

EXECUTIVE SUMMARY – MYANMAR FACILITATION CONFERENCE 2018

Facilitators Network Singapore (FNS), Capacity Building Initiative (CBI) and Myanmar Development Professionals (MDP) jointly organised the 2nd Myanmar Facilitation Conference (MFC 2018) in Mandalay on 5 – 6 April 2018 on “Achieving Better Results Through Facilitation”.

34 participants from the business and non-government (NGO) sectors discussed how to “Achieve Better Results” through Future Search (<http://futuresearch.net/>) large group facilitation method facilitated by Prabu Naidu and Janice Lua, Certified Master Facilitators by International Institute for Facilitation (INIFAC). Participants were capacity building, children/women/gender, international NGOs and commercial training industries representatives.

Participants generated outputs comprising the following:

1. **Past significant achievements** at Myanmar, organisation and individual level over the past five years.

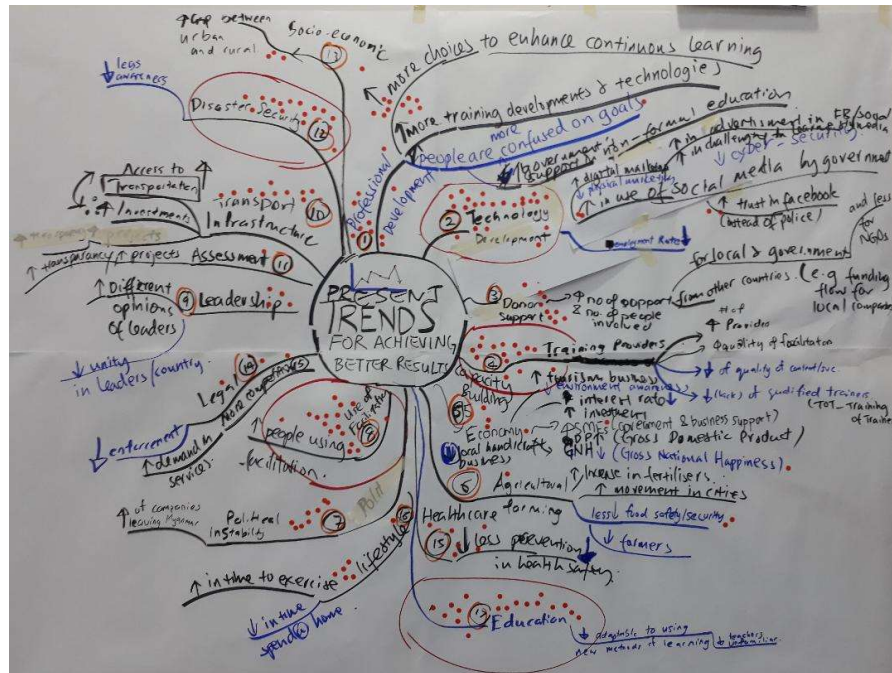
The new government has created new policies and changes in Myanmar such as providing a Yangon Bus System and enabling more organisations signing the National Ceasefire Agreement. It has created anti-corruption teams and is improving foreign investments. More Civil Society Organisations (CSO) are formed, especially those providing capacity building in business and entrepreneurship. These CSOs are also starting to engage members of the parliament. At a personal level, more people are investing in education and professional certification. Please refer to Annex 1 for details.



Focus on the Past

Myanmar Facilitation Conference 2018 – Achieving Better Results through Facilitation

2. **Top key trends** affecting results in Myanmar are in the areas of technology development, capacity building, education, disaster security, use of facilitation. There is more government support for non-formal education and there are more choices for training and development. An increase in use of technology and social media. Unemployment is increasing. The use of facilitation is increasing.



Focus on the Present

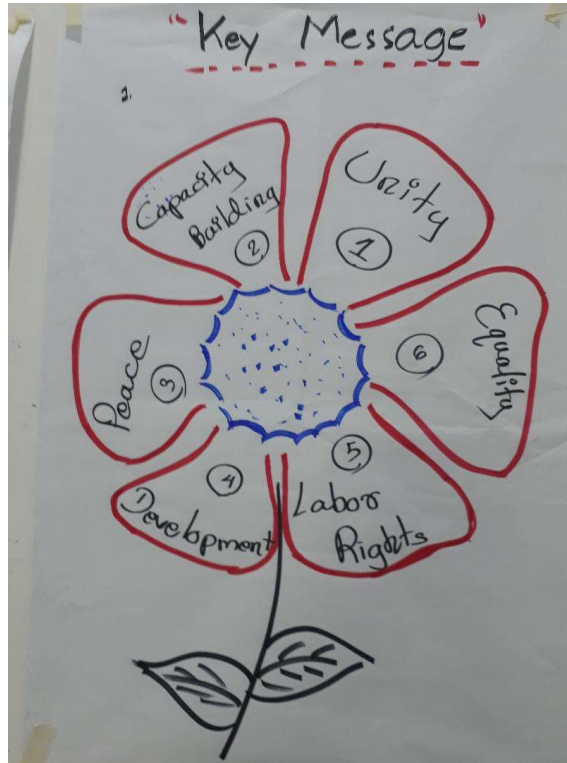
3. **Prouds and Sorries** of what were done or could have been done to address the trends. Participants were proud of their use of technologies and social media to enhance awareness for their respective causes. They were proud of the use of facilitation to enhance meeting and training effectiveness. They were sorry for the lack of sharing and application of learning, lack of post-training follow-up (evaluation and monitoring), lack of focus on quality of training, weakness in safety, cyber security, lack of vocational training of youths, lack of post-project evaluations, over reliance on lecture-style training and lack of skills in English and facilitation.



