating group consensus by integrating large amounts of information into an easily accessible format.

**WHERE THESE METHODS CAN BE USED:** These methods are highly adaptable to almost any situation. They can be used to access the ideas of a group as well as help you to think through issues individually. Examples of successful uses of these methods have been

- Creating strategies to address youth gun violence in Toronto
- Establishing an effective training program for peer mentors in the Township of Georgina
- Mediating conflict between elementary school students
- Developing a start-up business plan in rural Ontario
- Discussing approaches to reducing your carbon dioxide emissions
- Producing a five year strategic plan for a community development organization
- Writing a research report on the decentralization process of Namibian HIV/AIDS government programming
- Holding focus groups to assist with the development of the Toronto Drug Strategy

## How YFL Can Benefit You

If you are a youth engaged in a student group, community committee, board of directors, a work setting that involves teamwork or any kind of group that requires consensus building, YFL workshops are designed for you.

By participating in one or more of the YFL training workshops you connect with a growing community of young collaborative leaders from diverse backgrounds and interests along with building your resumé by gaining additional skills to

- Encourage each individual in groups you are a part of to participate
- Transform conflict and polarization into understanding and consensus
- Enable a group to turn vision into strategic action
- Focus energy and commitment toward positive results
- Design and lead many different types of meetings and facilitated events
- Think through personal situations in a structured way that allows for thoughtful conclusions
- Deliver impressively dynamic presentations
- Write well-structured, thought-provoking reports or essays
- and much more...