

Live presentation in Kathmandu

Theme # 5: Inclusive Rural and Community Development

5.1. Collaborative Strategies in Community Development

Presenters:

Ross MacDonald

Ross MacDonald is a Policy Implementation Officer with Nova Scotia Economic and Rural Development, who has worked internationally in development programs in Asia, Africa and the Caribbean for over twenty years.

Jeanie Cockell

Jeanie Cockell is an Educational and Organizational Consultant (<http://www.jeaniecockell.com>) who specializes in collaboratively designing strategies for individuals, groups and organizations to build positive futures and to respond effectively to change.

Summary:

Imagine policy implementation that engages hearts and minds...We will showcase our success in bringing together government employees and key community partners from across Nova Scotia to explore the Nova Scotia Community Development (CD) Policy (<http://www.gov.ns.ca/econ/cdpolicy/>) using Appreciative Inquiry, World Cafe and other collaborative strategies. We will engage you in collaborative strategies and explore the CD Policy's eleven principles of sustainable community development. You will share your own success stories and ideas for creating sustainable community development.

Nova Scotia's Department of Economic and Rural Development collaboratively developed the Community Development Policy as a framework for building stronger, healthier, more prosperous communities in Nova Scotia. One of the initiatives that followed the CD policy development was a one-day workshop, delivered across the province, to engage government employees and key community partners in collaborative strategies to share stories of community and of how they use the CD policy already; to envision what more can be done; and to create strategies for further implementation of the CD policy. We will tell the story of our travelling road show that delivered these workshops in communities across Nova Scotia and engage you in an experience with some of the collaborative strategies.

5.2. Appreciative Inquiry, Community Engagement and Human Resilience

Presenter:

Cathy Royal is an independent consultant and story teller. Dr Royal works with individuals and systems designing interventions that create positive options for change and growth.

Summary:

The session will demonstrate the use of Appreciative Inquiry [Ai] philosophy, principles and methodology as applied to transitions and/or human crisis situations where the human spirit and the ability to dream and see the future as positive and engaging are limited, yet critically important. Dr. Royal uses Ai to work with individuals, groups, communities and schools where participants are seeking opportunities and examples of how to use strength based processes in their actions and interactions. The Fractal Initiative workshops support participants in imaging and identifying the best in themselves and others. The use of Ai in identifying positive self determination and pride in community leads to the rebuilding and re-

direction of lives, neighborhoods and communities. This session contributes to the advancement of strength based work by demonstrating how Appreciative Inquiry can be used with individuals and systems to rethink images of self, community, and accomplishments. The Fractal Initiative has been a valuable process for individuals and communities in distress or have limited resources. The session illustrates the importance of strength based initiatives for human development, resilience and growth.

5.3. AI based Sustainable Village Planning in 4 Countries of the South Pacific

Presenters:

Henning Karcher, Ph.D., has worked for over 30 years for the UNDP occupying senior positions like UNDP Resident Representative and UN Resident Coordinator in a number of countries including Nepal. He is now working as consultant specializing in community development and poverty reduction applying AI Principles.

Justin Locke's current position is Development Specialist with the United Nations Regional Pacific Centre in Fiji. He has extensive experience in participatory facilitation at the community level within the Pacific region – including experience in appreciative facilitation.

Summary:

The United Nations Development Programme (UNDP) initiated in early 2009 the formulation and implementation of the Community Centered Sustainable Development Programme (CCSDP) in four countries of the South Pacific: Cook Islands, Niue, Samoa and Tokelau. At the heart of CCSDP stands support to villages in the formulation of Village Sustainable Development Plans (VSDPs). CCSDP also helps to establish Community Action Teams that are motivated and energized to make these plans a reality.

During February and March 2009 a five-person team engaged in facilitating village planning workshops in 8 villages in the four countries. The planning approach was explicitly based on AI principles and workshops were designed as AI summits.

The response of village and island communities was enthusiastic in all cases. Drawing on their amazing artistic skills they were able to translate their vision within short periods of time into images, songs and dances internalizing their commitment.

During the Workshop the experience with the AI based Village Workshops will be presented drawing also on some of the powerful pictures taken in the South Pacific

What is new?

(a) A unique process of applying AI in a coordinated way in four Pacific countries with a mechanism for cross-fertilization of ideas and experiences in place through a UN supported sub-regional programme; (b) application of an AI-based planning process to virtually an entire country (Tokelau); (c) Cooperation of the entire UN system in the South Pacific in joint follow-up to AI based village planning processes; (d) Analysis of different responses of different South Pacific countries with very different cultures to AI approach (e) Building into workshop process “left-brain focused” analysis of root causes of development challenges without losing strength-based spirit with focus on solutions and what can be achieved; (f) Links of AI theory to “Metaphysical Laws” like the “Law of Attraction” .

