

RMPP Facilitators Observation Visit – Assessment Criteria

Background Information:

The observation visit is about supporting RMPP Action Network facilitators with continuous improvement of their facilitation skills to improve how the red meat sector engages with farmers and supports them to achieve their desired practice change and goals, for their farm business.

RMPP is providing this support by conducting a formal feedback session with facilitators via an Observation Visit.

Assessment Criteria

During the observation the Observer will be looking for evidence the Facilitator has applied the learning theory, event design principles and outcomes covered in the Lead Facilitator and Action Network Fundamentals & Extension Design courses.

Facilitators will be expected to provide evidence of and/or demonstrate:

Ready Phase: Preparation and pre-work for this event

Group asked to do some preparation for this event
Guest speakers well briefed in advance
Handouts/reference material is suitable for farmer audience
Group aware of next meeting outcome(s) and how it links to the group goal(s)

Set phase: Delivery of the Event

Includes checking the '6 pack' is covered during the session (see superscript numbers below)

Does everyone know each other ¹
Define the purpose/objective ²
Set ground rules ³ or, Evidence there are rules
Farmers aware of agenda/run sheet
Neurogenesis – link with what they already know
Use a variety of participatory processes (get people moving) ⁴
Develop rapport with the group
Provide a safe environment for diverse views to surface ⁵

Use active listening
Identify and manage any barriers to individual farmer learning
Manage disruptive behavior: Think, pair, share
Clear indication when facilitating and when being the technical expert
Close meeting with purpose ⁶

Go phase: farmers learning on the job and taking action – what will they do when they go home?

How do you know if the farmers are applying their learning on farm?
Support for farmers to action their learning is available
Ongoing support is identified and agreed

Show phase: Reflect and share

Facilitate group to reflect on their experiences since last group event, successes and challenges
Highlight key learnings and/or patterns from reflections above
Collect ideas for possible solutions to problems found
Group clearly identified next steps to be taken.
Group clearly identified next steps to be taken.

Ready: Preparation and pre-work (focus) for next event

Group aware of next meeting outcome(s) and how it links to the group goal(s) and their own Farm Action Plan
Group to be asked to do some preparation for next event
Group engaged in identifying any guest speaker (Expert) 1 for next Group day