

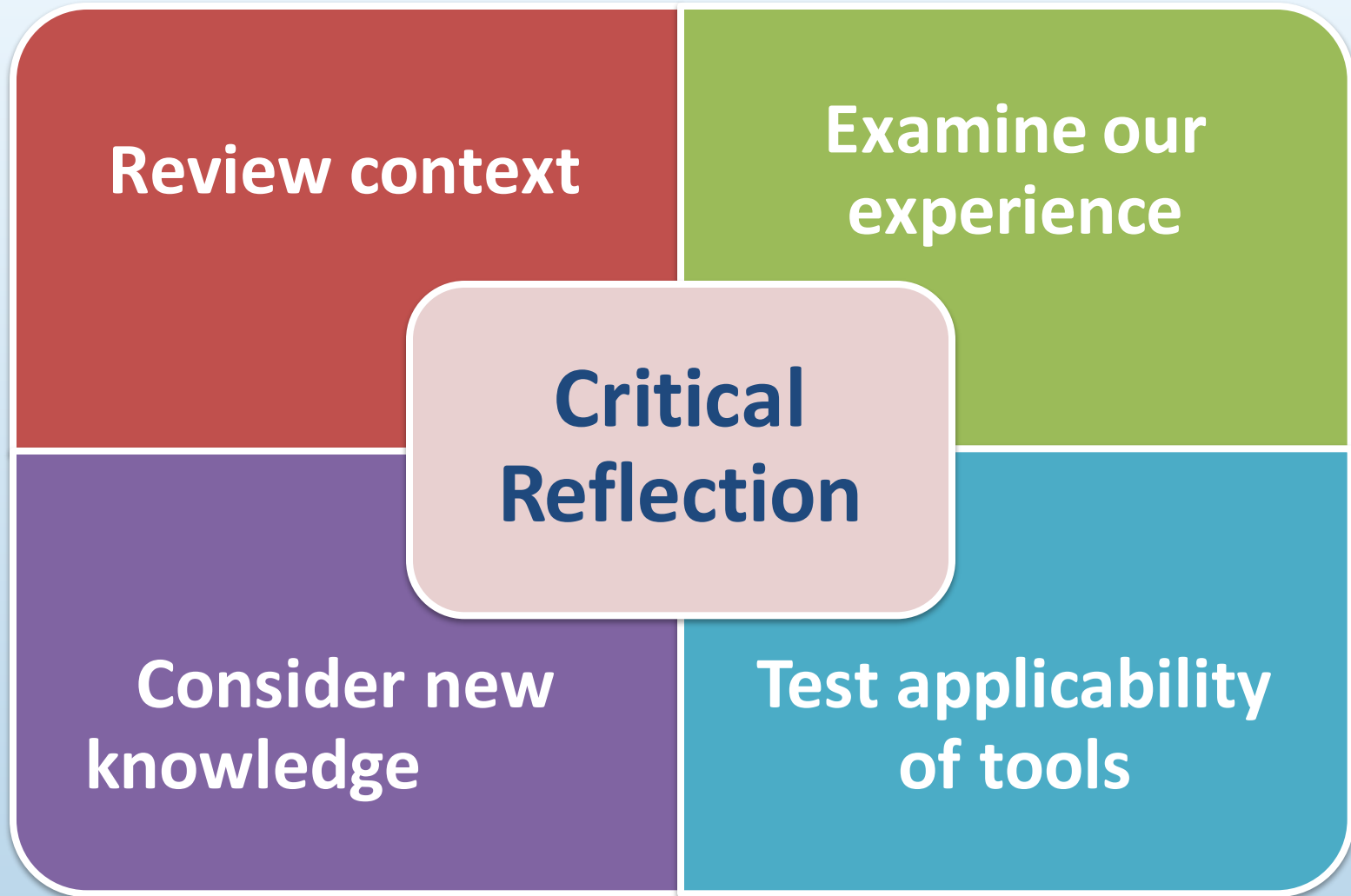
From Teaching to Learning: Strengthening Facilitation in Cooperative Extension

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President Emeritus
Fresno Pacific University

Workshop participants will be able to:

- **Articulate to others what makes learning transformative**
- **Craft questions that stimulate critical reflection and learning**
- **Improve facilitation skills**
- **Develop techniques for managing groups more effectively**
- **Identify strategies that move learners from reflection to action**

Workshop *Process*



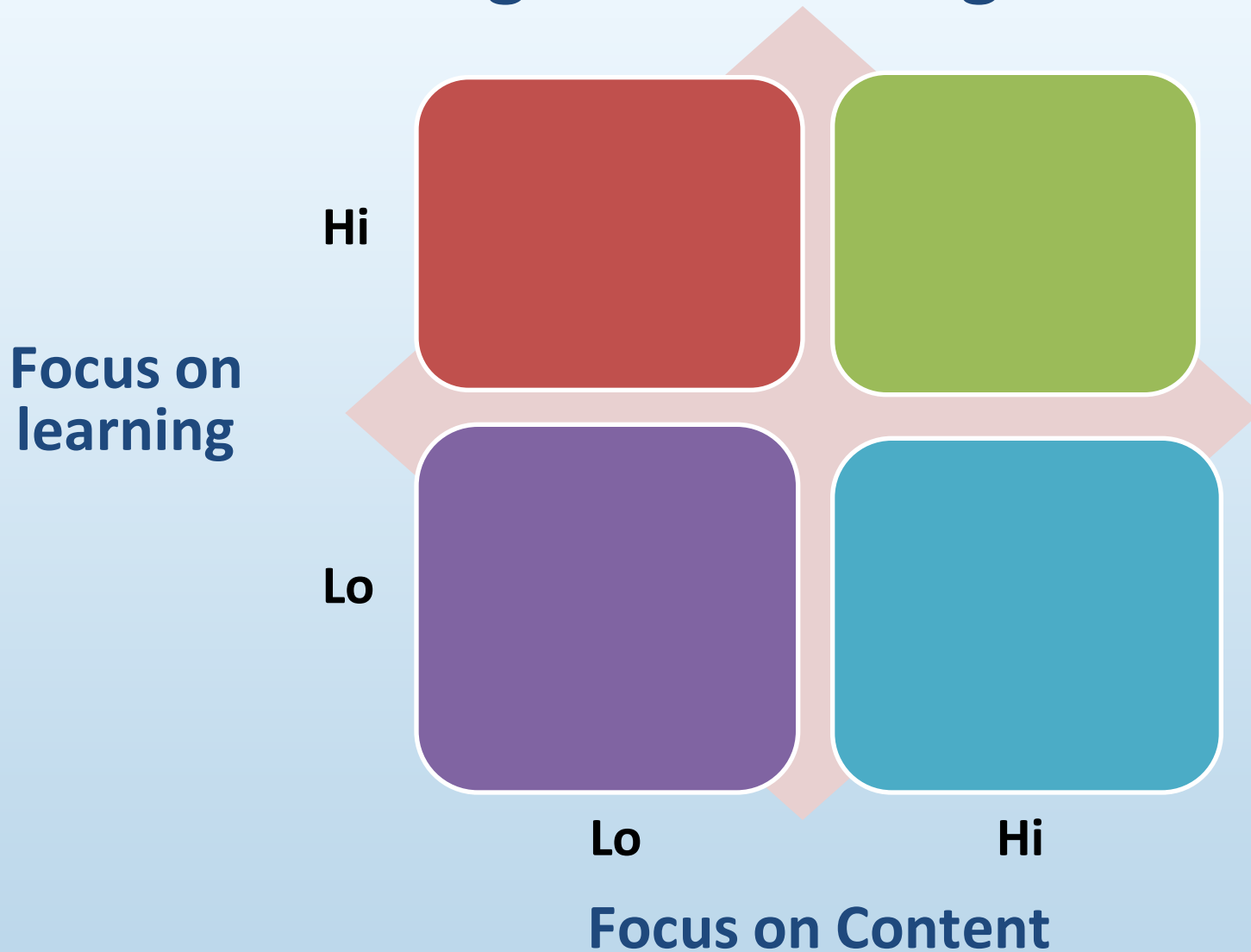
Part I

Teaching and Learning

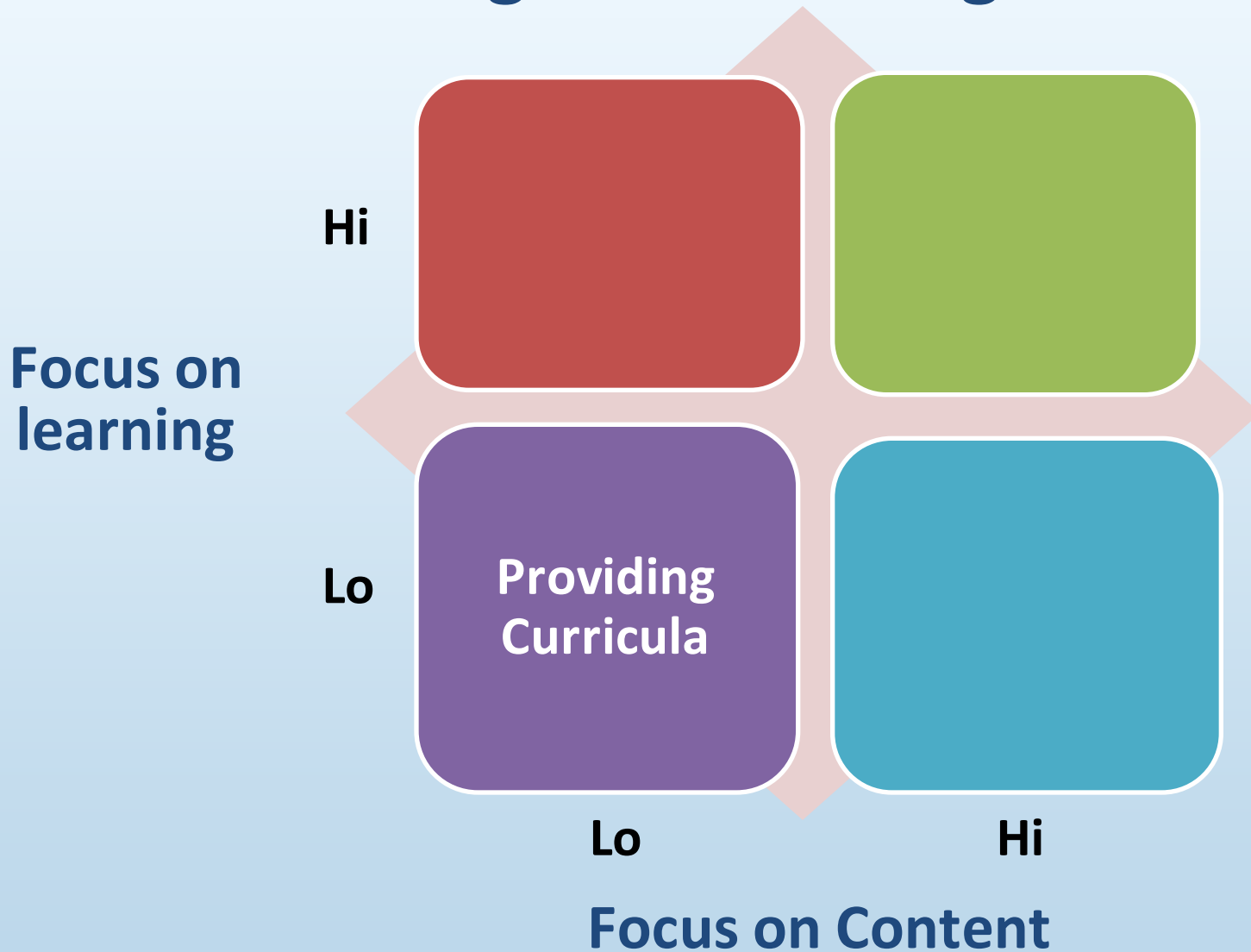
**What do you believe
about *teaching* and
learning?**