5.4. Compelling Conversations for Families and Communities

Presenters:

Ada Jo Mann, Principal and Co-founder of Innovation Partners International (www.innovationpartners.com), has 35 years experience in over 50 countries collaborating with clients on people-centered approaches to strategic planning; program development and evaluation; inter-organizational partnerships; team building, and training. As Director of the GEM Initiative, she was a pioneer in the field of Appreciative Inquiry in the international development and social change arena.

Jen Hetzel Silbert is a Partner and Co-founder of Innovation Partners International (www.innovationpartners.com), Jen is an experienced consultant, trainer, facilitator, and author supporting public, private, and human service organizations in the US and around the world. Jen specializes in teaching and applying Appreciative Inquiry.

Dawn Dole is the Executive Director of the Taos Institute (www.taosinstitute.net), the Knowledge Manager of the Appreciative Inquiry Commons (www.aicommons.org), and a member of the Positive Change Corps, a global association of organizational consultants, educators, and educational administrators using strength-based theories and methodologies for the cultural transformation of educational systems.

Summary:

An appreciative approach to building thriving and sustainable communities starts at home. The way we communicate, plan, and manage differences with our children, spouse/partner, and elders transfers into repeatable skills that—consciously or subconsciously—we take with us as we interact in the communities where we live and work. We know that everyone, no matter their age, gender or race, has a meaningful contribution to make; and that being invited to share ideas, thoughts and feelings builds self confidence, fosters connections across differences, and strengthens the fibers that weave families and communities together in lasting, enduring ways.

This workshop will advance strength-seeking creativity, communication, and connection by elevating participant awareness of how we engage in and develop relationships through positive dialogues with members of our families, resulting in a “transferability of strengths” to the larger communities in which we live. The result: increased competencies for leading and sustaining positive change—for the betterment of our home, our places of work, our community, and our world.

Inspired by our book, *Positive Family Dynamics: Appreciative Inquiry Questions to Bring Out the Best in Families*, this workshop will explore the synergy and connection between the appreciative family and thriving, sustainable communities.

5.5. Neighborhood Centers Inc. Lifts Voices to Vision: An Appreciative Journey**Presenters:**

Jen Hetzel Silbert is a Partner and Co-founder of Innovation Partners International (www.innovationpartners.com), Jen is an experienced consultant, trainer, facilitator, and author supporting public, private, and human service organizations in the US and around the world. Jen specializes in teaching and applying Appreciative Inquiry.

Laura Timme oversees community center programming and operations for Neighborhood Centers Inc. (www.neighborhood-centers.org), where she is responsible for the development of leadership and civic engagement programs that integrate Appreciative Inquiry into community-based development.

Ada Jo Mann, Principal and Co-founder of Innovation Partners International (www.innovationpartners.com), has 35 years experience in over 50 countries collaborating with clients on people-centered approaches to strategic planning; program development and evaluation; inter-organizational partnerships; team building, and training. As Director of the GEM Initiative, she was a pioneer in the field of Appreciative Inquiry in the international development and social change arena.

Tony Silbert is a Partner and Co-founder of Innovation Partners International (www.innovationpartners.com) and has over 20 years of experience in organizational development, change leadership consulting, training design and delivery.

Summary:

Neighborhood Centers Inc. (www.neighborhood-centers.org) is a non-profit human services agency serving the greater Houston, Texas region of the US. The agency has seen many changes in the past century, both in the communities it serves and in how it serves them. But more than helping Houston's diverse and culturally rich neighborhoods to seek out, lift up, and build from their strengths, the agency itself has become an exemplar Strength-Based Organization (SBO). This workshop will explore the remarkable story of Neighborhood Centers, to include the five essential elements that qualify the nonprofit as an SBO. We will examine the agency's many lessons learned with regard to planning and delivering its array of strength-based services and inclusive community development efforts (externally), as well as learnings gained from advancing AI internally. Lastly, this workshop will engage participants in an interactive dialogue that taps into our collective "wisdom from the storm" – what we as members of a global community know about wholeness, creating community and leading from our strengths when confronted by life's diverse and challenging storms, literal and metaphorical.

5.6. Combine the Forces in Community Work

Presenter:

Lis Aagaard: Social adviser in the community Noerremarken for 20 years. Lis works as a personal adviser on social issues for the residents in the community.

Lillan Grüzmeir: Our librarian in the "Book Bus". The Book Bus comes to Noerremarken once a week. Lillan has been working in the Book Bus for several years, and works with many related issues in the cultural field e.g. a women only café and outreach work in general.

Inger Marie Larsen: Nurse/health visitor in Noerremarken for 7 years. Inger Marie runs an open house project once a week for mothers with newborns in the communityhouse.

