



Form Observation

# L'ATELIER

de la TRANSFORMATION SOCIALE

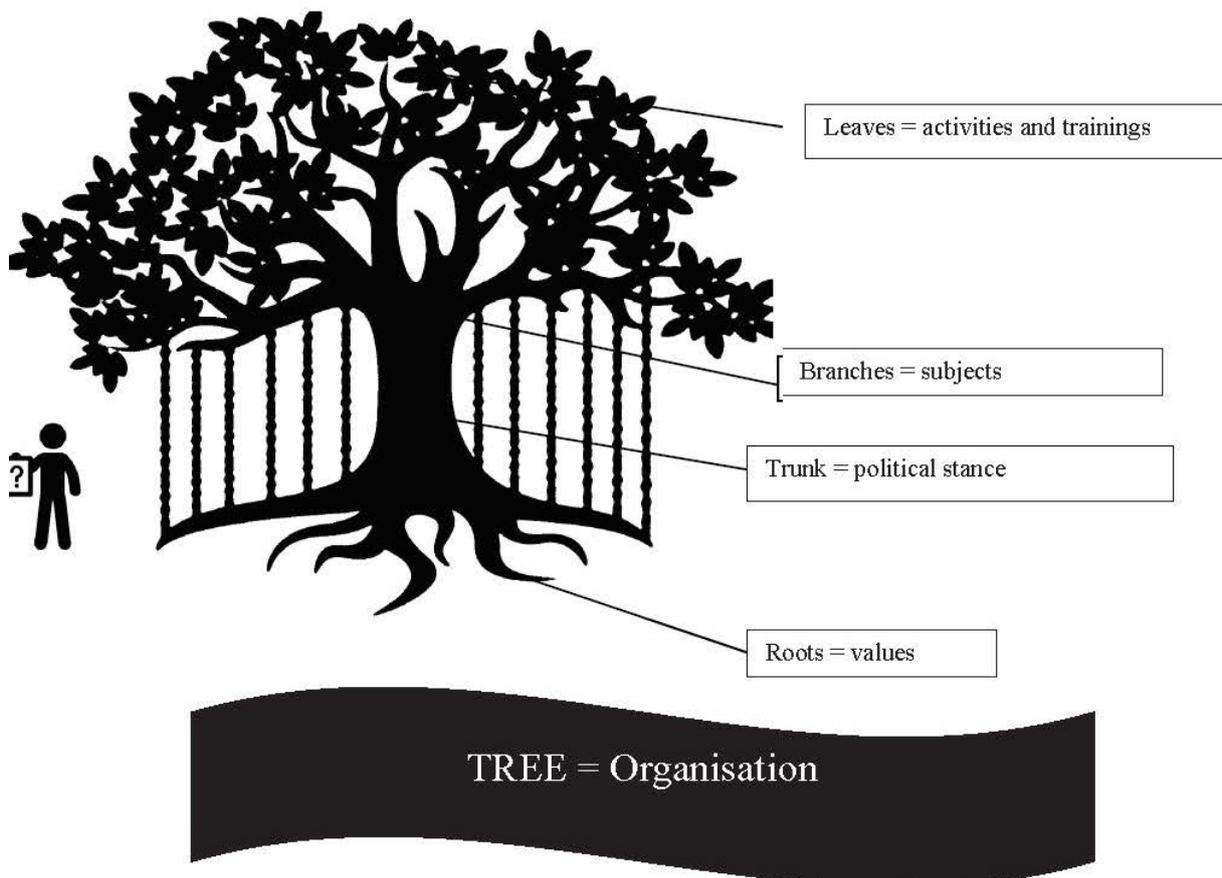
## The thinking tree

We have devised this method for an organisation that wishes to interconnect its values, actions, political and social aims.

### I. The tree metaphor

[Discover this tool used during a workshop with Fedina](#)

We designed a tree to epitomise the organisation.



- ▶ The roots represent the values that help the tree to grow. The aim is to understand what do values mean and what they are used for.
- ▶ The tree's trunk represents the organisation's political aims. Now that we know what are the organisation's values, we can then brainstorm on its political aims.