Process vs. Content: the dilemma for Cooperative Extension

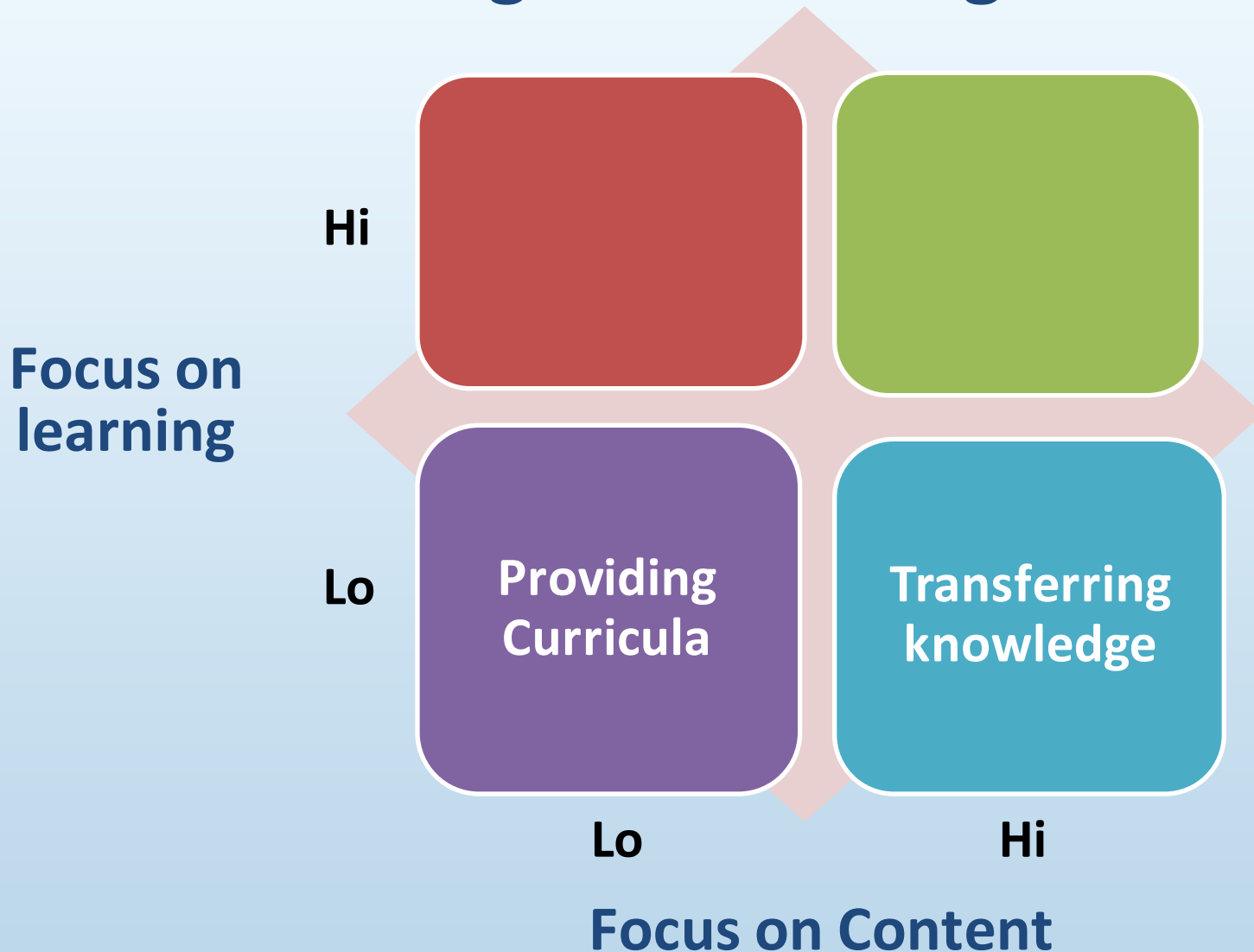
Learning vs. Knowledge Transfer



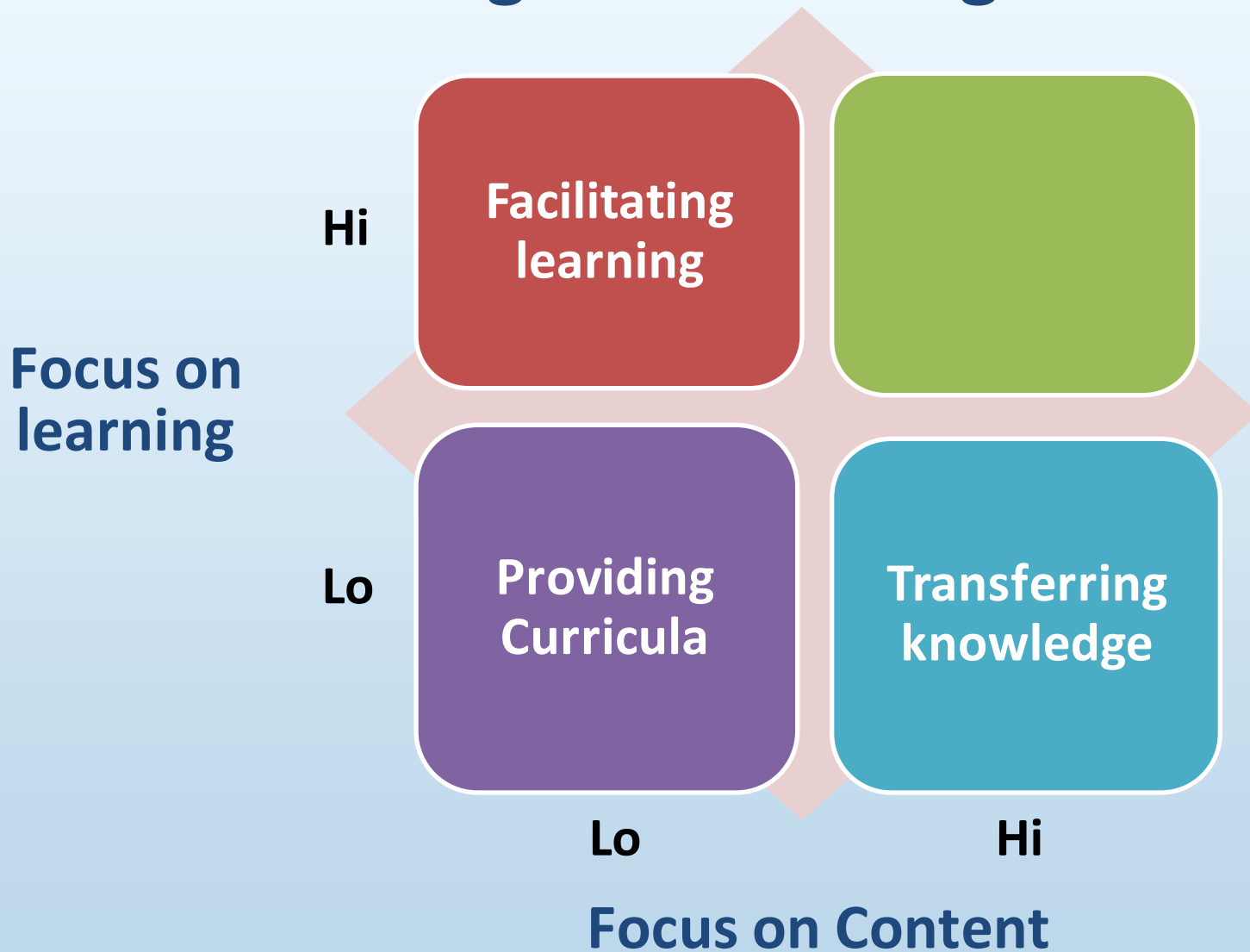
Learning vs. Knowledge Transfer



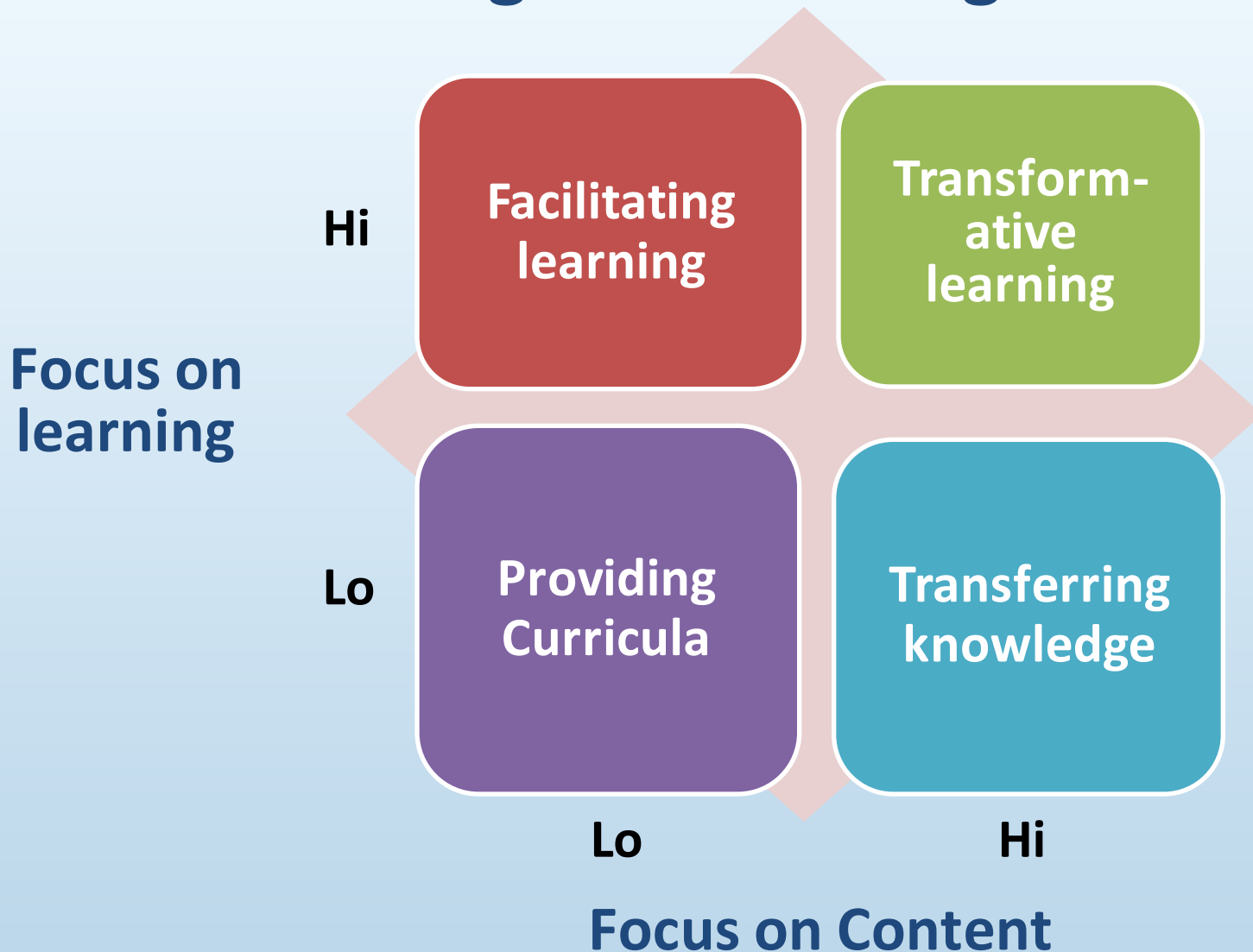
Learning vs. Knowledge Transfer



Learning vs. Knowledge Transfer



Learning vs. Knowledge Transfer



Barriers to learning

- **(Let's identify some of them)**

**What is the most important
thing you have learned during
the past five years?**

What is the most important thing you have learned during the past five years—and how did you learn it?

