

Reflection on co-facilitation



**ASSIGN
BUSTER**

Co-Facilitation is a process that can either be very rewarding experience wherein a small group of people meet regularly to complete an assigned project. There is supposedly strength in numbers and the work load is divided up according to the number of people and their level of expertise. Dividing up the work load is certainly not the only advantage. Team collaboration is very important and the gathering and sharing of information is just as valuable.

The more people assigned means that the assignment or task will be finished accurately and timely due to the extra manpower. There is always a disadvantage to every corresponding advantage, and this process of co-facilitation is no different. (Start here) The first reading for discussion is from an article that addresses Caucasian females and their interaction and roles with group life in the society. White and Black women have different viewpoints about what femininity actually is and the characteristics that define it (Cytrynbaum and Nowmair).

That idea still holds true today. The opinions and viewpoints of others make a profound difference in a group environment because if two or more people do not think alike, then most likely, they will not have the same successes, nor will they agree upon the goals that are set. Also, they will not have the same values or commitments. Differences in culture and background really can put additional stress on a group or organization due to the social and economical differences.

Secondly, we read and discussed an article centered around the existing problems of Black women that are in leadership positions. Some of the

problems identified in the article are that the Black women have to struggle and deal with the perceptions of her racial and sexual obligations, as well as deal with the adversity that has been handed down to her from generation to generation (Dumas). One can easily identify with these inside pressures because it causes frustration when members of the same group have different expectations and thoughts about the outcome.

The third and last article deals with the white man's opinion of the issues that may exist in any group of black and white people. There are certain perceptions made by the white man and these perceptions are treated as and regarded as truths and more importantly, he may not be aware of his thought process (Aderfer). Again, in any group or team, one has to put aside their personal judgments and opinions of others. We have to be aware of these conditions and recognize the pros and cons up front.

Assumptions can cause the group to avoid diversity or it may case the group to tackle it. Either way, “ unconscious processes” are a valid part of handling or not handling diversity. My personal areas of strength include my ability to accept and welcome responsibility, dependability, dedication, and communication. I feel that each team member has to be accountable for their assigned part or role in the assigned project. Each team member has to be responsible for their own actions and interact with the group so that everyone builds trust in the other.

For instance, each team member was given specific tasks and deadlines for completion, along with a designated time to meet. I live more than 30 miles away in another county, but that did not prevent me from attending the

meetings on time with my part of the assignment completed. I tried to effectively share the information with all group members and also gave them copies of each completed task. The most challenging example of co-facilitation is oral presentations in front of an audience.

One way to enhance my ability to do this is through the use of modern technology such as slide rocket, prezi, electronic portfolios, and even informational web sites. These types of presentation formats reduce the amount of talking on the part of the presenter and the technology exposes the information and captures the attention of the audience. Demonstration of the qualities of dependability, dedication, responsibility, and communication foster trust and respect among the group members.

When these attributes are not present by all members on the team, then confusion, stress, and lack of trust are developed instead. This can easily cause the group to fail or not be able to meet their objectives and goals. I learned that the sharing of information and the expression of thoughts and opinions solidified the chances for everyone to take part in the discussion and express themselves. The collaboration brought the group together on one accord and allowed them to agree as well as disagree.

I observed that some group members did not agree on the pros and cons of the topic, racial profiling, but we agreed to disagree and move on. The dynamics of my group consisted of many different qualities. Leadership, responsibility, dedication, team effort, and attendance were dominant to our success. There were times when certain group members were absent and their assigned task were left undone and were completed, causing other

team members to take on the additional responsibilities for the good of the group.