

TRAINING FOR CHANGE

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Worst Meeting Ever

a use of skits

Open this session showing relaxedness and eagerness. Some people are resistant to skits, but your belief that they will have fun increases their likelihood that they will have fun!

First get people into small groups. If there is a warm-up tool that helps them do this, that is great. (Get people's bodies moving! Then give them the task!)

ASK: "How many people have ever been in a bad meeting?" You might get people to raise their hands. If lots of hands go up (as happens in most groups), feel free to be playful with that – humor and joking is great for this exercise.

Explain to them the task: to create skits on the absolute worst facilitated meeting ever. Give them a short time: 7 to 12 minutes should be plenty.

Set the stage and let them run their skits. Encourage laughter, since this is one way that participants loosen up around the topic, putting them in a learning attitude. Plus, often that laughter is people laughing at their own experiences and behaviors. Encourage this by asking, "Who has been in *that* meeting?"

After each skit, invite a quick debrief. "What did you see the facilitator doing, or not doing? What was so ineffective?"

After all the skits are over, thank the participants and pull the large group together. Debrief and help participants get specific. Look for both behaviors and attitudes. Invite participants to reflect on what are their challenges and what skills help people facilitate effective meetings.

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