Group Agreement

Category

General facilitation; Group dynamics

Summary

With the **Group Agreement**, the facilitator can create shared behaviour rules/norms with a group and establish an accessible authority for every pax. Through this, you can facilitate a safer and more respectful space and ensure productive cooperation.

Learning Outcomes

- Pax understand why and which rules/norms exist during the training.

- Pax learn to formulate their needs in the form of rules/norms.

Time

10 – 20 minutes

Preparation

1. Prepare a flipchart for collecting the rules/norms and hang it up in the room.

Material

- Flipchart paper

- Tape

- Marker

Approach

1. The facilitator explains the group that they will formulate the rules for the training together to create a clear understanding of how the group and facilitator interact with each other.

2. They collect suggestions from the group on a prepared flipchart after the group agrees on them.

3. They encourage the pax to evoke the Group Agreement at any moment if they encounter behaviour that creates an unsafe environment for them. That is also valid towards the facilitator. Further, it is possible to add or change rules/norms at any time if needed by the group.

4. The final Group Agreement is hung up in the working room so everyone can see it during the sessions.

Debrief
During the debrief, the facilitator aims to ensure that everyone agrees on and understands the *Group Agreement* and the role of invoking it.

Notes
If the group works in several rooms, the *Group Agreement* should be present in each room.

If the event goes over more than one day, the *Group Agreement* should be revisited at the beginning of each day.

Pictures
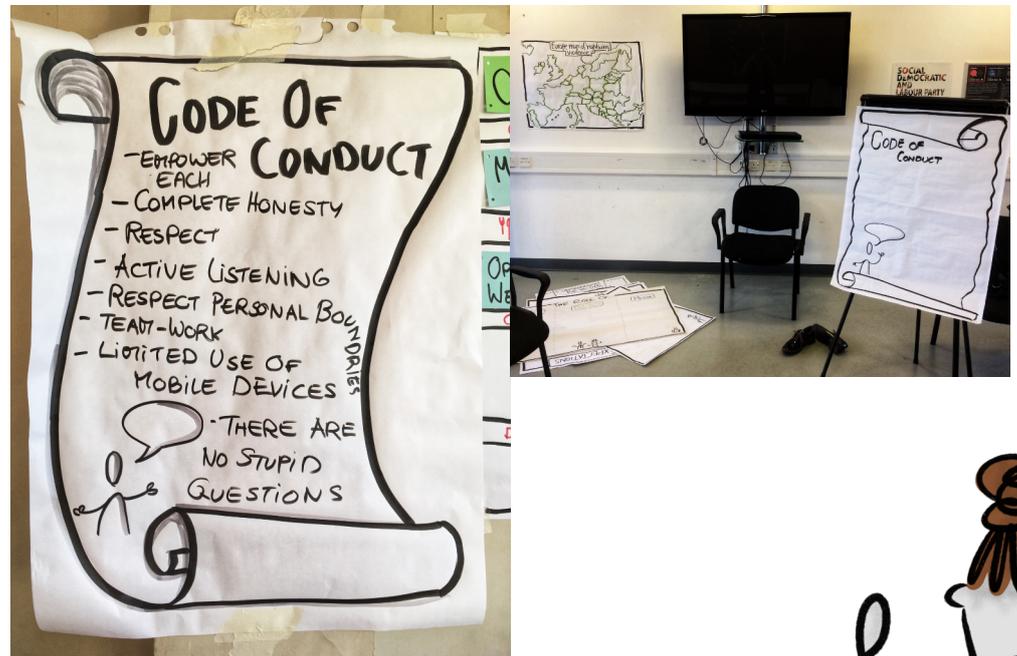
Sources
Variation of *Group Agreement* in 'Facilitation tools for meetings and workshops' ([Seeds for Change](#))