



Fire Learning Network Notes from the Field

Training in Facilitative Leadership with the Interaction Institute for Social Change

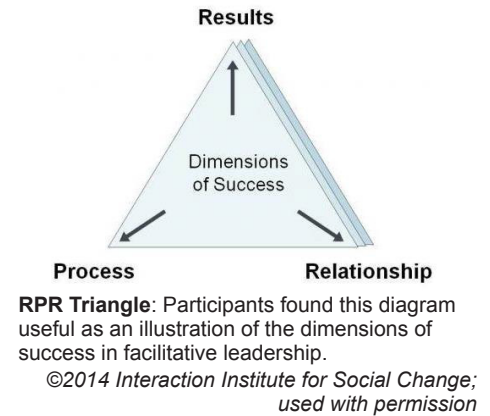
Western Klamath Restoration Partnership
Happy Camp, California
April 27-30, 2015

At an earlier workshop of the Western Klamath Restoration Partnership (WKRP), Karuk tribal member Josh Saxon asked whether there was “a way we can learn facilitation techniques so that members of our local community can help facilitate one another’s meetings?” FLN director Lynn Decker agreed, noting that “learning leadership skills that enable stakeholders to help each other is an important growth step that makes collaborations more resilient and robust.” She and other staff had found workshops of the Interaction Institute for Social Change useful in their work as facilitators, and so arranged to have a similar workshop adapted for a community collaborative group, and brought to the community.

For decades the Interaction Institute for Social Change has worked with people across the globe to build the capacity to collaborate in meaningful ways that actually create positive changes. They view these efforts through three lenses:

- building power, pursuing equity, ensuring inclusion;
- leveraging networks for social change; and
- harnessing love as a force for social transformation.

Over the course of three days, participants engaged in multiple learning sessions that covered a variety of topics. Much attention was focused on developing the facilitative leader-



Participating Organizations

Karuk Tribe / Mid-Klamath Watershed Council / Salmon River Restoration Council / USDA Forest Service—Klamath NF / Western Klamath Restoration Partnership

For more, contact Mary Huffman (mhuffman@tnc.org) or read Curtis Ogden’s blog post inspired in part by this workshop (<http://interactioninstitute.org/facilitative-leadership-and-fueling-the-fire-of-change/>)



“Given that we spend so much time in meetings, we can make this time infinitely more valuable by applying the tools in this course to the process of planning and facilitating them. The skills in this workshop will bring us further and faster in our work, and towards manifesting the changes we want to see in the world.”
—workshop participant

Participants from the Forest Service, Karuk Tribe and Mid-Klamath Watershed Council celebrate the paper tower they built while exploring “process, relationships and results.”
Photo: Jon Grunbaum

As a result, in late April several members of the WKRP and two FLN staff members participated in the “Facilitative Leadership for Social Change” workshop in Happy Camp, California. Curtis Ogden, a senior associate with the Institute, served as trainer and mentor for the eleven workshop attendees. The session was aimed at enabling WKRP’s core team to develop leadership skills that support collaboration, including developing and practicing facilitation skills.

ship qualities of the group so that they have the necessary tools to meet the challenges and opportunities of living and working in the Klamath Mountains using the power of participation. A favorite tool of workshop participants was the “RPR triangle,” which teaches that success in “co-laboring” has three dimensions: process, relationships and results. Each dimension involves shared responsibility among participants, and good processes and relationships are essential to sustaining results over time.

As intended, participants are already using the things they learned. As Josh

Saxon recently reported, “I got great feedback from using the listening pairs exercise Curtis taught us at the River Rally on Saturday, I had to shorten the time down, but it was amazing—they wouldn’t stop talking to each other!!”

The FLN is part of the *Promoting Ecosystem Resilience and Fire Adapted Communities Together (PERFACT)* cooperative agreement between The Nature Conservancy, USDA Forest Service and agencies of the Department of the Interior. For more on PERFACT, contact Lynn Decker at ldecker@tnc.org or (801) 320-0524.



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