Transformative Moment



Dealt
with a
problem

Transformative Moment



Dealt
with a
problem

Time of
transition

Transformative Moment



**Dealt
with a
problem**

**Time of
transition**

**Critical
reflection**

Transformative Moment



Dealt
with a
problem

Time of
transition

Critical
reflection

Social
process

Transformative Moment



**Dealt
with a
problem**

**Time of
transition**

**Critical
reflection**

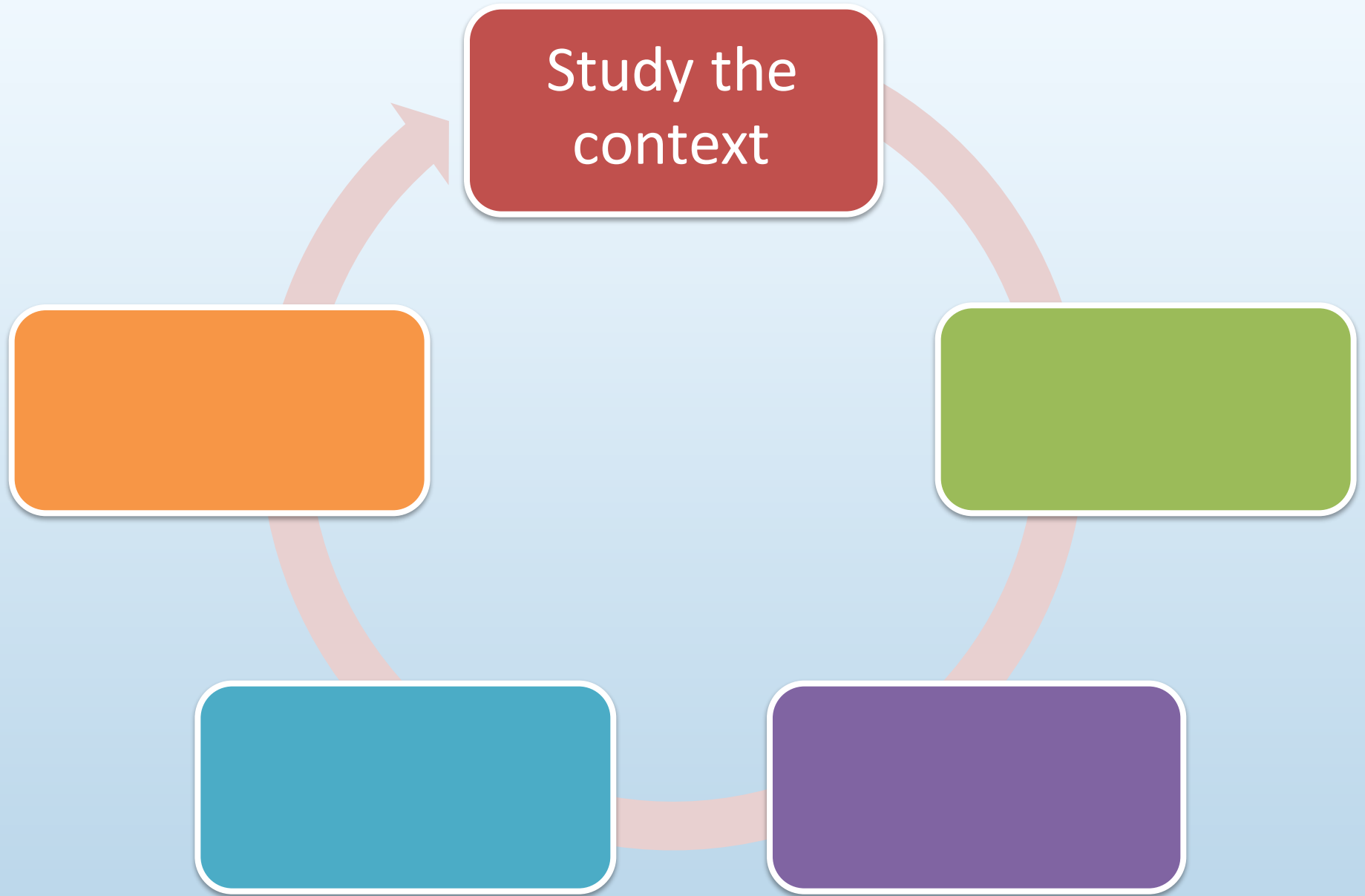
**Social
process**

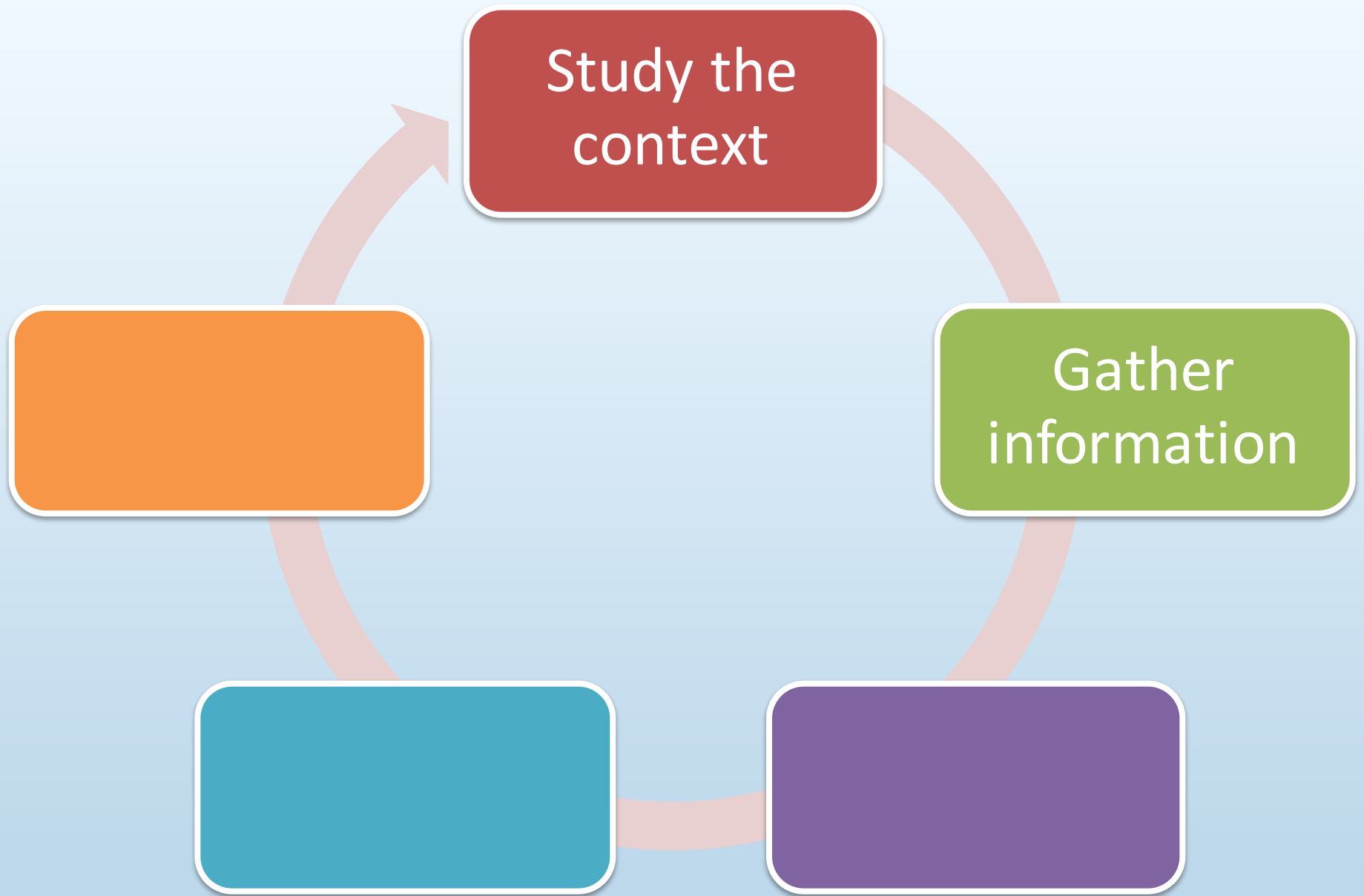
**Dealt
with
values**

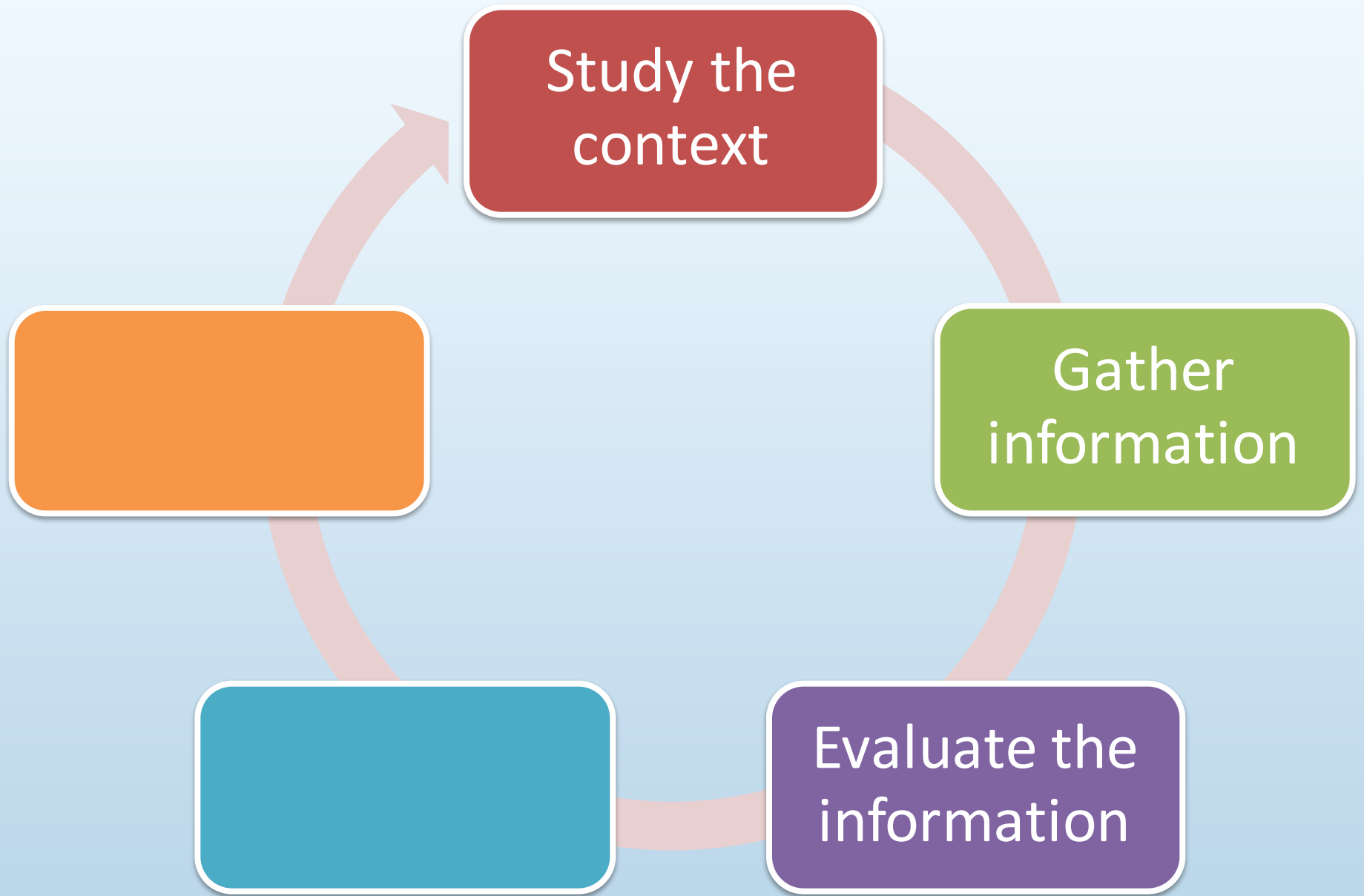
Part II

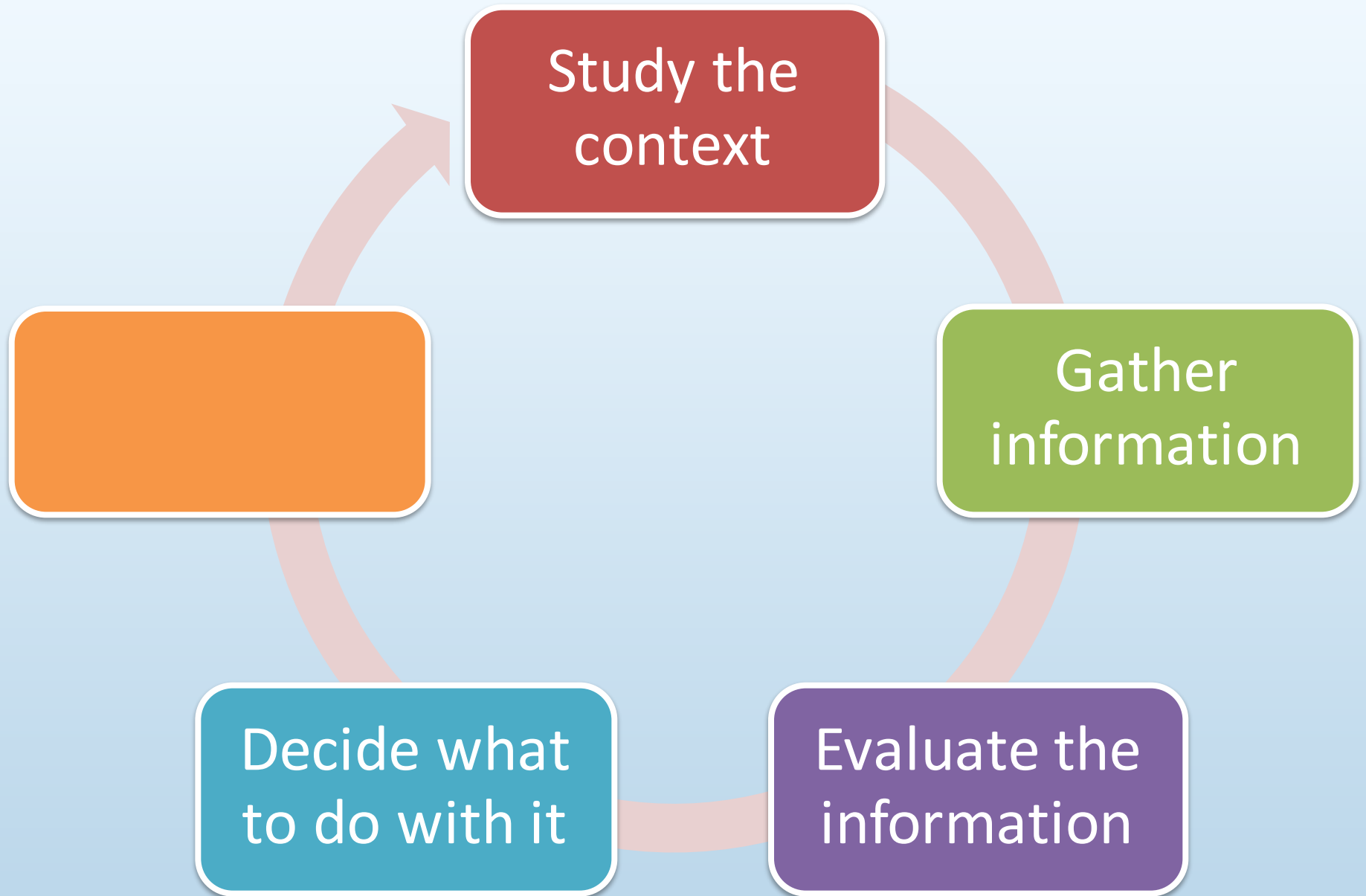
Helping People Learn for Themselves

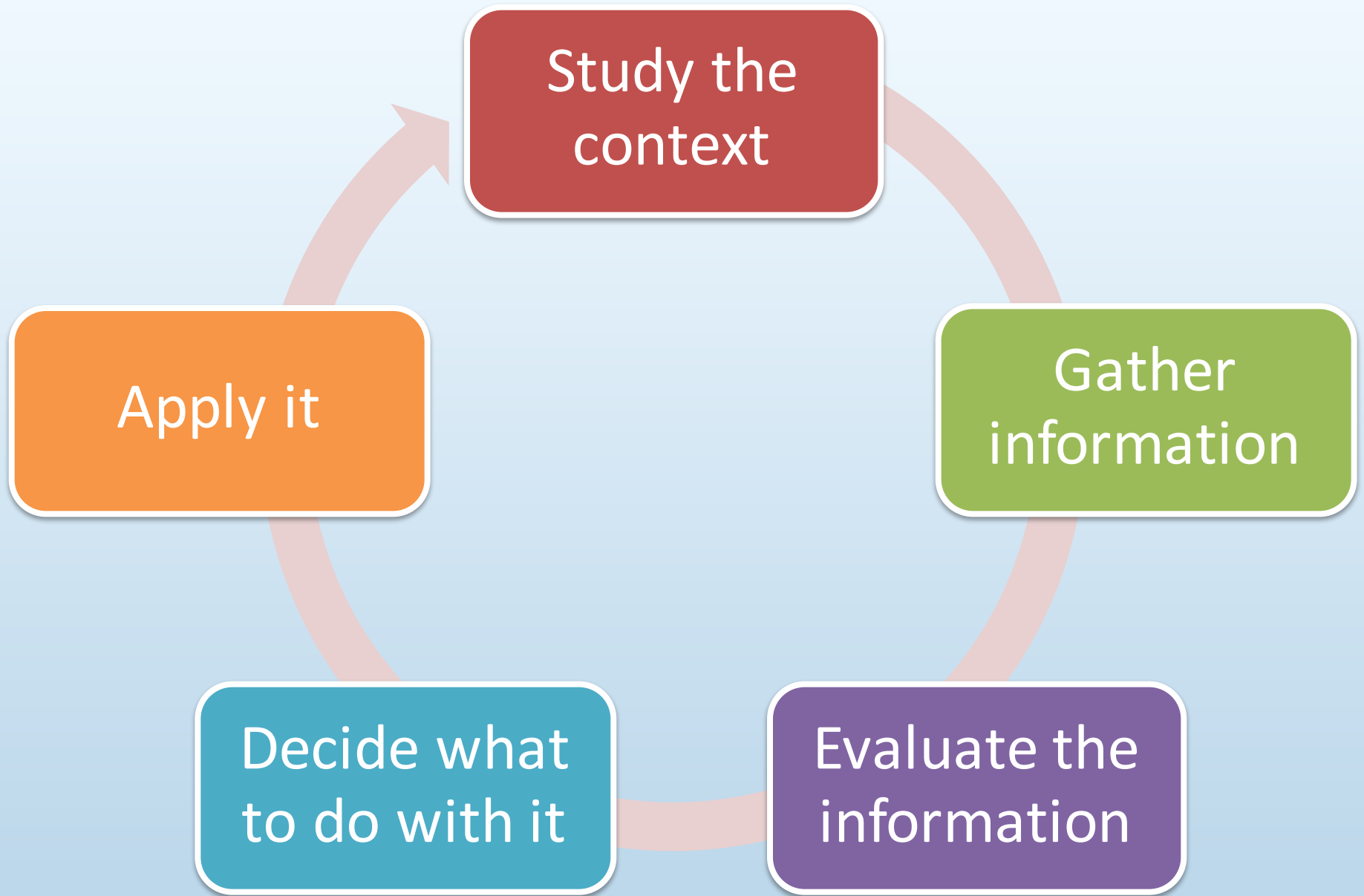
Give an example of a big decision you have recently made. How did you make it?