- ▶ Thus, the different branches would represent the different themes addressed by the organisation, such as women's empowerment.
- ▶ The leaves are the different training courses offered by the organisation and activities like street theatre, leadership training etc.

## II. Workshop n°1: Reflecting on the values of the organisation

Expected duration: 01:30

Teaching objectives	Facilitation methods
Start workshop n°1: 1) Start together with all the participants.  2) The facilitator asks open questions. For example: <i>a) In your opinion, what are the core/leading values embedded in the actions and missions of your organisation?</i> <i>b) When talking about your organisation's work with friends or neighbours, what values do you mention?</i> <i>c) In terms of evolution, did you see new values arise or other values being put aside?</i> <i>d) When working in groups, what is the main value you feel you embody?</i>  3) Participants write four value ideas on post-its, then each participant gives and explains his/her answers orally.  4) The post-its are then attached to the roots of the tree	Use the tree's image + post-its  <i>Timing for the roots:</i>  15 mins: writing on post-its  30 mins: oral debriefing  25 mins: working on links and values

**Feedback from a facilitator** (Fedina - July 2019): *This is a very good, lively and debate-provoking exercise. The basic question that arises is: what is a value?*

## III. Workshop n°2: Reflecting on the political and social aims of the organisation

Expected duration: 01:30

Teaching objectives	Facilitation methods
Start workshop n°2: 1) Start together with all participants	Timing for the trunk: 10 mins

Teaching objectives	Facilitation methods
<p>2) The facilitator asks open questions. For example: <i>What are the political and social aims of the organisation?</i></p> <p><i>b) Through these aims, to what objectives and struggles does the organisation wish to participate or contribute?</i></p> <p>Participants write their ideas on post-its, then each participant gives his/her answer and the facilitator writes on the board in order to find links with the trunk (the organisation's political aims).</p>	<p>Main points: 10 mins</p> <p>Oral debriefing: 10 mins</p> <p>Oral debriefing: 30 mins</p> <p>Break: 5 min</p> <p>Working on the links: 25 mins</p>

- ▶ Each participant explains what s/he considers as political aims;
- ▶ All the political aims are written on post-its, then on the white board;
- ▶ These political aims are fixed on the tree's trunk.

#### IV. Workshop n°3: Identifying the themes of the organisation

Expected duration: 45 minutes

Teaching objectives	Facilitation methods
<p>1) Summarise the previous work in main points (3 mins)</p> <p>2) Divide the participants into different groups (3 mins)</p> <p>3) Give each group a coloured paper on which they will draw branches (2 mins)</p> <p>4) They will have to fill in the organisation's themes for the 6 branches drawn (3 mins)</p> <p>5) Explaining what the organisation considers as a main theme (30 mins)</p> <p>Everyone shall try to fill in the coloured paper.</p>	<p>Use the table along with the tree.</p> <p>The facilitator summarises all identified values and political aims.</p> <p>He/she specifies the connection between branches and leaves as well as the possibility to have leaves connected to different branches, then gives an example.</p> <p>He clarifies that groups cannot fill more than 6 branches.</p> <p>(You can decide to divide the participants into different groups: one person from the management, one activist from each field).</p>

## V. Workshop n°4: Identifying the activities of the organisation

### Educational objectives Facilitation methods

1) Keep the same groups.

2) Start with the displayed tree to explain that you are now going to make groups in order to focus on the leaves (activities): training audiences (audiences, educational techniques)

3) Explain how they will have to fill in the printed tree with different coloured post-its (one colour = 1 message = 1 post-it)

4) Once the groups start the activity, the facilitators go through the groups to help them fill in the table, if needed.

At the end of the activity: participants return all together and each group explains its own tree and the others can adjust or regulate (5' per group).

During the activity: facilitators complete the different branches of the table.

Participants should write the different activities on the same post-it for each box of the table that was passed out. The ideas should be numbered (one line per idea). In this way, each activity will be linked to an audience and a frequency.

The facilitators should go through the different groups every 10 minutes to remind them to prioritise one activity per theme.

#### URL of the article:

<http://atelier.fdh.org/en/take-action/our-tools/observation-and-diagnostics/article/the->

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