



United States
Agency for
International
Development

Basic Group Facilitation Methods – Technology of Participation (ToP 1) Training Report Batch 4

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SUMMARY

“Technology of Participation: Basic Group Facilitation Methods” is a two-day course designed to share the ToP methods that are currently used in working with groups and organizations throughout the world.

The course is intended to transfer the skills and methodologies of basic small group facilitation applicable in almost every situation. The agenda covers the basic group discussion method and the workshop method on the first day and the action planning and participant-led practice workshops on the second.

The conduct of this training was specifically requested by the Department of Health (DOH) through the Management Sciences for Health (MSH) in line with their preparation for the conduct of series of Convergence Workshops. The 4th batch of ToP1 training was held last 6-7 November 2001 at the SEAMEO Innotech in Diliman Quezon City. It was attended by a total of 27 participants coming from the Philippine Health Insurance Corporation, Inc. (PHIC), Bureau of Local Health Development (BLHD), DOH Center for Health Development and the Health Human Resource Development Bureau (HHRDB). The training started with the opening plenary wherein the context of the training was discussed as well as the history and background of the course. It was also during the first day when participants learned about the first two methods of ToP—the Discussion Method and the Workshop Method.

Day two started with the participant-led discussion. Two volunteers were assigned to lead the recap of the previous day’s activities using the Discussion/ORID method. It was followed by the discussion of the third method, the Action Planning Method.

In the afternoon, the Orientation on the Convergence Workshop Design was discussed. Immediately after that the Closing Program followed. Participants were asked to evaluate the course they have just completed.

OPENING PLENARY

The program started with an opening prayer.

Introduction of Participants

Daisy Sabangan, ToP Trainer/Consultant from Participation Associates, Inc. (PAI). introduced herself as well as her co-trainer, Modesta Lugos.

She asked the participants for a quick round of introduction by stating their name, organization they are involved in, and experiences in facilitation.

Context of the Training

Dr. Eddie Dorotan of the Management Sciences for Health - HSRTAP welcomed the participants to the training and gave the context on why the training is being held. He said that this training is in preparation for the series of Convergence Workshops scheduled to be conducted and explained further what the Convergence Workshop is all about (please see *Annex A* for reference).

Course Introduction

The trainer discussed the history of Technology of Participation, when and how it was introduced in the Philippines. She stressed that the target of the training is to get more people trained as facilitators of the ToP methods.

She gave an overview of the course and quickly discussed the *Technology of Participation: Basic Group Facilitation Methods Manual for Course Participants* developed by the Associates in Rural Development. She iterated that the manual is designed to provide an easy reference on the facilitation methods that they shall be learning over the next two days; and that it will help them use the methods to get optimum results.

The trainer gave the participants the schedule of the training and briefly explained the sessions they shall undergo over the next two days.

Since facilitation is exercising effective leadership, the trainer discussed the two leadership styles—*Traditional and Facilitator*. She explained that the two approaches can be contrasted in terms of what a leader assumes, knows, seeks and relies on. She also stressed that which style to take depends on the need or situation.

The trainer explained that ToP is founded by six distinct yet interrelated values: *participation, teamwork, creativity, consensus, reflection and action*.

After which, she then described the three methods of ToP1: the Discussion/ORID Method; Workshop Method; and Action Planning Method. She mentioned that these methods can be applied to infinite number of situation towards empowering group experiences.

Before the trainer moved on to the discussion of the first method, she first qualified what is meant by facilitation by giving them some cautions on facilitation. She explained that facilitation is **NOT**:

- A new name for training
- A buzzword for Q & A/Small Group Work
- Breeze/Easy
- Magic
- Becoming lost in a whirlwind

She also explained the approach that is going to be adopted during the course of the training which include:

- Demonstration
- Theory Walk-Through
- Practice Sessions

DISCUSSION/ORID METHOD

Following the approach to be used, a demonstration of the first method was done. Participants were asked to turn to page A1 of their manual and were given 2 minutes to take a look at the Facilitator's Mind Map by themselves. After 2 minutes, the trainer asked the participants to close their manuals and asked them a few questions about the map they have just seen.