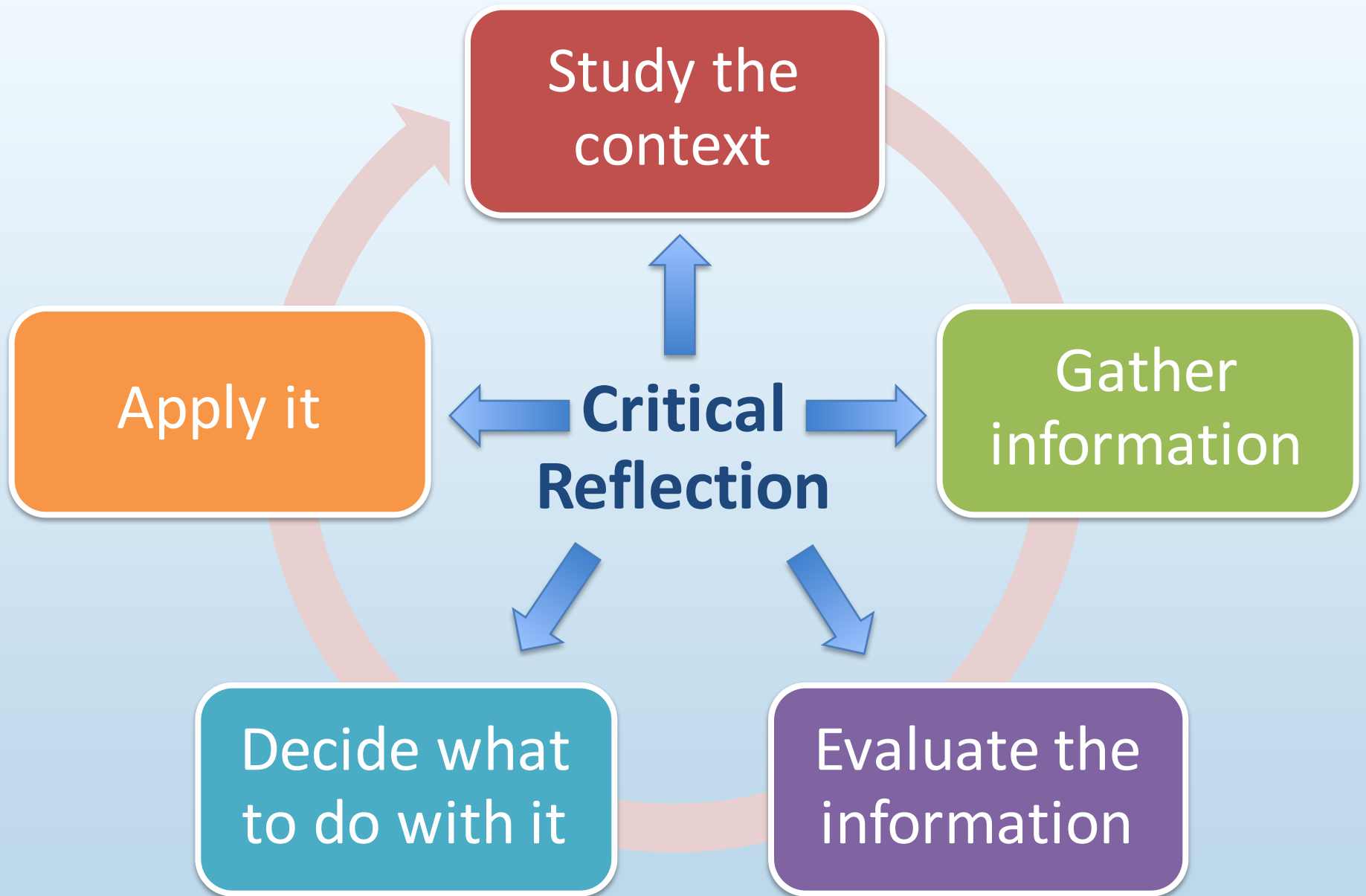












Lessons Learned Under the Palm Trees in Rural Africa



Part III

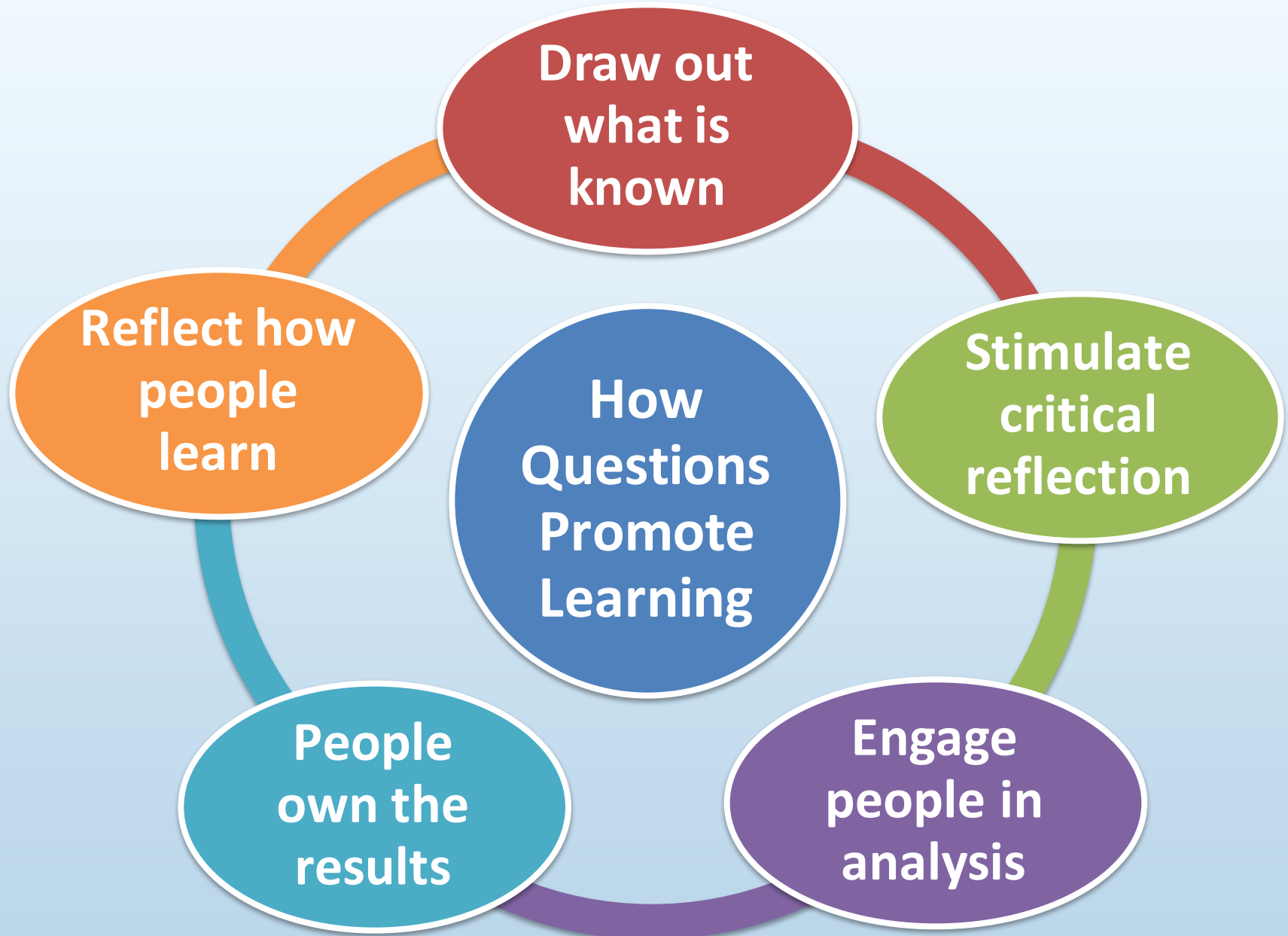
The meaning of *facilitation*?

What Facilitators do:

- **Convene the group**
- **Frame the task**
- **Manage the conversation (who talks, when, how long, etc.)**
- **Guide the process to its conclusion**







