

SIMPLE FACILITATION GUIDE FOR CONDUCTING INTERGENERATIONAL DIALOGUE

Facilitation plays a significant role in intergenerational dialogue as it ensures that the objectives are met. It is thus imperative to have a qualified individual who understands the qualities, roles, and responsibilities of facilitation to effectively moderate the conversation. In addition, the facilitator needs to have an understanding of the local dialect of the people to enable him/her to facilitate effectively.

<p>Qualities of an effective facilitator</p>	<p>The four major qualities of a facilitator include:</p> <ul style="list-style-type: none"> • Skills: Ability to sustain and focus on the dialogue, be a good orator, a good listener, negotiator, analytical, moderator; having a sense of humor, being innovative and creative, and having advocacy skills. • Knowledge: Conversant with issues of Adolescent and Youth Sexual Reproductive Health. • Behaviour: Non-judgmental, confident, empathetic, passionate, honest and trusted by the community. • Cultural sensitivity: A good understanding of the local culture in general and specifically on the community's view of Adolescent and Youth Sexual Reproductive Health. • Local Dialect: Ability to speak and clearly understand the local language of the people.
<p>Role of a facilitator</p>	<ul style="list-style-type: none"> • Agree on the objectives and agenda of the dialogue with the relevant stakeholders • Ensure the purpose is clear and agreed upon by the participants. • Sets the climate/mood for the dialogue. • Guides the participants to set ground rules for the dialogue. • Identifies the champions/influencers/role models who will positively influence the conversation. • Ensures dialogue is interactive, participatory and dialogue remains focused. • Knows when to draw an agreeable conclusion around an issue and assists in resolving issues during the dialogue and when necessary make referrals. • Guides the participants to agree on possible action plan after the dialogue. • Documents and follows up, using the monitoring and evaluation framework.
<p>Effective facilitation</p>	<ul style="list-style-type: none"> • Research and know your audience. Do not assume that communities share the same practices and beliefs. You should know what works for which community. • Allow the participants to share their stories and life experiences on the AYSRH during the dialogue. • Identify role models/champions within the community whom you will engage with during the dialogue and who will act as change agents. • Create an enabling environment/safe space for discussion and dialogue. • The facilitator should have four steps of effective dialogue that include: identification

	<ul style="list-style-type: none"> • of AYSRH issues, causes of the AYSRH barriers/challenges, how to locally solve the issues, and agreed resolutions. • Use the appropriate language that the target group is comfortable with. • Be careful in your tone and choice of words so that you do not appear to judge, condemn or stigmatize both generations. • The mode of delivery should consider the level of education of the audience. • The community should decide the appropriate time, day and space for the dialogue. • Be aware of the different beliefs and ideologies of the participants in the dialogue including gender inequality and AYSRH needs. • The dialogue should be a conversation among the participants rather than a lecture. • Plan adequately for potential risks/assumption.
<p>Monitoring and Evaluation</p>	<ul style="list-style-type: none"> • Establish performance indicators that should be in line with objectives of the dialogue • Set performance baselines and targets to measure change/results • Develop action plan as outcome of the dialogue. • Assess effectiveness of the community dialogue by considering community expectations and the long-term outcome. • The implementing team (CSO/LPAs) should keep records of proceedings to track progress. • Planning for evaluation should be done during the design process. • Assess the impact of the community dialogue and go beyond the outcome to include change in knowledge, attitude and practice of the target groups. • After monitoring and evaluation, the data and information collected needs to be documented, share and integrate information gathered into future designs. • Share progress with the community and other stakeholders.