As soon as the demonstration is over, the trainer explained to the participants that facilitation is actually a journey of helping a group go through a process and come up with a certain course of action. She further explained that DISCUSSION METHOD helps facilitate effective conversations. It is so simple because it follows the flow of normal thought process. To prove so, the trainer again engaged the participants in a quick exercise called the "Theme song Analogy"

The trainer gave them a situation where they will imagine that they are riding a taxi on the way to Quiapo to their mother-in-law's house. The traffic was so heavy that made the driver turn on his radio. The music being played over the radio was the theme song of his/her former boyfriend/girlfriend who is not their current spouse. Then the training began asking the following questions:

- Immediately upon hearing the song being played, what would be your immediate reaction?
- What else would be going through your mind?
- When the taxi finally stops in front of your mother-in-law's house, what would you be telling yourself?

She stressed that the simple enough exercise demonstrated a very important insight; that they were all thinking along the same line. Indeed there really is a universal way in which the mind works— progressing from sensory stimuli to action. She explained that one can have a fruitful and meaningful discussion in as brief time as possible using the **Discussion Method**; that it can be applied to many situations even casual conversations because it invites variety of perspectives on the topic at hand in a non-confrontational manner. ORID is just a series of questions that guide the group through four levels of awareness:

- O – Objective:** facts, data, senses: see, hear, taste, smell, touch
- R – Reflective:** react to data, connect with reality, heart: emotions, memories, associations
- I – Intuitive:** deeper connection with reality, critical thinking, head: meaning, value, significance
- D – Decisional:** take action, give meaning back to reality, action: resolution, opinion, do something

To test whether participants are ready to use the ORID method, the trainer engaged them to a quick exercise.

She divided the participants into 5 groups, gave each group a set of cards that contain questions that relate to a discussion on the topic written in bold letters. She asked the participants to arrange the cards in such a way that the questions follow a logical flow, following the key steps of the ORID. She let them decide which question falls under each step.

She asked the group to post their output on the board and assign a reporter. The groups were given 10 minutes to organize the cards. Each of the groups was asked to present their output. Critiquing of the group output followed after each presentation.

Immediately after this exercise, participants were given some helpful hints that would help them run the ORID. This was followed by a 60-minute break for lunch.

WORKSHOP METHOD

The trainer explained that the Workshop Method is used to help a group define its consensus on a particular topic or concern. She further explained that participants would learn about the method by going through a *demo workshop*, *theory walk-through* to reflect on each of the Workshop Key Steps and *practice workshops*.

She explained one by one the five Key Steps of the Workshop Method:

1. CONTEXT	Setting the stage Contracting the group Establishing the Focus Question
2. BRAINSTORM	Generating NEW ideas
3. CLUSTER	Forming NEW relationships
4. TITLE	Discerning the consensus
5. REFLECT	Confirming the resolve

She informed the participants that the Workshop Method is the most exciting method for managing group processes. It is more complicated to learn than ORID but is easier to master.

She gave the participants some occasions/instances where they can use Workshop Method:

- Community-based sessions
- Problem identification and problem solving sessions
- Generating creativity and innovations in a short period of time
- Catalyzing integrated thinking
- Building practical team consensus

Workshop Demo and Debrief

The trainer enjoined the group to participate in the demonstration. She informed them that the demo is about to begin and that they are all invited to participate. She moved on to introducing the Focus Question: "*What are practical ways of building effective teamwork?*"

She explained the Focus Question and asked whether it is clear and asked for clarificatory questions. She then explained that participants shall go through three levels of brainstorming in answering the focus question: Individual Brainstorming, Small-group Brainstorming, and Plenary Brainstorming.

Participants were divided into 4 groups. When they finally found their groups, they were asked to individually answer the focus question. They were given a sheet of paper where they shall list down their individual answers to the focus question.

After 5 minutes, they were asked to share their individual ideas with each of the members of the group. They were asked to choose the 5-7 best ideas from among the ideas of the group and had them write it down on idea cards in the following manner: WRITE BIG, ONE IDEA PER CARD, SPECIFIC IDEA, 5-7 WORDS PER CARD.

She asked each group to spread the cards on top of their table and choose the best “2-3” ideas and forward it to her. All four groups forwarded their 2-3 best ideas. She then read each of the ideas aloud before she posted it on the board for everyone to see. And then she asked the participants to take a look at the ideas posted on the board, at the same time review the remaining cards on top of their table and finally asked for all other cards that are not similar to those that are already posted on the board.

