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Description automatically generated**Facilitator Guide**

RCOT Casson Memorial Lecture 2021

No barriers to brilliance: Social and creative courage to innovate and disrupt occupational therapy practice

Thank you for being the group facilitator for the Toolkit Event ‘RCOT Casson Memorial Lecture 2021’.

This guide will help you in your role as facilitator. It gives you some suggestions on how to support participants, and to help them make the most of the discussions. It is intended for professionals at Career Levels 3 to 5 of the Facilitation of Learning Pillar of Practice ([RCOT Career Development Framework](https://www.rcot.co.uk/cpd-rcot)). If you are at a higher Facilitation of Learning Career Level, the guide should also support you if you wish to refresh your knowledge.

Your role will be to enable the discussions and encourage participants to think critically to enrich the debate. You do not need special skills or previous knowledge of the topic. You can participate in all the group activities. You just need to bring your interest and enthusiasm to the room!

If you are on your own, you are your own course facilitator and this guide will be particularly relevant to you.

Preparing for the event

To host the RCOT Elizabeth Casson Memorial Lecture 2021 event you will need:

* A room or event hosting platform such as Zoom or Teams with the capacity to welcome the number of participants you expect
* Access to the internet
* A screen to play the lecture if you are meeting face to face
* The link to the lecture (this will be provided as soon as available)

If you feel you need further guidance, please contact [RCOTApprovedLearning@rcot.co.uk](mailto:RCOTApprovedLearning@rcot.co.uk)

Facilitating the event

**INTRODUCTION** (Takes about 10 mins)

* Welcome the participants.
* Recap on the lecture topic and the lecturer. To help you, here is the RCOT press release for the lecture:

NO BARRIERS TO BRILLIANCE: SOCIAL AND CREATIVE COURAGE TO INNOVATE AND DISRUPT OCCUPATIONAL THERAPY PRACTICE

Innovation and change require social and creative courage. Social courage is the ability to engage in meaningful relationships with others and involves the willingness to risk oneself for the good of others. This means speaking out, challenging existing behaviours and structures or practice. It means being in a situation we may not want to be in, speaking up and/or taking risks.

RCOT’s Chief Executive, Steve Ford, described occupational therapists as ‘feisty’ in his closing remark during the RCOT Annual Conference 2021. But is feisty a sought-after trait within the profession? How many feisty occupational therapists do we know? Are you one? Was Elizabeth Casson just this?

Creative courage, in contrast, is the discovering of new forms, new symbols, new patterns on which new society can be built. It has never been more evident than during this pandemic.

Anita’s lecture builds on the concepts of social and creative courage and relates unethical and uncaring behaviours in professional practice that can hinder success. It will utilise stories and accounts from practice, personal reflections and lessons from history as well as best evidence.

The aim is for you as colleagues and peers to take risks to innovate and disrupt and have the courage to engage in those difficult conversations to continue the legacy of Elizabeth Casson. Often, considering changes and taking on challenges can feel uncomfortable. After working through this Toolkit, you might want to reflect and review your thoughts with a critical friend or mentor, or to discuss your learning in your supervision sessions.

* Review the sequence of activities.
* Preview the questions on pages 3-4 of the toolkit, that the participants will be discussing after the film. Suggest participants keep the questions in front of them as they watch.
* Invite people to take notes as they listen if they want.
* All the timings are guidelines. Use your judgement to decide if the group needs more or less time for each activity.

**RCOT ELIZABETH CASSON MEMORIAL LECTURE 2021** **SCREENING** (Takes about 1 hr 16 mins. Lecture starts at 8:00)

[No barriers to brilliance lecture](https://www.youtube.com/watch?v=wYsZKeCSolw)

**NB**: a link to the transcript will be published when available.

**INDIVIDUAL INITIAL REFLECTION** (About 15 mins)

You can be flexible with the time as people may need a little more to finish their thoughts. Don’t let the timing run too far over, however.

**PAIRED DISCUSSION** (About 15 min)

Remind participants that:

1. there are no right or wrong answers to the questions.

2) the questions help participants consolidate their learning, spark discussion and expand their understanding of the lecture.

**GROUP DISCUSSION** (About 25 mins)

Be prepared to start the discussion by feeding back on your own pair summary. Depending on group size, warn people they have a time limit to allow everyone to speak. Keep people to time, as it is important that each pair has a chance to feed back to the group.

If you are hosting the event online, considering using a chat box function or other interactive tool to enable people to engage flexibly in the discussion. Consider arranging with a volunteer beforehand to get the online chat going. Make notes on pair summaries and keep an eye on the chat for key themes.

Once all pairs have fed back, be prepared to start the group discussion by summarising themes, drawing out key points and asking people what they think, or inviting a chat contributor to share verbally what they wrote.

If the group moves to an open-ended discussion rather than waiting to share all pair summaries, this can be encouraged. Make sure, though, that each pair has had the opportunity to feed back on their summaries if they want to.

**FINAL INDIVIDUAL REFLECTION** (About 5 minutes)

Make sure you give yourself time for this activity too.

**THANK YOU AND CLOSE** (About 5 mins)

* Thank participants for their time
* Remind them to revisit this resource in the next few days and complete the Follow up reflection and application
* Invite participants to send their feedback to RCOT

Feedback

Your views are important to us! Please send us your feedback about this resource so that we can make improvements for future participants. You can get in touch in any of the following ways:

* Click to fill out our [feedback form](https://forms.office.com/Pages/ResponsePage.aspx?id=7-ghQ1rN2Eadr3VQBbQNOWV-zdEtQytAgGHq4NY2vXhUMFZSV0NIUElVRjhJNDE3OERXVE1EVFFMUC4u)
* Find the feedback form at <https://bit.ly/3oEmgPT>
* Get to the feedback form through the QR Code.

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* Email your suggestions to [Prof.Dev@rcot.co.uk.](mailto:Prof.Dev@rcot.co.uk)

If you have any complaints or constructive comments about the resource, please send an email to: [RCOTApprovedLearning@rcot.co.uk.](mailto:RCOTApprovedLearning@rcot.co.uk)

Post-event activity

As soon as possible after the course, complete the Facilitation reflection on the next page. Then complete your course facilitator certificate. File these pages in your CPD portfolio.

Facilitation reflection

RCOT Casson Memorial Lecture 2021:

No barriers to brilliance. Social and creative courage to innovate and disrupt occupational therapy practice

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| Your name | Click or tap here to enter text. |
| Date of Event | Click or tap here to enter text. |

Did you have concerns about facilitating the event before you started? How realistic were these in retrospect?

Consider what went well. What were the elements that made these aspects work? If you were to facilitate again, how would you make sure you include these elements?

Review what you would do differently next time. What do you want to change and why? If you were to facilitate again, what would you put in place to make this happen?

Do you have any unanswered questions about facilitating the learning of others? Who could you discuss these questions with?

Record your reflective learning points on facilitating the learning of others. If you have more than three, add them on the back of the page.

|  |
| --- |
| **My reflective learning points on facilitating the RCOT Casson Memorial Lecture 2020: No barriers to brilliance** |
| 1.Click or tap here to enter text. |
| 2.Click or tap here to enter text. |
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**Certificate of**

**Facilitation of Learning**

This is to certify that:

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Facilitated the CPD@RCOT Toolkit

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RCOT Casson Memorial Lecture 2021

No barriers to brilliance. Social and creative courage to innovate and disrupt occupational therapy practice