

Instruction to Group Facilitators

Wednesday afternoon: Creative ideas to NHRI Guideline

- **Group session:** Approx. 60 min incl. coffee break
- **Objective:** Come up with as many ideas for a dream scenario for a guideline as possible
- **Method:** Lateral thinking inspired by De Bonos 'Thinking Hats'.
- **Ground rules:** The aim is for the group to come up with creative ideas and dream scenarios without trying to assess. Therefore it's important to motivate the group to build on the others ideas instead of criticizing – saying "Yes, and..." instead of "Yes, but..."

Process:

1) Individual post it brainstorm (5 min)

Each participant writes ideas (in silence) on post-its. One idea on each post-it. The ideas should answer the questions on the question sheet:

What should a Guideline for NHRIs on HRE include?

For example: Inspiration to internal processes in NHRIs? Inspiration to external processes? Inspiration to implement mandate? Tools to analyze needs, context etc.? Tools to strategies? Tools to action plans? Tools to evaluate and measure impact? Inspiration to specific activities? Communicate best practice?

2) Round 1:

Place a blank poster sheet in the middle of the table.

The participants take turns presenting their favorite idea and place the post-it on a poster in the middle of the table.

3) Round 2:

Take a 2nd round where the participants present their 2nd favorite idea + add post-its with ideas that are similar to other ideas on the poster. (Categorize/cluster continuously.)

4) Rest of post-its are placed

Continue until all post-its are placed on flip-over. (Categorize/cluster continuously.)

5) More ideas?

The group looks at the ideas on the poster and adds more ideas on post-its if something is missing.

Bring the poster with the categorized ideas back to plenary.

Thursday Morning: Prioritizing NHRI Guideline Ideas

- **Group session:** Approx. 60-70 min
- **Objective:** To assess + prioritize ideas + prepare presentation
- **Method:** Lateral thinking inspired by De Bonos 'Thinking Hats'.
- **Ground rules:** The group focuses on the same way of thinking at the same time. 1st pessimistic assessment, 2nd optimistic assessment, 3rd prioritizing.

Process:

1. Add the extra ideas to poster (5-10 min)

Place the poster with ideas from Wednesday afternoon group session on the table.

Each participant brings an idea from one of the other groups. Place them on the poster in relevant categories.

2. Negative assessments of ideas (facilitator writes group input on blank poster on wall) (15 min)

The participants look at the poster with ideas, and assess the ideas with inspiration from the questions and sentences:

- What could go wrong with this idea?
- Will this really work?
- This idea will fail because...
- This idea is impossible because...
- All experts and research tell us that this idea will not work because...
- Last time I tried this idea it failed because...

Facilitator writes points on blank poster on the wall.

Tip: Encourage the group to be very pessimistic reminding them, that they will get the opportunity to be optimistic in the next face.

3. Positive assessments of ideas (facilitator writes group input on blank poster on wall) (15 min)

The participants look at the poster with ideas, and assess the ideas with inspiration from the questions and sentences:

- What are the good points?
- Why can this be done?
- This idea will be a success because...
- This idea is good because...
- There are many possibilities in this idea because...
- Yes, and...

Facilitator writes points on blank poster on the wall.

Tip: Encourage the group to also look at the poster with pessimistic points, and ask 'how can we avoid/prevent the pessimistic scenarios?'

4. Prioritize by individual voting (5 best ideas) and list all ideas on a ranked list (10 min)

Each participant gets 5 votes, which they place on the ideas they find the best, most important and realistic to implement. The participants write their marks/votes on the post-its.

Facilitator writes a ranked list of the ideas with marks/votes to an overview of the group prioritizes.

5. Prepare presentation (visual, examples etc.) (10-15 min)

The group prepares a 5 min presentation of their selected ideas.

Tip: The presentation should be prepared as a 'sales speech' trying to convince the other groups that your ideas are the best. You are welcome to be creative in your presentation drawing, give examples etc.