Camilla Moeberg Joergensen Anthropologist working in the Balanced City Project implementing ABCD. She has done asset mapping in the community, interviews with residents and organisations, and has been working with different volunteer groups during the last 4 years.

Ditte Moeballe: Project coordinator (a kind of community worker) has been working in Noerremarken for 6 years with social activities and different networks between volunteers and institutions.

Summary:

This workshop will focus on how we can combine the forces in our communities. How can we combine our different professions for a wider perspective? And how can we link and activate the community to reach common goals. We have discovered that with our different backgrounds we can inspire and challenge each other to get out of our comfort zones. By joining forces the challenges becomes easier to grasp and we can reach goals we could never have reached alone. We are able to lift each other with our differences, because we share a vision and common understanding that everything contains the seeds of growth.

5.7. Coaching for Community Change: Using Appreciative Inquiry to Frame Community Change Initiatives

Presenter:

Mary Emery has worked in rural community and economic development for many years including providing coaching to community change agents and teams.

Summary:

This workshop will introduce participants to notion of coaching for community change. While coaching is used in many situations, coaching community leaders in change efforts requires special attention to recognizing and respecting place-based knowledge. In this workshop, participants will be introduced to the coaching for community change approach and the role of appreciative inquiry as a way to frame community-based coaching work. They will also have the opportunity to reflect on their work and discover ways to enhance that work by using an explicit coaching role. Participants will also have access to several publications and case studies emerging from the coaching for community change community of practice

5.8. “Re-Inventing Harambee” -- Community Mobilization for Resettlement Action Planning: an “Appreciative Planning and Action” Approach to Mitigating Impacts of a New Hydropower Project in Rural Tanzania.

Presenters:

Zakiya Aloyce, Senior Social Scientist with Africare, currently responsible in coordinating a large Energy project in Tanzania. Her skill and enthusiasm for the APA approach is contributing to conflict resolution, community engagement and the reversal of an imbedded ‘Dependency Syndrome’ that plagues rural development initiatives in almost all developing nations.

Malcolm (‘Mac’) Odell, currently technical advisor and trainer for Winrock International and Africare, has worked for over 25 years in international team-building, empowerment, participatory research, community development, strategic planning, evaluation, monitoring, conflict resolution, eco-tourism, training and management. For the past decade he has become known globally for the innovation of a new organization development and mobilization strategy, "Appreciative Planning and Action, (APA)".

Summary:

“Re-Inventing Harambee” -- Community Mobilization for Resettlement Action Planning: an “Appreciative Planning and Action” Approach to Mitigating Impacts of a New Hydropower Project in Rural Tanzania.

Tanzania, once known for its exciting brand of ‘African Socialism’ and a “Harambee” self-help movement that was a model for development for decades, has, like so many other emerging nations, fallen into a subtle ‘dependency syndrome’ trap that results all too often from well-intentioned development efforts, Africare, with support from the Millennium

Challenge Corporation, has initiated a comprehensive community mobilization program for Resettlement Action Planning for those affected by a new hydro power project. To build self-reliance and engage communities in constructive resettlement where necessary that ensures that they are better off than before the project, Africare chose the APA as the framework for training its community mobilization staff. This interactive workshop will focus on the theory and practice of APA as applied to self-help initiatives in countries like Tanzania, giving attendees specific skills in using the AI approach effectively in anything from a 5 min. 4-D meditation, two-hour conflict-resolution initiatives, or a 4-day training-of-trainers program with staff and management from such organizations as Winrock. A short video, 'APA in Action,' will be included. Lessons learned include application of the APA model to medium and large scale community mobilization initiatives

5.9. Guyana's Positive Change Revolution: A Strength-Based, Participatory Approach to Peacebuilding & Community Development.

Presenters:

Jen Hetzel Silbert is a Partner and Co-founder of Innovation Partners International (www.innovationpartners.com). Jen is an experienced consultant, trainer, facilitator, and author supporting public, private, and human service organizations in the US and around the world.

Tony Silbert is a Partner and Co-founder of Innovation Partners International (www.innovationpartners.com) and has over 20 years of experience in organizational development, change leadership consulting, training design and delivery.

James M. Statman, Ph.D. is a political/social psychologist, with nearly forty years experience in designing, delivering and evaluating community and youth development programs and conflict-mitigation activities in the US and internationally, primarily in Africa. He is Chief of Party of the Zimbabwe HIV & AIDS Partnership Project.

Samuel Arjoon of Trading & Distribution Inc. of Neal & Massy Guyana has 20 years industry management experience in mining, manufacturing, marketing and distribution in Guyana. As an advocate for private sector development and peacebuilding, Samuel was trained in Appreciative Inquiry in by Jen and Tony Silbert and has since applied AI across the private sector and in various NGO's in Guyana.

Wazir Baksh, played a lead role in coordinating a strategic committee dedicated to poverty reduction in Guyana. He has been involved with various inter-religious organizations and worked with the Ethnic Relations Commission of Guyana.

