

**Cohousing California Presents**  
**California Community Facilitation Series 2011-2013**



Laird is a founder/member of Sand Hill Farm in Rutledge, MO and serves as Executive Secretary of Fellowship of Intentional Communities.

See his blog at <http://communityandconsensus.blogspot.com>

**Integrative Training in  
The Art of  
Facilitating  
Cooperative Groups**  
With Laird Schaub  
& Betty Didcoct

**8-part series now underway**

**For information and  
registration go to  
[www.calcoho.com](http://www.calcoho.com)**

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**Working effectively as a cooperative group** has challenges—whether it's an organization or community. Groups can experience a sense of being drained by their decision making and meeting process, which undercuts the sense of joy and identification among members. Learning the art of effective meeting facilitation can help your group enhance both energy and results from your meetings—this training can help you transform your group into the dynamic and successful entity you've always intended.

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**Laird** calls his approach **Integrative Facilitation**. He blends community values with a holistic and participatory methodology to produce collaborative agreements based on solid communication and attention to relationship. Laird brings several decades of personal and professional experience, enriched by a solid understanding of human development, a sensitivity to undercurrents, a healthy dose of playfulness and appreciation. Laird has been running these training intensives in other parts of the country for over a decade. **Betty Didcoct**, co-teaching this course, is an experienced facilitator and trainer from the Denver area.

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**Workshops** will be hosted at existing cohousing or other communities in northern and central California, from late Thursday to Sunday afternoon. Each will focus on one of **eight essential elements**. *Meeting Content; Formats; Conflict, Delegation; Consensus; Power Dynamics and Leadership; Challenging Personalities; and Organizational Structure*. You will **gain live experience** creating and facilitating meetings for their host community. **Host communities** receive free custom consultations and facilitation designed for their needs, plus 2 free auditor slots.

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**Payment options:**

Full student ("trainee") tuition/room/board is \$400/weekend; \$350/weekend with max discounts.  
Auditors: \$250 for first 4 weekends; \$275 for the last 4 (accommodations not guaranteed)  
Save up to \$100/weekend w/prepayment & Cohousing California/EBCOHO Memberships  
There must be 12 trainees per weekend or it may be rescheduled.

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**2011 Dates:** Apr 21-24, 2011; Sept 1-4, 2011 Dec 1-4, 2011

**2012 Dates:** Mar 1-4, 2012; May 31-June 3, 2012; September 17-20<sup>th</sup>. Final date to be set.

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There are no prerequisites, just a desire to grow the skills of graceful engagement.

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**The training may have up to 25 participants** consisting of both full and auditing students. **Full students will practice skills in live meetings** with the host communities under supervision of the trainers. All students will be able to observe these live meetings. Each student collects a notebook of **handouts** on Integrative Facilitation. Full students receive a **written evaluation of their skills** and have the opportunity for **in-person evaluations with the trainers each weekend** throughout the two-year training.

**Full students** commit to attending as many weekends as possible, practice with their community or organization between sessions, using and teaching what they are learning. Full students are strongly encouraged to get a sample of their facilitation videotaped before the start of the program and toward the end for evaluation and teaching purposes.

**Auditors** commit to one weekend at a time. They receive materials and can participate fully in the teaching and debriefing sessions. They do not facilitate the live meetings nor receive the personal evaluations. Depending on the host community, auditors may need to find alternative housing during the weekends.

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**Host Communities** - gets outside facilitation for several hours of community meetings at no charge (valued at \$1200-\$2000), plus a written report from Laird within two weeks summarizing the meeting results with observations about the group's process and issues. The host community has the option of having up to two of its members participate as auditors at no cost.

Communities with a full-term student are encouraged to host at least one weekend during the two-year program. Hosts provide room & board plus meeting space for the class, consultation. Other Organizations are welcome to host weekends as well, provided they can satisfy the logistical needs of the class.

Live meetings, facilitated by the full students, can be scheduled for Friday, Saturday and Sunday. Hosts choose the topics based on genuine work they want to address. We encourage more difficult topics, to offer better training opportunities and give greatest value to the host. Students facilitate host meetings as much as possible; with trainers always available to step in as needed.

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## Course Outline and Format

**The Class** is structured over eight, three-day weekends spanning two years with approximately three months between each session. **Thursday** – late afternoon or early evening – arrival, check in. **Friday** – day of training and preliminary work with host community. **Saturday** – work with host community and debrief experiences. **Sunday** – work with community in morning, debrief, wrap up and depart after dinner or late in the afternoon. Thursdays or Monday there will be time for one-on-one work with the trainers.

**Syllabus** (expect adjustments to meet evolving group needs)

On each weekend we'll focus on one or more aspects of the facilitator's skill set, making clear what the skills are, as well as when and how to apply them. When we're working with the host's live issues, we'll be doing real work, trying to put these growing skills to use.

**Weekend I: Working content:** Providing the essential tool kit for effectively examining issues and developing solutions.

**Weekend II: Formats:** Looking at various techniques for discussing issues and the pros and cons of each.

**Weekend III: Conflict:** Understanding what's happening when emotional distress is in play and how to work with it respectfully and constructively.

**Weekend IV: Delegation:** Identifying what considerations are plenary worthy and learning how to delegate effectively—both to save the group time and to develop vibrant communities.

**Weekend V: Consensus:** Learning the framework and values that undergird the successful application of this Quaker model to secular groups.

**Weekend VI: Power Dynamics and Leadership:** Distinguishing between “power over” and “power with” in cooperative groups, and learning how to develop and support healthy forms of leadership.

**Weekend VII: Challenging Personalities:** Examining the range of common personality types, their interrelationship with each other, and learning strategies for coping with them.

**Weekend VIII: Organizational Structure:** Getting an overview of a healthy model for how to draft plenary agendas, manage tasks, safeguard process, and get the work done.



**For more info & registration/hosting:**

[www.CalCoho.org](http://www.CalCoho.org) or call Betsy or Raines at (510) 842-6224