She read the cards aloud one at a time before she posted them on the board. She again asked participants to take a look at all the cards posted on the board and see which of the card says the same thing or are similar to each other. She asked the group to help her cluster the similar ideas together to form a column. She went on until all similar ideas were clustered.

After which, she moved on to the titling portion by reading all the ideas on the first cluster and asked participants for a title that would best describe the cluster of ideas. She went on until all columns/clusters were titled.

During the reflect portion, she asked whether the consensus titles answer the focus question. She also asked which of the consensus titles would be the easiest to do and which would be the most difficult to do. After confirming the group’s resolve, she thanked the participants for their active participation and informed them that the demonstration of the Workshop Method is over.

Theory Walk-Through

In this session, participants were asked to help each other understand the mechanics of facilitating the Workshop Method using their experience in the demonstration they have just completed.

Participants were again divided into 5 groups. Each group was assigned to a key step of the Workshop Method. Before she explained to the participants what they are going to do, she first reviewed the points at which each of the steps began and ended:

CONTEXT	Began with the Focus Question Ended with the explanation of the process
BRAINSTORM	Began with the listing of individual responses to the focus question Ended when all cards were posted on the board
CLUSTER	Began when facilitator asked which ideas go together Ended when all ideas were arranged in columns/clusters
TITLE	Began when formal title was given to the first/longest column Ended when all columns/clusters were given titles
	Began when consensus titles were reviewed Ended when facilitator thanked the participants

The trainer explained that each group is to concentrate on the step assigned to them and that they are expected to fill-in the template below:

Workshop Key Step
<p>Steps: What happened? Sequential listing of the processes done in this specific step</p> <ol style="list-style-type: none"> 1. 2. 3.
<p>Group Experience: What was the mood of the participants during this step of the Workshop Method</p> <ul style="list-style-type: none"> ➤ ➤ ➤
<p>Keys to Success: What made this step proceed successfully?</p> <ul style="list-style-type: none"> ➤ ➤ ➤
<p>Dangers/Pitfalls: What could make the step go wrong? What should the facilitator watch out for?</p> <ul style="list-style-type: none"> ➤ ➤

The trainer further explained that the first two points (Steps/Group Experience) were to be answered in the perspective of the participants based on their experience in the demonstration, while the last two points (keys to success/dangers & pitfalls) should be answered based on the perspective of a facilitator. What they think should the facilitator keep in mind while facilitating this step.

Participants were given 30 minutes to complete the exercise. After 30 minutes, representatives from each group were called to present their group's output. Critiquing followed after each presentation.

After which, the trainer drew the mood line, which represents the energy that moved around during the discussion. She stressed that it is important to harness these energies to get the best results out of the methods.

She then congratulated the participants for a job well done and summarized the activities that they were able to accomplish. She also gave them a quick run down of what they are going to do the next day.

PARTICIPANT-LED ORID

Day two started with a prayer by Mr. Jose Basas, one of the two brave souls who volunteered to do the recap of the previous day's activities. This was followed immediately by the recap of the previous day's sessions.

The two volunteers asked the participants a series of questions following the key steps of the ORID pertaining to the activities that were accomplished in the previous day. It was followed by the debrief of the trainer. The trainer gave some more tips in effectively handling the ORID Method before she moved on to the discussion of the last method, the Action Planning.

ACTION PLANNING METHOD

The trainer explained that the ToP places a bias towards ACTION. ACTION PLANNING is a practical approach to an action plan that realizes an alternative set of goals to be done in a short amount of time.

ToP approach is different in the following ways:

- ✓ It is quick;
- ✓ Allows entire group to formulate the plan and implement it;
- ✓ It is practical and realistic; and
- ✓ Best of all, it identifies responsibility centers for the various aspects of the plan in a voluntary manner.

She further explained the seven key steps of the Action Planning Method:

CONTEXT	Setting the stage Contracting the group
VICTORY CIRCLE	Defining Victory/Success
CURRENT REALITY	Checking on the present Realities
COMMITMENT	Soliciting Commitment
KEY ACTIONS WORKSHOP	Identifying the Needed Actions and Forming Work Teams
CALENDAR & ASSIGNMENT	Scheduling the Actions by Work Teams
REFLECT	Confirming the Resolve

She also enumerated some instances when Action Planning Method can be applied:

- ✓ Event Planning
- ✓ Building Shared Responsibility
- ✓ Identifying Accountabilities
- ✓ Deciding on Resource Allocation

The trainer explained that just like the first two methods, they will follow a demo/practice to concretize the steps providing an experience of the method at work.