A Strategy for Asking Questions

Observation



Reflection



Analysis



Application

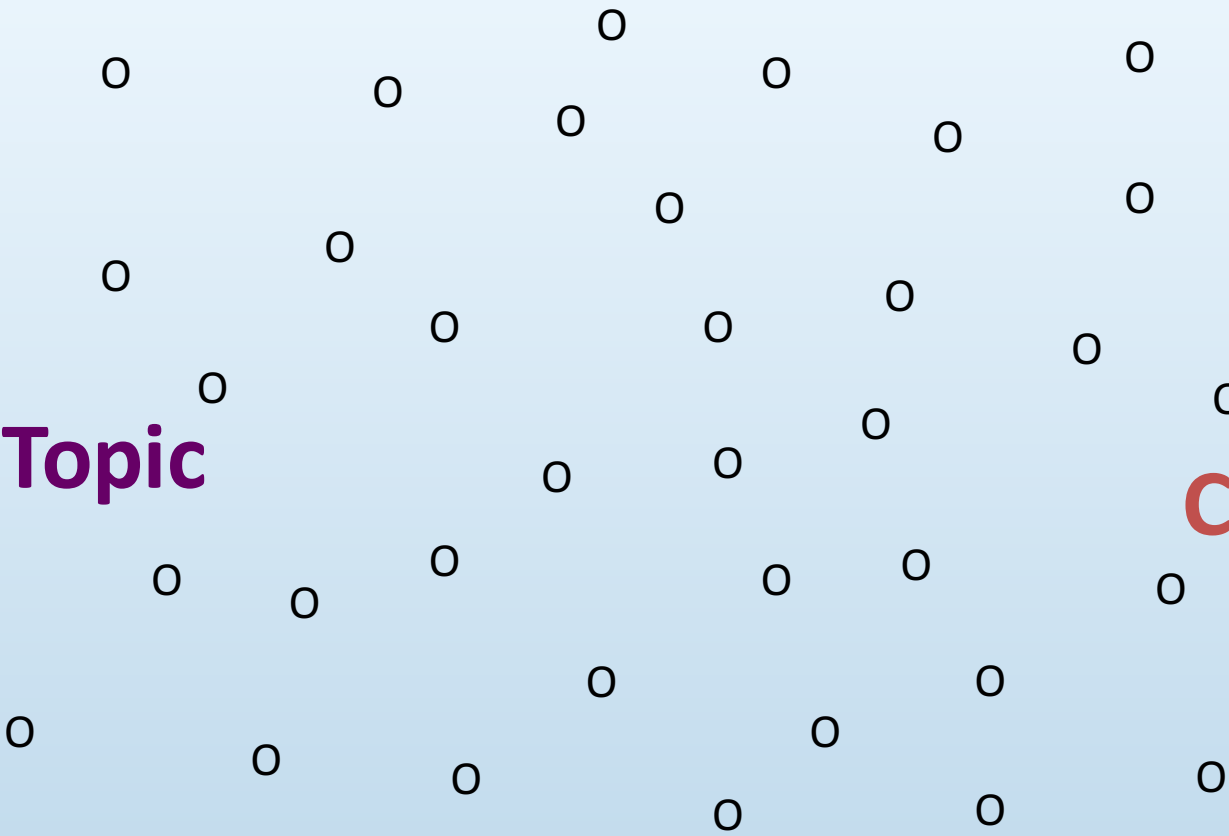


**How facilitators earn their keep;
bringing structure and closure to
learning conversations....**

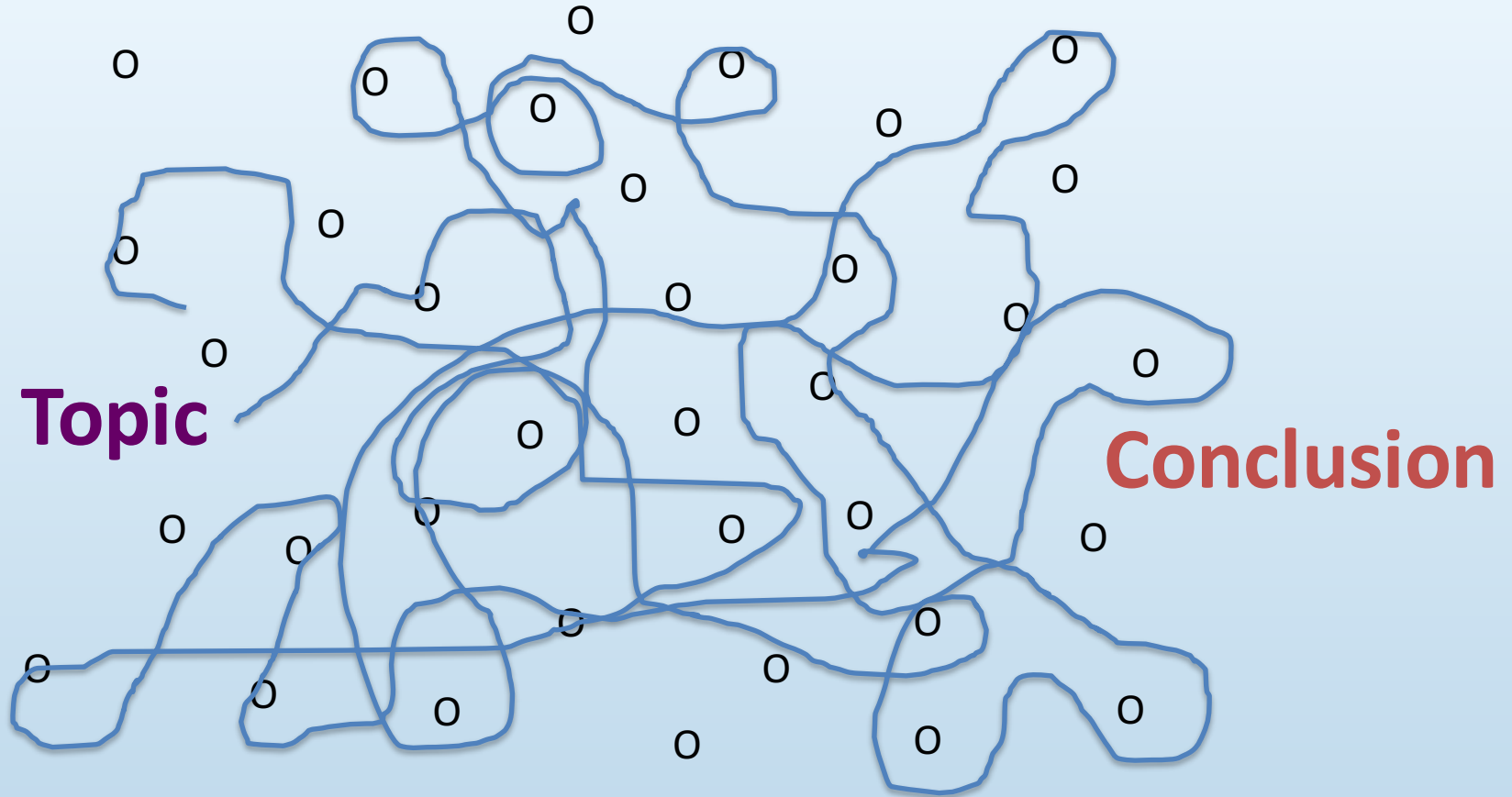
Typical Groups

New Topic

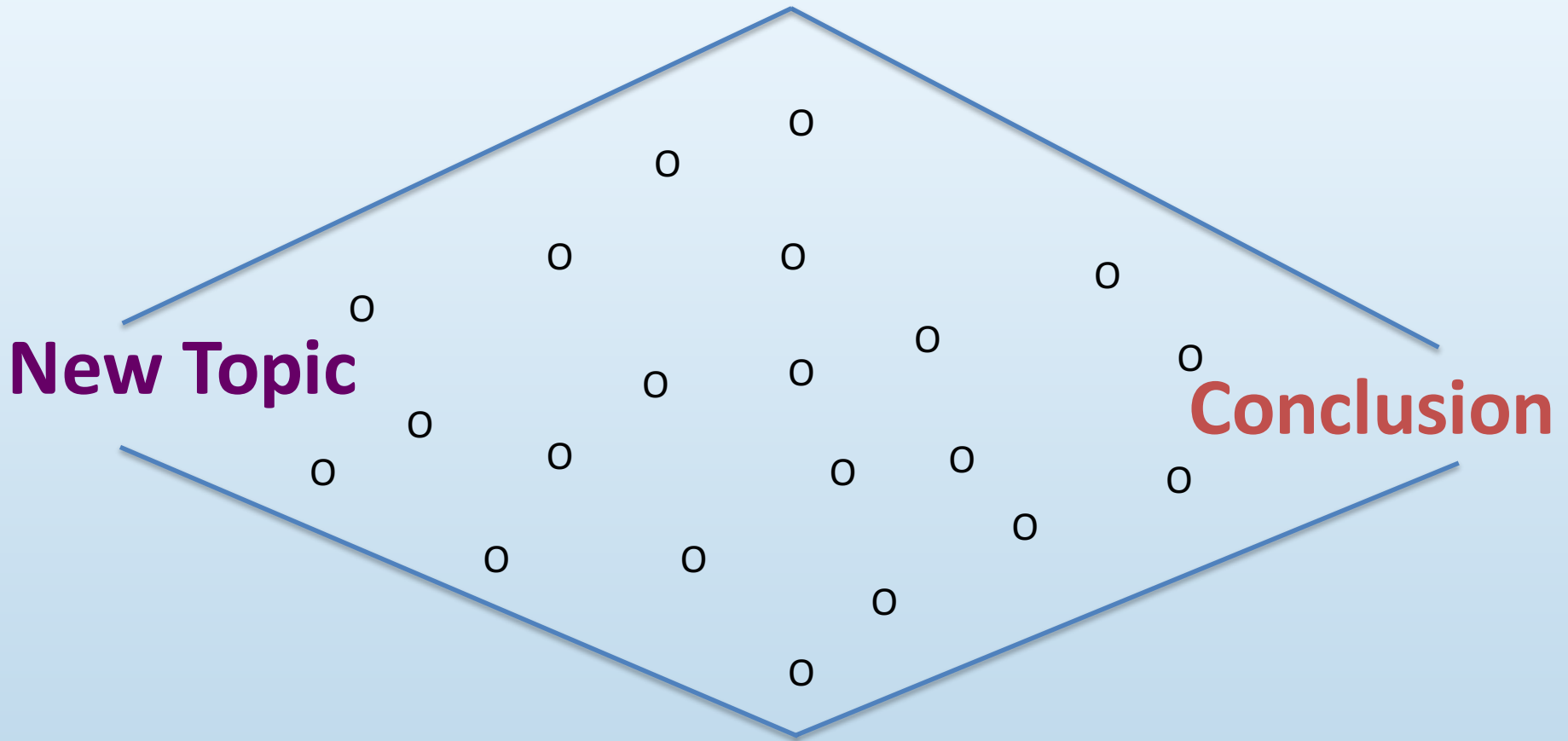
Conclusion



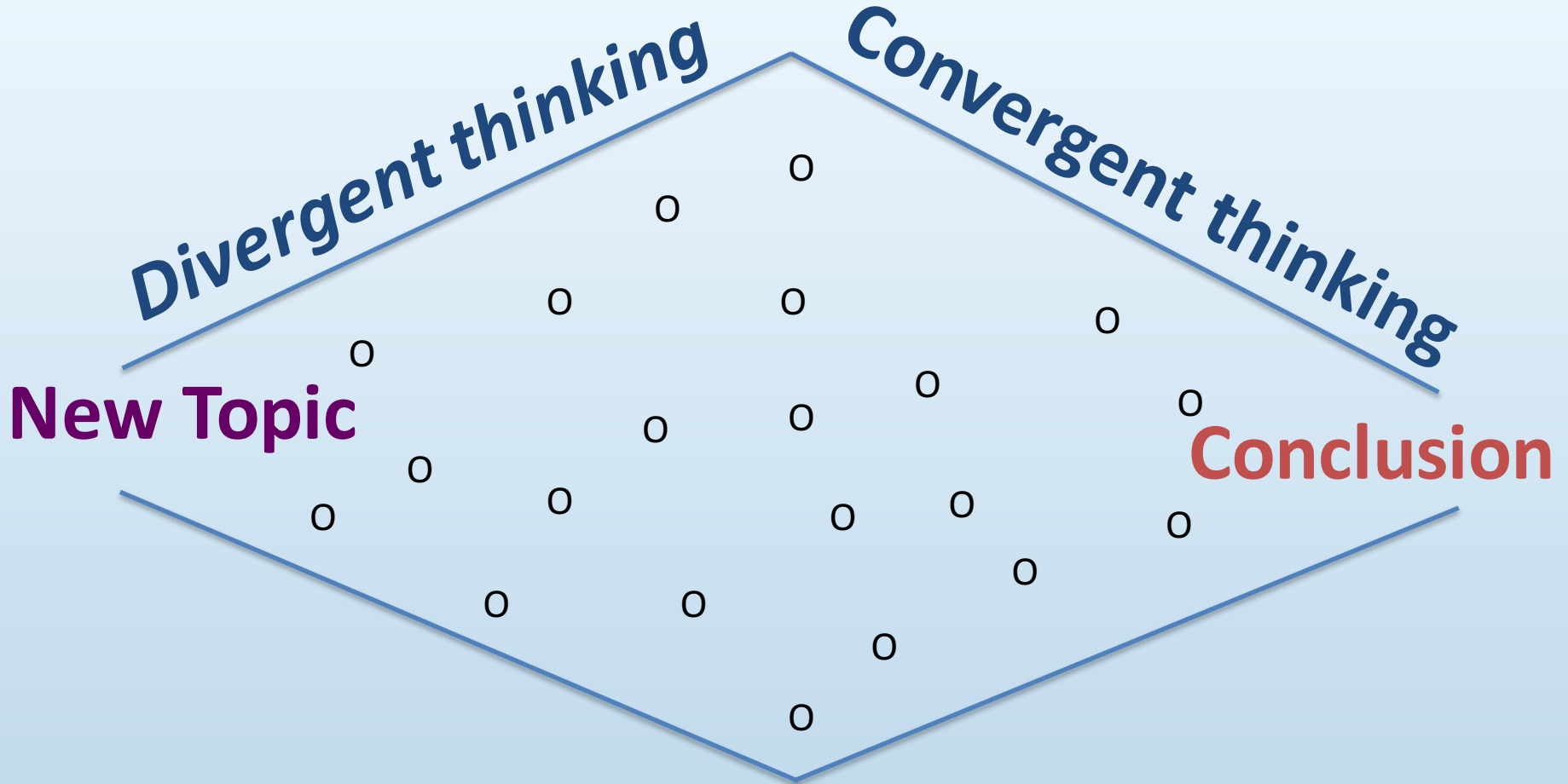
