

Post Conference Workshop Offerings

Thursday May 6th

Learning-based evaluation to navigate complexity, uncertainty and bureaucracy

Dr Jess Dart

Managing Director

[Clear Horizon](#)

This workshop will outline practical tools and pathways to embed flexible evaluation and learning processes into your behavior change program. We offer a solid evaluation planning process and some innovative tools to help you capture expected and unexpected outcomes. This approach aims to foster continuous learning and adaptation throughout the program cycle and will provide a structure for you to tell the story of your program. The tools include theory of change mapping, Most Significant Change Technique, expert panels and the Evaluation Summit Technique.

Jess Dart is a recognised evaluator and facilitator, receiving the 2006 national award from the Australasian Evaluation Society. She has a PhD in program evaluation and Masters in sustainable agriculture. Her doctoral research involved developing a qualitative, participatory monitoring tool – the Most Significant Change technique. Jess specialises in evaluating large and complex programs, narrative techniques, qualitative methods, theory of change mapping and participatory process. Jess is the Director of ‘Clear Horizon Consulting’: a niche consultancy group who specialise in evaluation and organisational effectiveness. Clear Horizon’s clients mainly work on aid effectiveness, biodiversity conservation, natural resource management, community strengthening and Indigenous justice.

Changing Governance

[Bob Dick](#) and [Ross Colliver](#)

Behaviour is a response to context. This workshop explores one element of social context - governance, the spaces within which decisions are made for the common good. The workshop will demonstrate how action research can enable employees and citizens to investigate governance of organisations and societies. Inquiry with peers can develop a critique of self in context, and support action to improve governance. The workshop leaders will provide starting points for assessing the adequacy of organisational management and governance of social-ecological systems.

Ross Colliver and Bob Dick are experienced and skilled facilitators and consultants and theorists. Ross works in environmental governance, most recently with Landcare Networks as they seek to become more effective and influential in landscape change. Bob has been using action learning and action research to improve communities and organisations and their governance for 35 years.

Bringing relationships to life: Practical Social Network Analysis

Andrew Rixon PhD

Director - [Babel Fish Group Pty Ltd](#)

With a focus on head, heart and hands, this workshop will provide you the opportunity to bring new thinking, feeling and doing into the world of evaluation and behaviour change through practical Social Network Analysis. In particular this day will provide opportunities to explore: Key concepts and principles from Social Network Analysis; Understanding how culture and team dynamics effect the process; Holistic techniques of mapping, visualising and working with networks; Case study examples and application areas.

The techniques of 'mapping' are an intervention in themselves and lead somewhere. The question is have they lead you in a helpful direction? This workshop will use interactive processes such as story and sociometry to help explore how we can become more intentional and work in ways that are enabling and gets us to a place other than just generating more data!

Considered one of Australia's leading experts in Social Network Analysis, the complex systems perspective drawn from his PhD has informed Andrew's expertise in Social Network Analysis. Today as Director of Babel Fish Group, Andrew's focus is on how complexity-inspired approaches can change the way we work. With international experience across the USA, UK and The Netherlands, Andrew works as a keynote speaker, workshop leader and professional facilitator and change consultant. Andrew's style is engaging, light-hearted and curious. Andrew juggles in his spare time.

Tyranny Busting

[Viv McWaters](#) and [Johnnie Moore](#)

Are you trapped by the Tyranny of the Explicit – wanting to know the unknowable, to rationalise the inexplicable? Or maybe you're trapped by the Tyranny of Excellence where you want to be original, and amazing, but there's that little voice telling you that you're not really good enough? Or maybe you're trapped by the Tyranny of Effort. You're just working too hard! Come and find out how to bust these tyrannies.

Johnnie Moore is a facilitator who has worked with a wide range of organisations in business, government and the voluntary sector, mainly in Europe and also in the USA. He's a founder member of the Applied Improvisation Network, an enthusiastic blogger and has contributed to several books on the theme of creativity.

Viv is a gifted facilitator and trainer and takes her considerable skills across Australia and New Zealand, to south-east Asia, the Pacific and Africa. She works with people to develop their capacity and tap into their creativity and leadership potential. She is an improviser and brings together participatory evaluation and facilitation like no ones else.

From Communities of Practice to Systems of Influence

[Chris Corrigan](#) and [Geoff Brown](#)

When enabling broad based change, 'networks' alone are not enough. In this hands on and practical workshop we will explore methods, processes and activities to help foster participatory leadership and grow networks of people into Communities of Practice and Systems of Influence.

“ Rather than worry about critical mass, our work is to foster critical connections. We don't need to convince large numbers of people to change; instead, we need to connect with kindred spirits.”

M. Wheatley & D. Frieze © 2006

Join Chris and Geoff and together we will develop new knowledge, confidence and ways that we evaluate and lead broad-based change.

Chris is a process artist, teacher, musician and poet. He has 20 years of experience working with indigenous communities, non-governmental organizations and groups of people doing good, supporting invitation, leadership, conversation emergence and skillful harvesting. Since 2005 he has taught within the Art of Hosting community of practice in North America and Europe and brings an traditional arts based perspective to his work. His work focuses on bringing presence, trust, co-creative relationships and clarity of action to complex situations.

Geoff is a facilitator and designer of community change programs. He has 17 years of experience assisting people and groups through change in community health, occupational health and safety and environmental sustainability. In recent years working for himself, Geoff has been at the cutting edge facilitation practice and in communicating new ways of designing and evaluating change programs.