She explained how the demo/practice will run:

Step 1: handled by the Trainer

Step 2-5: will be done by the participants themselves

Steps 6-7: will again be handled by the trainer.

Workshop Demo/Practice

The demo began when the trainer asked about the activity they are going to plan for. She explained that since the training is in preparation for the Convergence Workshops. She suggested that they plan about the next Convergence Workshop.

The participants gave the following assumptions:

WHAT: Convergence Workshop

WHEN:

WHERE:

BY WHOM: MSH, DOH, LGU, PhilHealth

OTHER ASSUMPTIONS: rainy season, typhoon, flights delayed, participants will not be able to arrive, etc.

After which, the participants were divided into 4 groups. Each group was assigned to a step of the Action Planning method, which the members will conduct themselves. While the other groups are facilitating, the others will act as participants and vice versa.

They were again reminded that the trainer shall handle the first step (Context), which she just did and will pick up from the second half of the Key Actions Workshop until the end.

The groups were asked to read pages 42-53 of their manual, assign a facilitator and select assistant facilitator.

Participants were given 30 minutes to prepare. While the trainer moved around each group to help them in their preparation and clarify questions they would like to raise.

After 30 minutes, the trainer called in the first group to facilitate the Victory Circle step, called on the next until all the groups were able to facilitate their assigned session. Then as expected, she picked up from the second half of the Key Actions Workshop until the reflect portion.

She thanked the participants for their active participation and congratulated them for having learned the basic rudiments of the three ToP methods.

ORIENTATION ON CONVERGENCE WORKSHOP

In the afternoon, she discussed in detail the Convergence Workshop Design and explained each of the sessions involved and how it is going to proceed.

CLOSING

Participants were asked to evaluate the course they have just completed by filling up the Evaluation Form. With reference to their responses, the participants were generally pleased about the whole conduct of the course (please see *Annex B*).

Annex A – Convergence Strategy

DOH-Philhealth-LGU-NGO
Cooperation
in Health Care
(2001-2004)

IN SUPPORT OF GMA's
KAPITBISIG LABAN SA KAHIRAPAN
(KALAHI)

1

10/19/02

What we want to see

- Insured, satisfied and empowered healthy families

4

10/19/02

Tulong-Sulong sa
Kalusugan

CONVERGENCE STRATEGY
Getting Health Sector Reforms Moving
At the Local Level

2

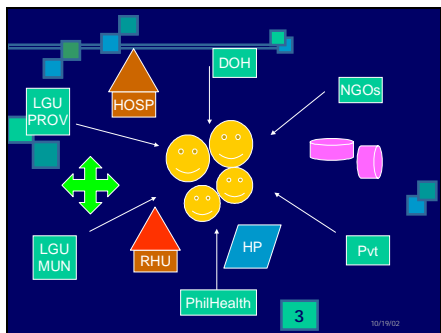
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Targets by 2004
in 64 provinces and cities

- 85% of population with Philhealthplus (PH+)
- PH+ holders entitled to basic public and personal health benefits, including FP/RH/MCH
- Public health facilities are Sentrong Sigla (quality) certified, Philhealth accredited and Clinical Practice Guideline (CPG) compliant
- There is access to quality and affordable medicines
- An Effective referral system is operational
- Inter-LGU cooperation and cost-sharing is sustained

3

10/19/02



Advanced Implementation
Sites: 16 (1 per region)

Cities:
Pasay, Dagupan,
Tangub Butuan,
Baguio, Cotabato,
Tarlac, Ormoc, San
Fernando
(Pampanga), San
Fernando (La Union)

Provinces:
Pangasinan (1), Capiiz(6),
South Cotabato (11),
Bulacan (3), Nueva
Vizcaya (2), Negros
Oriental(7), Misamis
Occidental (10),
Palawan(4), South Leyte
(8), Zamboanga del
Sur(9), Benguet
(CAR)North Cotabato
(12), Agusan del Sur
(Caraga), Tawi-
tawi(ARMM), Sorsogon
(5)