Typical Group Discussions



Framing & Facilitating the Conversation

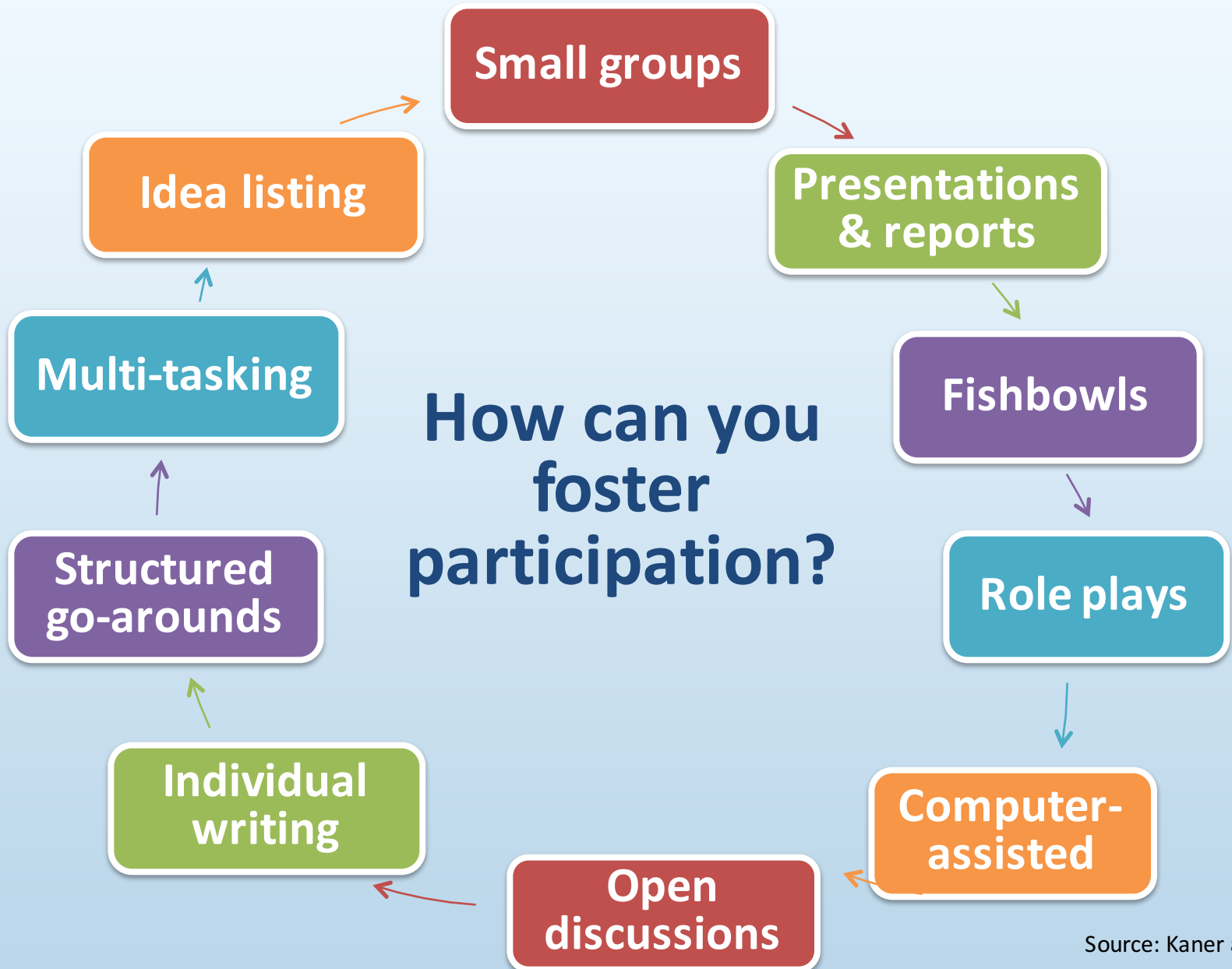


Two Elements of the Process



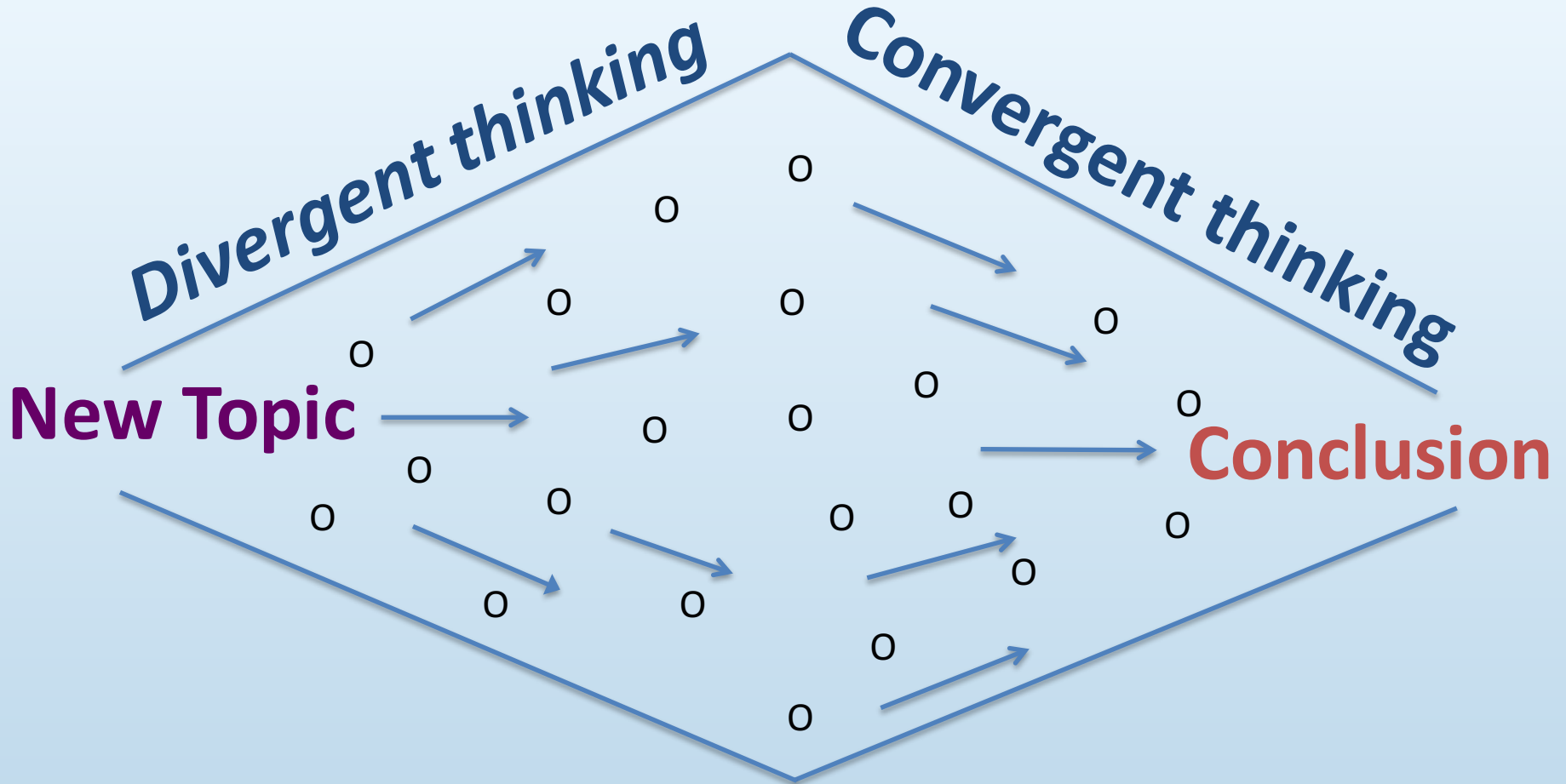
Source: Sam Kaner et al., *Facilitator's Guide to Participatory Decision-Making*

**How can you
foster
participation?**



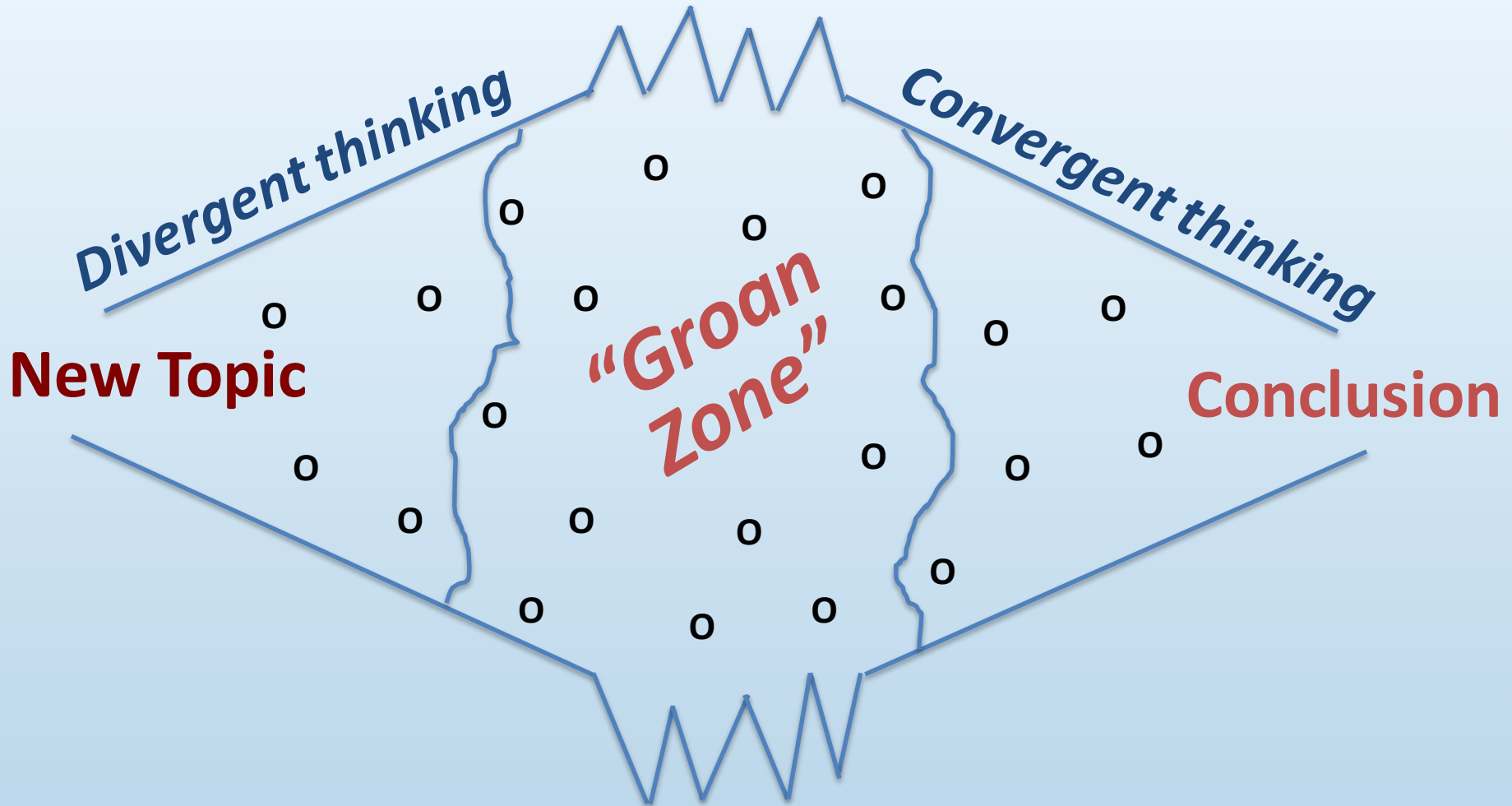
Source: Kaner at al.