Summary:

This workshop will explore the Appreciative Inquiry journey made possible in Guyana by a four-year partnership between the United States Agency for International Development (USAID), the United Nations Development Programme (UNDP), Research Triangle Institute (RTI), Aurora Associates International, Innovation Partners International, and hundreds of Guyanese democratic council leaders, civil society leaders, activists, business persons, educators, policy makers, community members, and youth. For decades deeply rooted concerns of inter-ethnic violence pervaded Guyana, and remarkably – and surprisingly to many – so did stories of hope, unity, harmony, and peace. These stories, and the appreciative questions that fed them, generated a positive change wave over Guyana that rippled into widespread examples of participative governance, youth empowerment, positive change

leadership, and rising optimism and confidence in the country's ability to sustain a free and fair 2006 presidential elections process.

5.10. Scaling-up to Change the World: The Basics of 'Appreciative Planning and Action' (APA) for Contributing to Transformational Impacts at the Community and Global Level

Presenter:

Mac Odell

Malcolm ('Mac') Odell has worked for over 25 years in international team-building, empowerment, participatory research, community development, strategic planning, evaluation, monitoring, conflict resolution, eco-tourism, training and management. For the past decade he has become known globally for the innovation of a new organization development and mobilization strategy, "Appreciative Planning and Action, (APA)" now being used by numerous US and international firms and organizations.

Summary:

"Scaling-up to Change the World:" The Basics of 'Appreciative Planning and Action' (APA) for Contributing to Transformational Impacts at the Community and Global Level. Inspired by WORTH's programs with almost 200,000 women in Asia and Africa and Habitat for Humanity's 21st C. Challenge to eradicate poverty housing worldwide, this interactive session will demonstrate how the streamlined APA model are being successfully applied to reach very large numbers at extremely low cost, drawing on local business, institutions, government agencies, and local knowledge and practices for scaling-up positive corporate and social change. This interactive introductory session will focus on the theory and practice of APA, giving attendees specific skills in using this adaptation and simplification of AI. Examples will range from a 5 min. 4-D meditation and two-hour problem-solving initiatives with communities, to a 6-day training of trainers for staff ranging from a dozen to several hundred. A short video, 'APA in Action,' will be included. Lessons learned include application of the model to medium and large scale development initiatives. [Need a final copy]

5.11. REDISCOVERING NORMS AND VALUES FOR AN INCLUSIVE & EQUITABLE SOCIETY

Presenters:

Renchin Yonjan is a Social Architect who introduces AI into every aspect of her work. She brings Social Artistry to women development, youth empowerment, environment conservation and promotion of the fine arts through painting, music, dance, theatre and films.

Dr Sumitra Manandhar is a geographer and development activist who practices and internalizes AI as she focuses her research, development and advocacy works, whether it is social inclusion, natural resource management or accessing micro-credit with the purpose of giving voice to the most deprived and marginalized women and men such as the Adibasi, Janjatis, Dalits, Muslims, Madheshis from remote areas .

Chhing Lamu Sherpa has inspiring leadership qualities, and quality of building equitable and safe working environments through participatory management and the use of Appreciative Inquiry and action in institutions for peace and development initiatives

Shanta Laxmi Shrestha is an educationist, a human right activist, and an AI practitioner in development and organizational management.

Summary:

Nepal is currently in the midst of writing a Constitution that acknowledges and includes the contribution and rights of its diverse peoples and cultures. It is at the critical juncture where people young and old, from diverse ethnic groups, genders and professional backgrounds clamor for the inclusion of their rights.

Amidst this chaos when everyone believes the only way for their voices to be heard is to declare bandhs and strikes and clamor for rights, our presentation on Rediscovering Norms and Values for an inclusive and equitable society will focus on the power of positive thinking and recognize, appreciate and build on the value of our diverse strengths that can contribute to adopting and adapting strategies for appreciative development.

The presentation will highlight the empowerment process from individual to group to organization to a social, economical and political force network for overcoming injustices and inequality. Case studies of individual and women groups from diverse ethnic, economic and religious backgrounds who have succeeded in overcoming diverse personal challenges, tragedies and physical disabilities to build sustainable organizations; Celebrating Womanhood – an initiative that recognizes and honors the achievements of Nepali women achievers from 9 professional sectors; the Indigenous Film Archive Synergy Network that is engaged in research to rediscover best practices (cultural and customary), skills, knowledge and wisdom of indigenous communities. These case studies explore and highlight achievements in the areas of health, education, inclusive rural and community development, leadership (more emphasis on non political) and coalition building for peace, justice and good governance.

The visual presentation projects new applications and advances in the practices of AI and other strength based approaches to change and succeed in redefining some societal definitions and notions.