6

10/19/02

Roll Out

- 2001 - 16
- 2002 - 16
- 2003 - 16
- 2004 - 16
- Total - 64

7 10/19/02

Preparatory

- Preparatory Meetings
- Convergence Workshops
convergence plans up to 2004
- Provincial Health Summits
political and financial commitments

10 10/19/02

Strategy: Convergence

- Align, synchronize and synergize all possible interventions and key players in a well-defined political territory

8 10/19/02

Capacity Building Phase

- Trainings on Philhealth+, inter-local health zones, hospital improvements (TQM, 5 S, Financial Management) drug management systems/ therapeutics public health

11 10/19/02

5 P's of Convergence

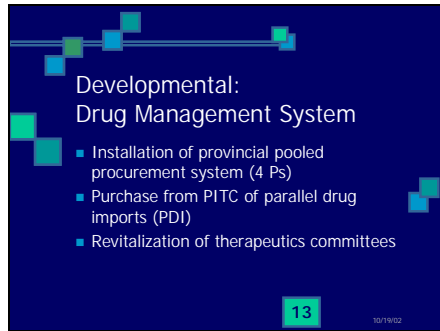
- Package of 5 Reforms
- Political Strategy: health as political issue, political mapping, negotiation, political will
- Participation/Partnerships = strategic synergy (vertical, horizontal, teamwork)
- Pacing : timing, fast-tracking, phasing
- Pro-active: developmental, creative

9 10/19/02

Developmental Phase: Social Health Insurance

- Formation of PH+ team
- Integrated Social Marketing
- Packaging health services
- Accreditation of facilities

12 10/19/02



Developmental: Drug Management System

- Installation of provincial pooled procurement system (4 Ps)
- Purchase from PITC of parallel drug imports (PDI)
- Revitalization of therapeutics committees

13 10/19/02



Developmental: Local Health Systems

- Establishment of inter-local health zones (district health system)
- with management structures, MOAs, integrated planning, referral systems, information systems, human resource program, cost-sharing

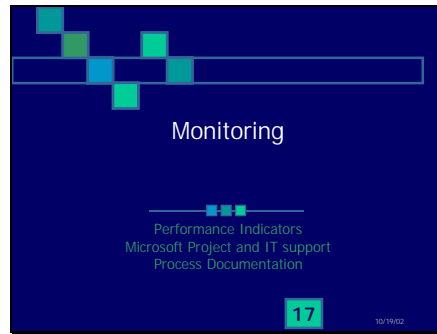
16 10/19/02



Developmental: Hospital Reforms

- Sentro sigla and PHIC accreditation
- Implementation of TQM, 5 S, financial systems
- Advocacy for fiscal viability and autonomy
- Improvement of physical facilities and equipments

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Monitoring

Performance Indicators
Microsoft Project and IT support
Process Documentation

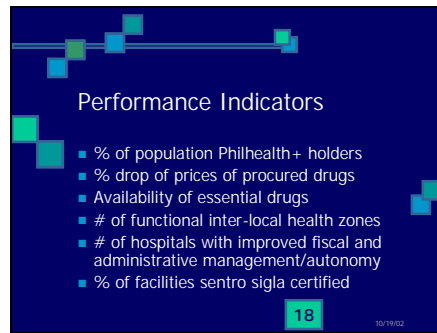
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Developmental: Public Health

- Accreditation of BHS and RHUs
- Improvement of RHUs physical facilities and equipments
- Improve and expand public health programs
- Advocacy for increasing budget for public health

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Performance Indicators

- % of population Philhealth+ holders
- % drop of prices of procured drugs
- Availability of essential drugs
- # of functional inter-local health zones
- # of hospitals with improved fiscal and administrative management/autonomy
- % of facilities sentro sigla certified

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Incentives and Disincentives

- Matching grant?
- Awards? Recognition?
- Package of technical and financial support

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Role of Philhealth

- Enrollment to Philhealth+
- Packaging of health package benefits
- Accreditation of facilities
- Payment of claims through reimbursements, capitation etc
- Clinical Practice Guidelines

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Structure and People

- **Steering Committee: Execom**
(Sec Dayrit, President Duque, Usec Fernandez, Usec Lopez, Usec Padilla, Usec Galon, Usec Lacap)
- **National Task Force**
HPPDB, BLHD, BFAD, NCFD, NCDPC, HHRDB
PHIC, MSH, NGOs
- **Local HSR Advocates**
CHD, PHO, PHIC, NGO