4. Common themes from **desired future scenarios** envisioned by participants.

The common themes across the desired future scenarios were:

1. Unity and peace (stop the civil wars)
2. Justice (rules of law) and equality
3. Capacity building and development



5. **Action plans** for proposed key projects to realise their desired future.

Action plans were created to enhance advocacy, awareness and provide capacity building in the areas of improving the education system starting from primary school, extending the rule of law on child rape to include sexual assaults, improving entrepreneurship skills and gender equality.



Working on Action Plan

Myanmar Facilitation Conference 2018 – Achieving Better Results through Facilitation

Participants experienced empowerment and self-organisation in the multiple stakeholder conversations and achieved better consensus through the power of facilitation.



At the conference closing, when asked “Would you like to have a conference in 2020?”, all hands went up. We invite you to join us at MFC 2020, our 3rd Myanmar Facilitation Conference.

To read details of outputs generated at the Future Search conference, please refer to FNS website www.fns.sg.

MFC2018 was brought to you by:



ANNEX 1 – OUTPUTS OF ACHIEVEMENTS (AT NATIONAL, ORGANISATION & INDIVIDUAL LEVEL) OVER THE PAST 5 YEARS 2014-2018

1. Over the last 5 years in Myanmar, what were some significant results the country has achieved?
2. Over the last 5 years in your organisation, what were some significant results your organisation has achieved?
3. Over the last 5 years, what were some significant results you have achieved at work?

A. Significant events in Myanmar over the past 5 years

1. Travelled around the world.
2. We believed in Suu.
3. Election.
4. National League Democracy (NLD) beat military government.
5. We received new government.
6. Development Assistant Cooperation Unit (DACU).
7. 8 organisations signed to National Ceasefire Agreement (NCA)
8. 1st and 2nd Pinlong Peace Conference.
9. New Mon State Party Lahu signed in NCA.
10. After the 2015 election, NLD1 won and people got the new government.
11. There are changes in policies.
12. They construct the anti-corruption teams and improve in foreign investment.
13. The most significant change is in Yangon Bus System.
14. There are more conflicts for Rakhine state.
15. In order to initiate the peace in Rakhine state, the 21st Pinlong conference was held.
16. New government resulted in new policies.

B. Significant events in Organisations over the past 5 years

1. United Women
2. Peace and Justice
3. Flag Youth
4. Interfaith Youth
5. Anti-corruption Team
6. CSBI (Chin State Business Institute)
7. RSBI (Rakhine State Business Institute)
8. 2014 – Civil Society Organisation (CSO) was formed in Shan State.
2015 – First Myanmar Facilitation Conference
2015 to 2016 – CSO has then many coordination meetings.
2017 – CSO has engaged with Parliament.
2018 – CSO has done women empowerment and capacity building projects.
9. Actions:
 - a. OCA Organisation Capacity Association
 - b. Strategic Planning
 - c. Financial Management

- d. Project Design & Proposal Writing
- e. Entrepreneurship (CSBI)
- f. Business Management
- g. Logistics Training
- 10. How
- a. OCA

C. Significant Events at Personal Level over the past 5 years

- 1. Professional – Certification, Degree, Training.
- 2. Career – New, promotion, experience, new business
- 3. Life – Decision, passion
- 4. Relationship – Marriage and family
- 5. Health – weight
- 6. New job to get good chance (organisation)
- 7. More emphasis on education (e.g. MBA, MPA, Diploma)
- 8. Self-employed on own business

ANNEX 2: MINDMAP OF TRENDS

Where are the present trends affecting the achievement of results in organisations that all of us need to consider as we plan for the future?

