

Ice breaker

Invent an ice-breaker that could be used at the start of one of your meetings. It should:

- Help everybody to know who is in the room
- Ensure that everyone speaks to somebody (potentially someone they don't know)
- Establishes a sense of group identity / positive dynamic.

Exercise to last: 5-15 mins

Fish bowl - *useful if the topic demands one conversation in a large group. Evokes active listening.*

1. Place 5-7 chairs in a circle
2. Place the remaining (7-20) chairs in a larger circle around the inner circle
3. Invite 4-6 participants to sit in the inner circle (at least one chair should remain free) and the rest of the participants in the outer circle
4. Launch the discussion among those in the inner circle
5. When someone from the outer circle wants to contribute, they take a seat in the inner circle.
6. Someone already in the inner circle (who has already spoken) moves to the outer circle to listen

Exercise to last: 30-60 mins

System environment

analysis – *useful for reflecting on different stakeholder perspectives.*

1. Work on a big table or on the floor with participants in a circle.
2. Put a card in the centre: the FLAG strategy or a project.
3. Ask participants to identify 6-10 people/groups, who are critical to the success of the project or affected by the project => write on white cards
4. Each participant selects one group/person and stands behind the card.
5. He/she considers (in relation to the project) what the group/person wants or does not want (write on green (wants)/red cards (not want) – in silence.
6. Presentation by each participant around the circle
7. Discuss => what are the implications for the project?

Exercise to last: 30-90 mins



Line-up - *helps to identify similarities and differences in a group. It can also be used as an ice-breaker for people to get to know each other.*

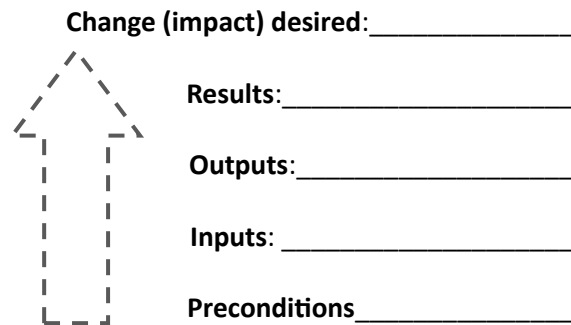
1. **Select a question** with opposing perspectives (e.g. agree or disagree, like or dislike of something) or differing degrees (oldest person versus youngest person in the room).
2. Ask participants to line up with those at one end of the scale at one end of the room, and those at the other end of the scale at the other end.

Exercise to last: 5-10 mins

Build a Theory of Change – *useful to visualise the process for an intended change, including the preconditions, resources and actions necessary to induce change.*

Present an objective (change) your FLAG would like to realise in its area

Ask participants to consider and illustrate the following:



Summarise and check the logic that each level leads to the next. Adapt as necessary.

Exercise to last: 40-60 mins

Tour of Emotions - *to get a picture of how people feel about a project, a process or a change.*

1. Place 5-6 flipcharts with 1 question (formulated appropriately for the group in questions) on each related to basic feelings: e.g.

- **Anger:** e.g. What annoys me about it? What irritates me? What restricts me?
- **Fear:** e.g. What worries me? What do I fear? What concerns do I have?
- **Sadness:** e.g. What do I regret? What am I disappointed about?
- **Joy:** e.g. What am I happy about? What am I looking forward to?
- **Curiosity:** e.g. What am I curious about? What is not clear to me?
- **(Confusion:** e.g. What puzzles me? What questions do I have?)

2. Participants circulate and write on the flipcharts

3. Group discussion

Exercise to last: 20-60 mins

Open Space – *offers flexibility on topics to be discussed and encourages self-organisation within the goals of the meeting.*

1. Introduce the main theme of the meeting and request discussion topics from participants
2. Introduce the “rule of two feet” (i.e. participants can move to a different discussion whenever they like) and any outputs to be achieved.
3. Identify a volunteer to lead each discussion topic
4. Volunteers move to a space to host their discussion (flip chart and markers are useful)
5. Remaining participants choose and join a discussion. They can switch to other discussions whenever they like
6. Volunteers steer the discussion towards the objectives
7. Back in plenary, each volunteer briefly presents the outputs or main points of their discussion.

Exercise to last: 60-90 mins

World Café – *allows informal discussion in small groups*

1. Prepare a series of tables with a different question to be addressed on each (paper & marker pens on each)
2. Meeting host sets the context and introduces the exercise and questions
3. Identify a host for each table
4. Participants choose a table and sit down to discuss the question
5. Table host takes notes
6. After approx. 20 minutes, the meeting indicates for participants to move to a new table.
7. Table hosts remain to welcome the next group and brief them on the first discussion.
8. Participants then build on what was already discussed (for approx. 20 mins)
9. Repeat 2-3 rounds
10. Gather participants to share the main outputs of each discussion

Exercise to last: 60-90 mins