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Role of LGU

- Delivery of quality health services
- Payment for Philhealth+ premiums of indigents
- Political leadership
- Advocacy

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Role of DOH

- Techno-political leadership
- Advocacy on compliance to Sentro Sigla (quality)
- Advocacy on Philhealthplus (PH+)
- Technical and financial assistance
- Monitoring implementation

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Role of the Private Sector

- Advocacy on Philhealth+ enrollment
- Delivery of quality health care (hospitals, clinics)

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Annex B

BASIC GROUP FACILITATION METHODS COURSE Technology of Participation Level One (ToP1) November 6-7, 2001 SEAMEO, Innotech, Diliman, Quezon City

TRAINER'S REPORT

The table below shows the summary of number of participants who attended the training course:

NUMBER AND PROFILE OF PARTICIPANTS	
Office/Organization	Number of Participants
CHD	6
BLHD	5
HHRDB	2
PHIC	4
Regional Representatives	10
Total Participants	27

Below is the list of participants who demonstrated the greatest potential for immediate facilitation work for programs under implementation with minimal or even no supervision from more senior facilitator:

1. Dr. Renee Faldas
2. Dr. Remedios Ortigoza
3. Dr. Zenaida Villareal
4. Ms Elsie De Yro
5. Ms Josephine Libiran
6. Ms Menchu Eguia
7. Ms Fe Priscilla Diero
8. Ms Rosalinda Guerrero
9. Mr. Michael Rey Pena
10. Ms Adelaida Basera
11. Ms Carmelita Capulong
12. Ms Leoncia Garcia
13. Ms Azucena Banga
14. Ms Hononica Flores

Immediately after the training, participants were asked to evaluate the training course they have just completed. Participants were generally pleased about the conduct of the training.

Annex C

TOP 1: BASIC GROUP FACILITATION METHODS COURSE Participants' Evaluation

SEAMEO, Innotech, Diliman, Quezon City
November 6-7, 2001

ABOUT THE TRAINING COURSE

1. *Describe the two things that you remember most about the course.*

- ORID Method – best method used in discussing issues/problems; art of masking tape technology
- Facilitators are very competent, confident and beautiful
- Participants consensus is a must in arriving at decisions; mastery and patience are needed in facilitating
- How to go about the process of ORID and Workshop in a lively, smooth sailing flow
- A facilitator is NOT a trainer; the steps in the three methods
- It is participative; importance of teamwork
- ORID; Workshop
- ORID method; Workshop method
- Helpful tips in facilitation as been given by the very good facilitators; teamwork & cooperation among the participants
- The methods introduced; some new tips in facilitating workshops
- Systematic way of facilitating a workshop; effective time management
- The different methods used: ORID, Workshop & Action Planning—to ensure effective participation; the facilitators'/resource person and my co-participants are great
- Detailed processing of workshop; Demo process
- Training about ORID method because this is my first time to hear about this method; another style in using an action plan
- Active participation by each participant and teamwork among groups; consensus and plenary, blending of ideas to form a formidable workshop
- Everything about the course
- The discussion method – ORID; the workshop method
- How to become a good and effective facilitator
- Brief but concise & direct to the point topics of discussion; better ways of doing traditional presentations e.g. recapitulation
- ORID, how to conduct a workshop and action planning
- ORID framework & context—the concept will be a useful guide in my future facilitation activities
- Facilitation is not training
- Brainstorming
- Be active/good facilitators; to simplify & to understand the steps/strategies of ToP
- The two things that I remember most about the course are the ORID & workshop methods of facilitation
- The responsibility of a facilitator when conducting workshop & Do's and don'ts while facilitating

- Workshop—new style; participation of trainees—seems that everyone is excited & eager to know the new technique