A. Professional Development

- 1. **More** choices to enhance continuous learning
- 2. **More** training developments and technologies
- 3. **Increase** on government support for non-formal education.
- 4. People are **more** confused on their goals

B. Technology Development

- 1. **Increase** in digital marketing
- 2. **Increase** in use of social media
- 3. **Increase** in unemployment rates
- 4. **Decrease** in physical marketing

C. Use of facilitation

- 1. **Increase** in the use of facilitation

D. Education

- 1. Less adaptable to using new methods of learning

E. Disaster Security

- 1. Reduce awareness

ANNEX 3: OUTPUT FROM PROUDS & SORRIES

What do we feel proud & sorry about regarding what we should have done or not done in achieving better results?

1. NGO – Capacity Building

Prouds	Sorries
<ol style="list-style-type: none"> 1. Training <ol style="list-style-type: none"> a. Provide organisational development training to CSO b. Provide training to CSOs about Disaster awareness / computer art painting / English c. Guidelines data about Violence Against Women and girls (VAW) 2. Facilitation <ol style="list-style-type: none"> a. Able to use facilitation methods systematically b. Results in great output c. Training / workshops are more and more interesting 	<ol style="list-style-type: none"> 1. Enable to give details about Finance / HR through grassroots 2. Give training about Mechanical & Electrical (monitoring & evaluation) system but we did not follow up to apply 3. Lots of weakness of learning and sharing 4. Less awareness of tradition lecturing method used

2. NGO – People & Social (Women, Children, Gender)

Prouds	Sorries
<ol style="list-style-type: none"> 1. People using facilitation 2. Have tasted coaching 3. Using facilitation in negotiation 4. More effective in awareness raising 5. Can help youth in exploring their passion and building their path to reach their goals on their own 6. People can understand the issues on different perspectives 	<ol style="list-style-type: none"> 1. Technology <ol style="list-style-type: none"> a. Less personal in touch b. Less education and awareness about using internet and social media 2. Disaster <ol style="list-style-type: none"> a. Less accessible to information b. Less preparation and protection c. More harmful 3. Capacity training <ol style="list-style-type: none"> a. More certificates (quantity), less quality

3. International IGO (health and others)

Prouds	Sorries
<ol style="list-style-type: none"> 1. Prepare safety procedures within organisation 2. Give community awareness 3. Organised Emergency Response Team and give training 4. Technology: <ol style="list-style-type: none"> a. Formal official website for organisation b. More awareness in digital marketing c. Use of mobile app in development program 5. Facilitation - INTERNATIONAL NGO introduced facilitation programs to government level 6. Education – first training provided was for vocational 7. Capacity – INTERNATIONAL NGO needs training for capacity development and starting to initiate 	<ol style="list-style-type: none"> 1. Prepare safety procedures but not for every location 2. Weaknesses in great results for safety procedures 3. INTERNATIONAL NGO mainly don't focus on cyber security 4. INTERNATIONAL NGO have weakness in providing Vocational training to young people

4. Others – Network, Pte Company trainer / Business

Prouds	Sorries
<ol style="list-style-type: none"> 1. Academic partnerships were established 2. Coaching, facilitation and training were conducted 3. Utilise advanced and adult learning technologies and methodologies 4. Able to increase parents' awareness on creativity and critical thinking (including stakeholders) 5. Started online learning programs 6. Started education initiatives as Corporate Social Responsibility activities 7. Well leverage the social media and digital marketing, Customer Relationship Management & educational software 	<ol style="list-style-type: none"> 1. No preventive measures for disaster warning 2. There is lack of familiarity between students and technology 3. There were no standardised procedures and post-project evaluation for implementation 4. Lack of KPIs for candidates and graduates 5. There was only one method of learning and teaching which is through lecture 6. Teachers couldn't adjust their teaching with targeted lesson plan 7. There is no real-life application after learning

5. Self-Employed

Prouds	Sorries
<ol style="list-style-type: none"> 1. Technology <ol style="list-style-type: none"> a. To use the media in Rehabilitate-Own-Operate (ROO), Justice Sector Strategic Plan b. Use new technologies to business (travel & tour) 2. Education <ol style="list-style-type: none"> a. Individual service provider b. E-learning 3. People use of facilitation <ol style="list-style-type: none"> a. Key facilitator at National Level ROI Conference 4. Training <ol style="list-style-type: none"> a. Soft & Technological Skills 	<ol style="list-style-type: none"> 1. Technology <ol style="list-style-type: none"> a. Enable to use effectively and systematically b. Use / share (to others) decrease 2. Education (E-learning) <ol style="list-style-type: none"> a. Weakness in English b. Costs for using as a proportion of learning 3. Use of facilitation <ol style="list-style-type: none"> a. Limitation of approach / method / skilfull facilitator b. Need to improve continuous learning on their subject matter

ANNEX 4: COMMON THEMES FROM DESIRED FUTURE SCENARIOS

The common themes across the desired future scenarios were:

1. Unity and peace (stop the civil wars)
2. Justice (rules of law) and equality
3. Capacity building and development