



FEED THE FUTURE

The U.S. Government's Global Hunger & Food Security Initiative

WEAI 101 & GIF 101 TRAINING-OF-TRAINERS COURSE



Welcome Back!



DAY 2 AGENDA

OPEN THE DAY

Morning preparation for delivery of WEAI 101 co-facilitation
Giving and Receiving Feedback

MORNING TEA BREAK

Co-facilitation sessions, recording & feedback

LUNCH

Continue co-facilitation sessions, recording & feedback

Preview of tomorrow and close the day



TIME TO PREPARE AND SEEK COACHING

- If you have a question about the facilitation of the design, _____ and _____ are available for support.
- If you have a question about the technical content of the design, _____ and _____ are available for support.





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FEEDBACK IS....

- Giving someone information about his/her behavior or performance; its impact on you and/or others – both positive and negative; and, the possible resulting consequences.





TWO KINDS OF FEEDBACK...

Positive feedback...

To reinforce good performance.



Corrective/Constructive feedback...

To change or improve performance.





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TWO ASPECTS TO FEEDBACK...





GIVING EFFECTIVE FEEDBACK

- Use descriptive language, avoid judgmental terms
- Make specific statements, using examples
- Be direct, clear, and to the point
- Focus on behavior the receiver can address
- Take the receiver's needs into account
- Plan and time it well
- Use facilitation skills effectively





CULTURAL AND PERSONAL VARIABLES IMPACTING FEEDBACK

- Organizational Culture
- Culture of Origin
- Personal Preferences (MBTI?)
- Capacity for Practicing Emotional Intelligence



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FEEDBACK MODEL BIC

- Behaviour
- Impact
- Consequence



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POSITIVE BIC MESSAGE...

“Krista, when you had us review the data from Bangladesh, the WEAI moved from theory to practical application for me. And, it made me think about how I can take my country’s WEAI data and begin to program for more amplified impact.”





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CONSTRUCTIVE BIC MESSAGE...

“Laura, when you were explaining the various skills of facilitation, you repeatedly used idiomatic phrases from American sports like, ‘knock it out of the park’ and ‘make an end run.’ I’m not from the U.S. and I didn’t understand what you meant. After a while, I just began to tune you out.”





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SHEILA HEEN HARVARD NEGOTIATION PROJECT





AT YOUR TABLE...

As a table, using the BIC model:

- Write a piece of positive feedback about Sheila Heen's presentation
- Write a piece of constructive feedback about her presentation

Choose a spokesperson who will read your feedback to the rest of the group.



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BEFORE YOU GO TO BREAK...

Write down one thing you want to remember from the TEDTalk on how best to practice receiving feedback to maximize learning.





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15 MINUTES





CO-FACILITATION PRACTICE

Each co-facilitation pair will have 20 - 25 minutes to deliver their content.

Each delivery will be recorded.



Each pair will receive 25- 30 minutes of feedback, individually and as a team from both fellow participants and facilitators.

Each team will have up to 50 minutes total for delivery and feedback.



FEEDBACK PARTNERS

Once you have identified your feedback partner:

- Each of you share one thing you would like your partner to be watching for during the delivery of your session. Reflect on your learnings from our facilitation practice yesterday.
- Make a note of what your partner would like feedback about.





OBSERVER'S SHEET FOR FEEDBACK

- Turn to page 35 in your Participant Manual.
- When you are capturing notes to share with your feedback partner, use this sheet to guide your input.
- Remember to frame your feedback using BIC.





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LUNCH



1 HOUR



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AFTERNOON BREAK





REFLECTIONS ON CO-FACILITATION

- What is your key learning regarding the technical content of the WEAI?
- What is your top insight regarding facilitation skills?
- What is a lesson learned about either giving or receiving feedback?
- What one thing do you want to remember for your next facilitated delivery?



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FOR TONIGHT:

Please review the recording of your co-facilitated session from today.

Come prepared to share:

- One thing that surprised and delighted you
- One thing you learned that you could develop even further



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HAVE A GOOD EVENING AND SEE YOU AT
8:00 AM TOMORROW!