2. *What facilitation work are you now most excited about?*

- Application of the ORID
- Everything
- The forthcoming conduct of Basic Trainers Course
- ORID – walk through; Workshop – walk through
- Facilitate during small group meetings
- Facilitation/ORID in the next convergence
- ORID
- Application of methods learned
- Style in facilitation
- Applying the 3 methods during the convergence workshops
- Perhaps the true test—being able to facilitate in the convergence workshop
- The conduct of workshop method
- First time to know that during facilitation, the facilitator must not insinuate or direct participants to the desired outcome
- Facilitating the convergence workshop utilizing what I've learned from this course
- Brainstorming
- Workshop method, Action planning, ORID
- Brainstorming; clustering
- Training/workshops of hospital based doctors & nurses of NTP
- Conduct of convergence workshop
- Application of the three methods in any facilitation work
- Conducting workshops to discuss/surface/identify issues & problems and action planning
- Clustering of ideas; titling
- On the brainstorming process
- Application of all the methods
- The over-all function of a facilitator
- Workshop method

Still apprehensive about?

- Victory Circle
- Giving the opening spiel/statement
- Very few butterflies not like before
- Moderating/facilitating “makukulit” participants
- My trainer syndrome will come out when I facilitate
- How to hold participants' enthusiasm
- Maintaining energy level of participants\
- Commitment of LGU
- Not anymore, am ready!
- Not much
- The action planning since it entails many steps which the audience may find tedious
- No more—with detailed description & processing, I am very much enlightened
- No to much because of some experiences
- Conduct of convergence workshop, multi-sectoral

- The workshop method/ action planing method which I'm going to apply in the convergence workshops
- Small group discussion without using the other AV materials in facilitating the discussion
- The values behind the methods are very ideal so I think it is a big challenge for us realizing them
- Strengths, weaknesses & drawing out of commitments
- Action planning method

3. *In what specific ways do you see training as helpful in your work? In your personal life?*

- Very useful and helpful even in daily life
- In the implementation of the health programs
- In our retooling/retraining program; in providing technical assistance; in promoting health to LGUs
- It further hones my capabilities as a trainer; it broadens my outlook in life – to be patient, accommodating and change my negative behavior
- Facilitating style; in my personal life, the value of open communication
- Improve skills in communicating
- Develop confidence in my work as well as my personal life
- Very important but to be followed by application/implementation
- In the conduct of meetings, workshops at work and even in daily activities with the family
- Applicable in the nature of my work as an HRD person; more confident in performing my work
- In BLHD, we attend and participate & facilitate workshops year in & year out; personally, it still is a continuous learning process
- It helps me to prepare (myself, materials, topic) to ensure that activities I will conduct in the future will be successful & relevant to the participants
- Training is helpful in improving knowledge and skills – I have gain a lot of knowledge and skill after this training
- This course is helpful in conducting planning workshops in our region; in planning what is best for me & my family
- It will enhance facilitating process, good pointers will now be applied and bad mannerisms are corrected. The training course is an avenue towards self-enrichment – even in personal life
- Negotiation of LCEs; managing conflict
- I'll put all the things I've learned here, into application both in work and personal life
- Work—dealing with LGUs and NGOs; personal life—dealing with other members of the family
- Its flexibility, originality & creativeness, innovativeness
- Training improves my work. I can adopt the new knowledge & skills gained
- It organizes or systematizes thoughts & actions. Presenting the facts, assess your feelings, analyse & interpret the action/data & making decisions based on the three previous steps
- As a training staff, I find this training very useful especially during discussions with requesting unit; In resolving conflicts, brainstorming skills and building consensus is very necessary
- Conducting meetings, negotiating with partners; relationship with my husband, children and friends

- ORID method can be applied also in administrative planning/meeting in identifying solutions based on focused issues/problems. Moreover, it is applied also to oneself/personal life by becoming systematic in work.
- To facilitate sessions appropriately especially in the drawing out of ideas from participants; in planning & organizing personal activities
- It gives a deeper insight of what can be done in the real work place. It gives me a wider perspective on how to facilitate
- Attention to all aspects/details; being organized and prepared; time management

4. *How do you see the application of what you learned in this training as used to enhancing participation in local governance?*

