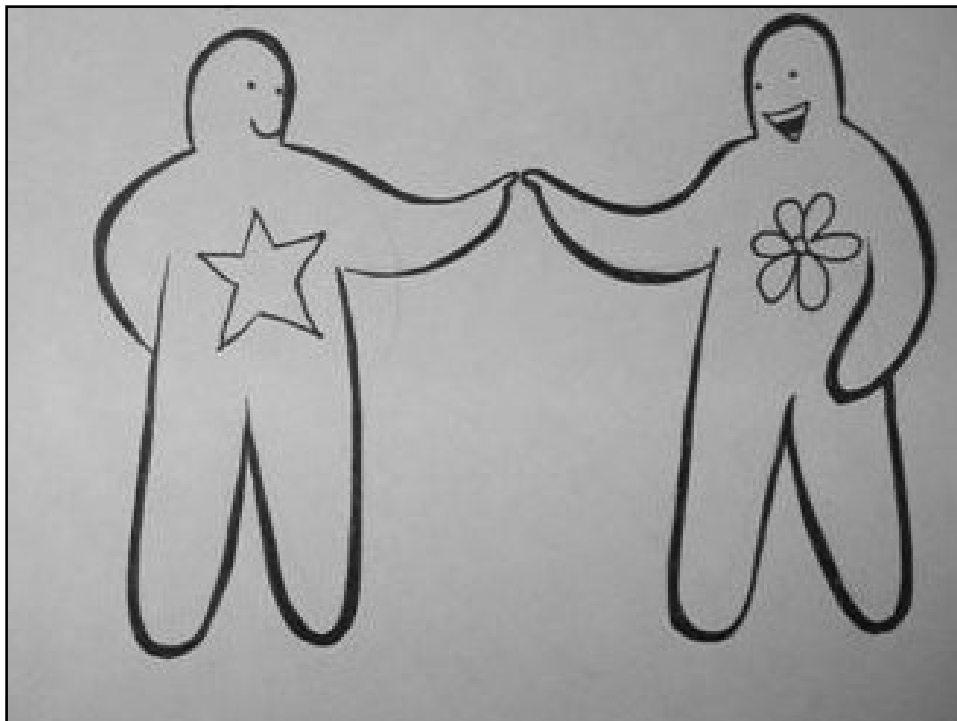
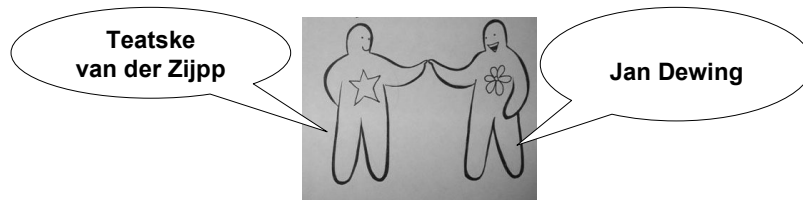
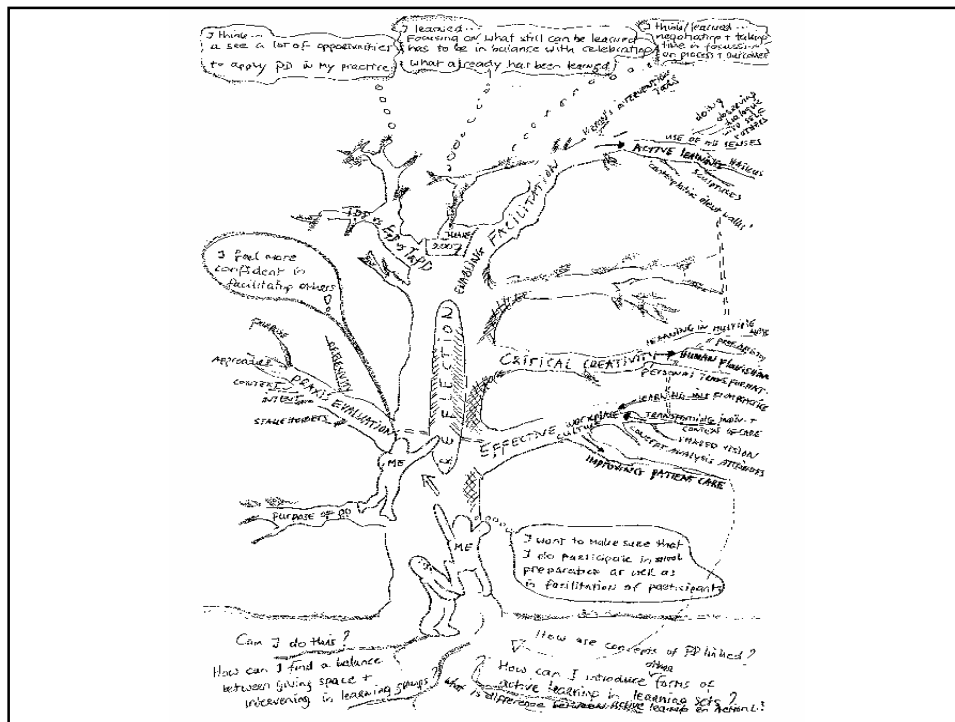


**One journey with facilitation illustrated
through
'The Blob Tree'**





Theme 1 Openness to personal transformations

- The importance of working with ones own clarified values and beliefs
- The personal connections and emotional aspects of becoming a facilitator
- Dealing with personal dis-comfort and negative feelings about self and own skills etc without feeling disempowered
- Recognising fears but not feeling constrained by them
- The reciprocal relationship between transforming the practice of others and self transformation
- Having and taking the opportunity to take risks – getting immersed but with back up

Theme 2 Transformations from technical to emancipatory

- **Moving from technical and clarifying learning needs on single issues to working with complex questions and multiple PD principles**
- **The emergence of developing conscious intent and then the balance of this with spontaneity to enable other forms of knowing to emerge. Connected with this is the balance between valuing cognition with creativity and multiple intelligences**
- **The balance between structure/content and process in the learning process**
- **The move from teaching to facilitation and to creation of space and best conditions for learning**
- **The move from the aim of getting research into practice to enabling students to learn about how to work with different forms of evidence and their own learning**
- **Comfort and discomfort, holding tension and the release of tension in individuals and groups.**

Theme 3 Transformation of facilitation expertise

- **Once the essentials of a framework is in place, the need to construct and reconstruct a personal version of the framework and recognising there are no short cuts**
- **The embedding process of working with PD principles (eg: CIP) and their realisation in action**
- **The revisiting of the same challenges over and over until the old or established ways or patterns are unlearned and let go of and new more flexible ways or patterns can move in**
- **The importance of critical reflection with a more experienced person who can be non judgemental and enable exploration of ones own understandings, skills and consequences. Connected to this is the value of receiving feedback and working with personal critical inquiry questions**