



The forcefield 60 min

UNDERSTANDING FORB IN CONTEXT

BRAINSTORM
PLENARY EXERCISE

About the exercise

TARGET AUDIENCE

Any audience with a basic understanding of freedom of religion or belief (FORB).

PURPOSE

To help participants identify the most influential forces which could contribute to positive/negative change in relation to a specific FORB problem in the local context.

DESCRIPTION

This exercise introduces the forcefield analysis tool. Groups work together to apply it to a specific FORB problem in their local context. The exercise requires a basic understanding of FORB among participants and works well as a follow-up to [‘The problem tree’](#) and other context analysis exercises that have identified problems.



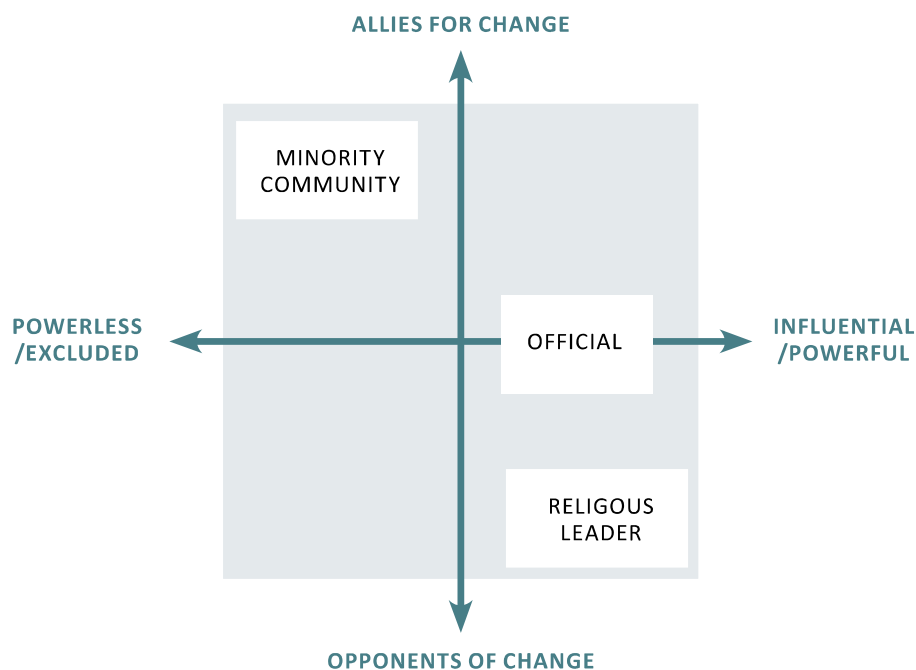
Instructions

RESOURCES

- Marker pens and post-it notes.

ADVANCE PREPARATION

- Prepare a large matrix on flipchart paper similar to the diagram below, with a number of sample post-it notes on:



HOW TO INTRODUCE THE EXERCISE 8 MIN

Ask participants to collectively choose a specific problem related to FORB that is impacting their local context. If you are running this exercise as a follow-up to another context analysis exercise, ask them to choose from one of the problems they identified/tackled in that exercise. If not, encourage them to be as specific as possible in defining the problem they want to tackle. (For example, a specific problem might be a piece of legislation, police violence or communal violence in district x.)

Display the matrix diagram for the participants and write the problem up at the top. Explain that participants are going to reflect on the following question:

- Who are the key actors (individuals or organisations) that are involved in, affected by or have influence over the problem?

Point to the diagram and explain using examples such as: a religious leader with lots of influence who strongly and actively opposes change would be placed towards the bottom right corner, whilst a disempowered, small minority community affected by the problem might be in the top left corner. An official with some practical influence over the situation, but who is unaware of the problem and has no particular opinion on it might be in the middle somewhat to the right.

HOW TO RUN THE EXERCISE 50 MIN

- **PAIR WORK** (25 MIN)

Divide the participants into pairs. Ask them to brainstorm the key actors who are involved in, affected by or have influence over the problem and write some ideas on post-it notes. Once they have two or three ideas they can come up and place them on the matrix – if another pair has the same idea, just stick the post-it notes on top of each other.

To avoid crowding around the flipchart sheet, encourage pairs to step away from the matrix after they have added their post-it notes and continue brainstorming, coming back once they have a few new post-it notes to add.

Once new ideas have been exhausted (or time is up), ask the participants to gather around the matrix.

- **PLENARY DISCUSSION** (25 MIN)

Review the matrix together and lead the discussion with the following questions.

- Who are the potential allies who could help tackle the problem? Are there any that stand out?
- Who has influence and supports change on this issue? Are they using their influence?
- Are there actors who are relatively neutral, or just a little negative that could be persuaded of the importance of the problem, and mobilised to use their influence to solve it?
- Is there potential to mobilise and empower disempowered groups so that they have a stronger voice?
- Is it possible to transform attitudes among some key influencers who oppose change, so that they become less strongly opposed or less vocal on the issue?
- Which of all the actors identified is it most strategic to prioritise? Mark the post-it notes accordingly.

HOW TO CONCLUDE THE EXERCISE 2 MIN

Thank everyone for their ideas and insights. Explain that in later sessions of the training, they will look more closely at action planning to tackle the problem and make use of the priorities they have identified.

Source

Adapted from Kurt Lewin's Force Field Analysis and George Lakey, Training for Change www.TrainingForChange.org