- Effective
- Very helpful! It would encourage participation of multi-sectoral groups in the future convergence workshops if the facilitators are good
- It would motivate, encourage and convince LGUs to support, promote health programs
- It will foster active participation from the multi-sectoral group
- The value of consensus building
- We also have to listen to them and ask what they need to do for the area/constituent
- Will greatly facilitate drawing response from LGUs
- Very useful and applicable
- Developed my confidence and skills especially in dealing with LGUs, NGOs, etc., with regard to health
- Helpful in facilitating the workshop to come up with expected outputs
- Being able to draw out variable issues & commitments from all sectors
- The different methods given will enable us to draw more responses & encourage more active participation from the audience/participants
- This training may enhance participation thru closer coordination with LGUs
- This training is applicable as we conduct training/workshop at the provincial/city levels
- Through this course the right conduct and procedures in the facilitation process can now be adopted to enhance participation in local governance
- Most effective way of dealing with LGUs
- It will become very effective, applied in local governance since its participatory, and each individual's contribution is appreciated and recognized
- Since I am handling request for drugs & medicines of local officials, congressman & other government officials, I have to deal with them from time to time regarding their request, most especially if their requests were not granted
- It will give an impact "may dating" in the way the workshop/training will be conducted to inspire & encourage LGUs participation
- It will encourage LGU participation
- It will be useful in negotiating/discussing health agenda with LGUs, co-workers & other partners
- Maybe indirectly but sharing this technology with staff in-charge of the advocacy & networking with LGUs would help a lot
- Enhanced facilitation skills
- These methods to be used will derive more on more specific solutions, guidelines as well as harmonious relationship among the actors

- It would be very helpful especially in the generation of strategies & activities that would be applied in the implementation of the different health sector reforms
- The way I see it, the course can be applied with what ever occupation you have
- Might be able to draw commitments which will more likely be fulfilled because they'll be part of the planning, or the planners themselves

ABOUT THE LOGISTICAL ARRANGEMENTS

	Rating (# of check per rate)			
	Very Good	Good	Fair	Poor
Training Room	22	5		
Training Hand-outs	22	5		
Accommodation	19	5		
Food	7	16	4	
Services	12	11	1	1

Comments and Suggestions

- ✓ Advance courses on facilitation
- ✓ Carry on!
- ✓ Thanks and more power!
- ✓ Additional handouts for visual aids
- ✓ For the facilitators & organizers, thank you for your warm accommodation. Salamat ng marami!
- ✓ Next time, participants should be asked of their preferences in terms of food (I am allergic to most of the foods served—chicken, egg, shrimps, etc). TY

GOD BLESS YOU!

"For you have need of endurance, so that after you have done the will of GOD, you may receive the promise."
Hebrews 10:36

ANNEX D

List of Participants

NAME	DESIGNATION
1. Dr. Loreto Damian	MO VII
2. Mr. Benjamin Castillo	Nurse V – Region I
3. Dr. Bing Lasgon	MO IV
4. Ms. Elsie C. Deyro	Nurse III – CHD Region II
5. Dr. Irene P. Canlas	MS II
6. Ms. Erlinda Maglanque	Nurse V
7. Dr. Zenaida M. Villareal	CHO II – CHD VI
8. Ms. Ma. Sophia Pulmones	MS II – CHD VI
9. Dr. Remedios Ortigosa	Medical Officer VII
10. Ms. Thelma Tacbas	CHD X, CDO
11. Ms. Alice V. Crumb	Planning Officer III
12. Dr. Renee Faldas	MS II
13. Ms. Adelaida S. Basera	Stat III – CHD XII
14. Ms. Fe Priscilla Diero	Nurse V – CHD XII
15. Dr. Rosarita Siasoco	CHPO – BLHD
16. Ms. Azucena Banga	Sup. HPO – BLHD
17. Ms. Rosalinda Guerrero	Sup. HPO – BLHD
18. Ms. Norma Escobido	HRMO III – DOH
19. Ms. Menchu Eguia	HRMO IV – DOH
20. Ms. Hononica Flores	Nurse V
21. Ms. Carol Bandahala	Chief HPO – NCDPC
22. Ms. Josephine Libiran	Sr. HPO – BLHD
23. Ms. Carmelita Capulong	Sr. HPO – BLHD
24. Ms. Angelita Sapitula	Sr. HPO
25. Mr. Joel Dioso	DOH
26. Ms. Daisy Sabangan	Consultant
27. Prof. Modesta Lugos	BSU
28. Mr. Michael Rey C. Peña	PHIC
29. Ms. Annabelle Cayabyab	AO
30. Ms. Leoncia Dela Cruz Garcia	Training Specialist III
31. Ms. Jacqueline G. Mendoza	Bookkeeper