Leading With Questions



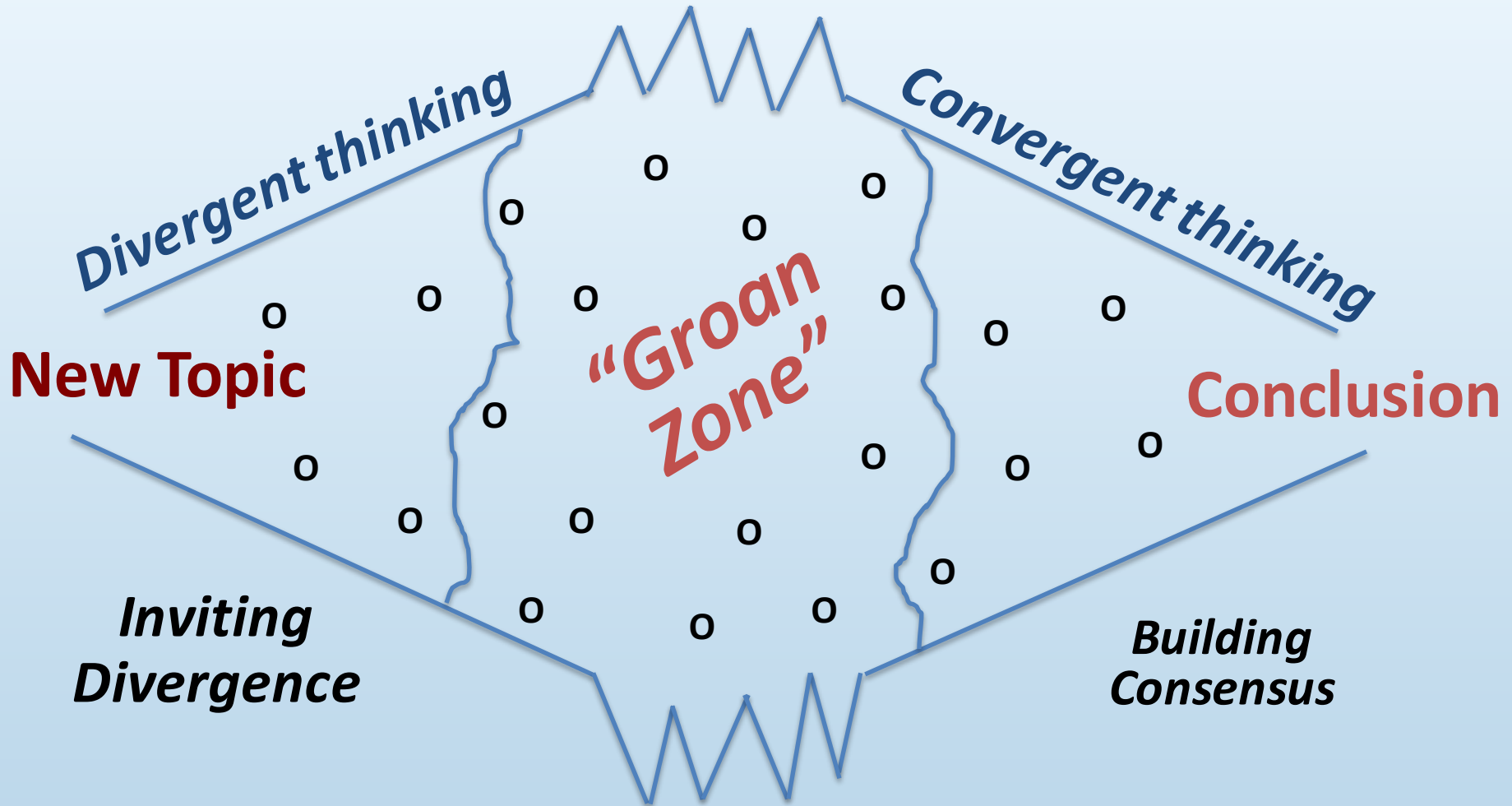
Source: Sam Kaner et al., *Facilitator's Guide to Participatory Decision-Making*

Hope Through Conflict



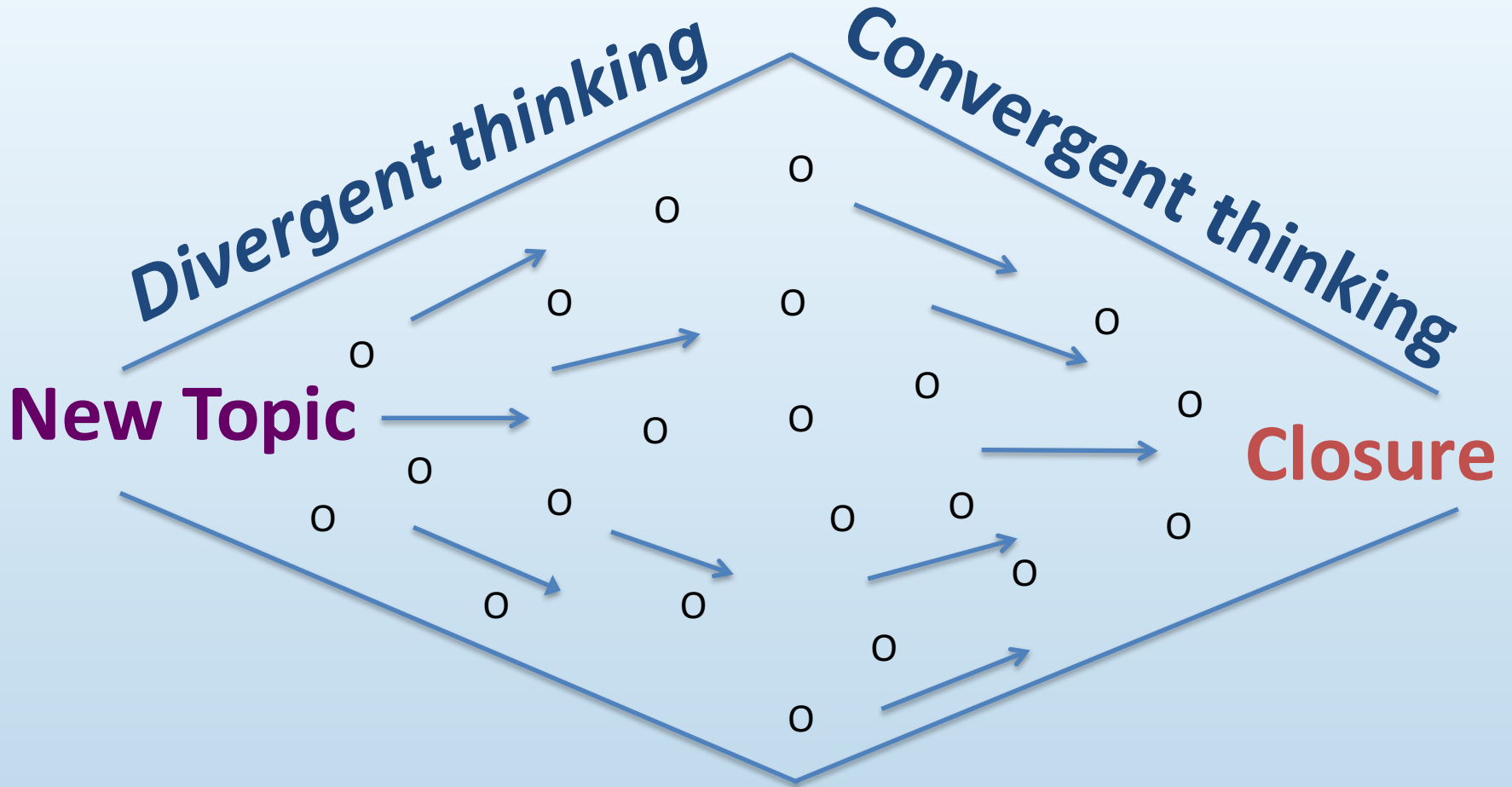
Source: Sam Kaner et al., *Facilitator's Guide to Participatory Decision-Making*

Hope Through Conflict



Source: Sam Kaner et al., *Facilitator's Guide to Participatory Decision-Making*

Coming to Closure

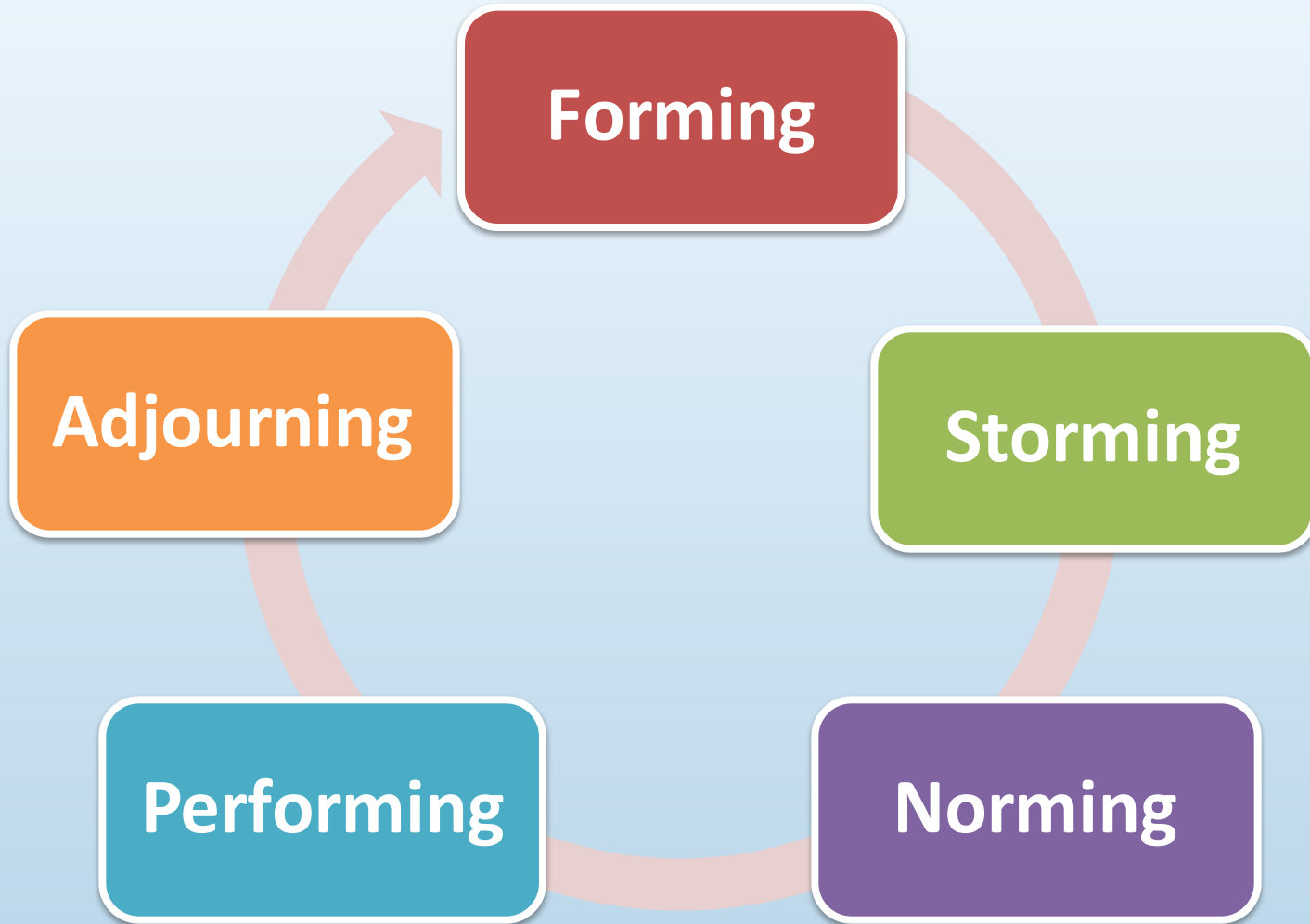


Part IV

Enhancing the “Process”



Tuckerman's Stages of Group Development



The End