



A Brief Journey to China: Making an Impact on Education

R. Bruce Williams

Some of my Learnings and Insights

- **Principals and teachers are experiencing a great deal of teacher dissatisfaction currently in their school life.**
- **Principals, teachers, and teacher trainers are eager to grasp and utilize facilitation skills.**
- **There seems to be an immediate appreciation for the power of these methods.**
- **Principals have reported to me that using facilitation skills have made their jobs easier.**
- **In general, I find that the workshop participants strive to follow the steps and guidelines I offer exactly. I believe this contributes to their success.**

Ren Wei

In January of 2015, Ren Wei sent me an email asking if I was interested in training principals in facilitation skills. I said yes. Then I learned he was representing a foundation called Adream.



Ren Wei

Ren Wei had received some training from Larry Philbrook and had attended the 2012 ICA Conference in Nepal. I believe he got my name off of the internet only to discover that I had ICA connections. He asked me to design three levels of training. Adream invited me to lead the training.



Adream Foundation



- The Adream Foundation began in 2007 under the leadership of Pan Jiang Xue, Executive Director, as a local Chinese Foundation.
- The Adream Foundation is currently working with 2400 Schools in China.

Adream Foundation



- They meet with a principal and ask for one classroom for their use.
- They train several teachers in that school in the Adream curriculum.
- The curriculum is interdisciplinary, interactive, and global.
- Every week, every child in the school goes through this classroom. Back door strategy!

Adream Foundation



- It is from these schools that principals and teachers have been chosen to participate in the 12 days of facilitation training.
- Currently I am training the fourth iteration of these 12 days of training.

Level One Four Day Training

Day One Focused Conversation	Day Two Four Facilitation Strategies	Day Three Strategy Application	Day Four Teams Lead Four Facilitation Strategies
Focused Conversation Experiences and Introduction to the Method	Creating the Real Question Conversation with Closure Brainstorm List with Closure	Planning the Application of one of the Strategies Deciding and Building a Plan on a School Change Project	Creating the Real Question Conversation with Closure Brainstorm List with Closure
Designing a Focused Conversation and Leading the Conversation. Additional De-signing Practice	Workshop Method with Cards Reflection on the Strategies and their Assumptions	Preparation for Day Four Presentation	Workshop Method with Cards Assignments Reflection on the Four Days

Liu Xiaoyun

- Teachers are participating in meetings actively instead of listening passively, which changed their attitude toward work.
- The greatest benefit of applying facilitation in schools is the change of the teachers' state of mind. What impressed the teachers most is that the principal is really conducting democratic management.

Ma Hui

- All in all, the application of facilitation first inspired people's positive potentials. Participants were facilitated to participate and were being respected during the process. Their emotions and feelings were recognized and with this recognition, they go out and influence more people.

Ma Hui

- First, I am the one who changed the most. I am much calmer. I no longer jump into judging people and things too much or too soon. I see the best part in individuals and organizations and enlarge it to let it become the positive energy source for the development of individuals and organizations.

Liu Xiuli

- After I applied the facilitation strategies Bruce taught us to my trainings for teachers and students, I found that the participants are all quite active (because they are empowered). Individual and group wisdom has been unveiled. The solutions raised are from the perspective of what they can do, and the decisions are made by themselves, which greatly improved the effect of implementation.

Liu Xiuli

- When teachers used facilitation in their teaching and education, they found that students learning efficiency increased, and the teachers themselves become wiser and more relaxed.

Chen Guilan

- Teachers now have opportunities to express themselves, which motivates them to reflect and improve, and form team synergy.
- Teachers are using facilitation strategies in their classrooms and school management, resulting in greater efficiency and effectiveness.

Ren Wei, Again

Ren Wei had previously made contact and did a couple of trainings at the Educational Science Publishing House. He invited one of the editors, Liu Can, and his colleague, Tan Wenming to the initial training in May of 2015.



Ren Wei, Again

► The hope has been that a book might come out of the experience of the trainees using facilitation strategies in their schools. Succeeding iterations of these trainings is adding examples to this book that is expected to be published in the coming year.



Getting Connected to ESPH

Quite soon during that initial training in May of 2015, Liu Can, Tan Wenming and I became colleagues.

By November of 2015, both Liu Can and Tan Wenming were intent on creating a training arm of the publishing company. Over lunch one day, they asked me to be their first training consultant.



Getting Connected to ESPH

► Soon Educational Science Publishing House negotiated with Adream Foundation to handle all of the logistics for putting on the facilitation trainings. Meanwhile ESPH and Adream agreed that ESPH would be my sole agent in China. This meant that ESPH could create training opportunities through their contacts and relationships beyond what Adream could do.



Beijing Institute of Education

ESPH arranged two trainings with trainers from the Beijing Institute of Education, the training arm of the national Department of Education.



The following trainings arranged through ESPH have involved 535 participants.

- September, 2015 – ESPH, Focused Conversation Method Training
- September, 2015 – Facilitation Training for ESPH Supervisors
- May, 2016 – 5 day Facilitation Training for the Beijing Institute of Education, the training arm of the National Bureau of Education
- November, 2016 – Haidian Teachers Training College, Focused Conversation Training
- November, 2016 – Keynote Speaker at the National Teacher Trainers Conference of 400 Teacher Trainers
- November, 2016 – Beibei Teachers Training College, Focused Conversation Training