



Nicole Molyneux

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Greetings!

My name is Nicole, and I am a Community Builder at the Jeder Institute. I hail from Newcastle, NSW, but I now call Canberra home. I have 15 years experience working with communities, including young people and people with disabilities.

At the Jeder Institute, my interests include project-based work and running workshops about Asset-Based Community Development (ABCD), Asset Mapping, and zine-making.

Currently, I am also a Ph.D. Candidate at ANU where I am doing research about everyday feminism. Once I graduate, I wish to pursue independent research that will marry together my two loves: feminism and community development.

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Jeder's Community Building Team

The Jeder Institute supports authentic social change through increased community engagement, development, and participation. Our aim is to engage, inspire and activate your organisation &/or community to produce the following outcomes:

- Increased skills and tools to support conscious leadership and a connected community
- Community members who strengthen relationships through self-determination
- A shift in organisational and community mindset to one of positive discovery

Our underpinning philosophy is based on the belief that everybody has skills and abilities and, that there is no one we don't need, to fulfil the potential in all of us.

What is Asset Based Community Development?

Asset Based Community Development (ABCD) is a globally adopted approach that recognises and builds on the strengths, gifts, talents and resources of individuals and communities to create strong, inclusive, and sustainable communities. ABCD is a powerful approach to community engagement and development that focuses on abilities and potential, rather than problems and deficits by discovering the resources that are already present in a community. Discovering community strengths is a powerful and productive way to address problems and realise a collective vision. By building relationships and creating the space for opportunities to emerge, community members are more in control of their own decision making.

Asset Based Community Development:

- Discovers what's strong not what's wrong
- Places community at the centre of local decision making
- Activates individual and community participation
- Builds on community leadership
- Strengthens local connection & relationships

Participatory Community Building

Participatory Community Building blends Asset Based Community-led Development (ABCD) and Art of Hosting (Participatory Leadership) to provide participatory; patterns, practices, processes, and principles to give you the confidence and competence to co-create projects and initiatives with teams and communities.

What We Offer!

Our Community Building team provide a range of bespoke training opportunities for government, organisations, and communities. Below is a suite of workshops and trainings we can provide. Please feel free to mix and match, or ask further questions, so we can offer the best program which will ensure the outcomes are relevant for your organisation, community and context.

| ABCD & Community | Details |
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| The Essence of Asset Based Community-led Development (ABCD) Half Day Workshop | Specifically for Councillors and Leadership teams to demystify Asset Based Community-led Development and provide the essence of ABCD as an effective and powerful approach by: <ul style="list-style-type: none"> • Demonstrating the effectiveness of ABCD through global case studies • Highlighting how ABCD proactively impacts community innovation including the role of organisations and government • Focusing on what's strong, not what's wrong; building on community assets, rather than deficiencies • Exploring how Asset Mapping impacts action for change by discovering the skills and talents of individuals and the strengths of a community • Showing how natural leaders increase community participation |
| An Introduction to Asset Based Community-led Development (ABCD) 1 or 2 Day Workshop | Participants will receive an introduction to Asset Based Community Development which will focus on shifting their thinking from scarcity to abundance and will practice a range of immediately applicable strategies: <ul style="list-style-type: none"> • Embed and practically apply ABCD • Focus on what's strong, not what's wrong • Overview of Asset Mapping • Build and maintain effective partnerships • Explore the role of organisations and government • Move from Social Service delivery to community building |
| ABCD for Inclusion 1 or 2 Day Workshop | This workshop explores how we “build the bridge from client to community member” by introducing, both deliberately and intentionally, community centred work as a legitimate and important part of person centred work. Through this workshop participants will learn, discuss and practice person centred and community centred approaches through: <ul style="list-style-type: none"> • Discussing the principles and philosophy of ABCD • Practical strategies to find and engage community assets • Principles of Community Mobilization • Discovering Care & Learning Conversations • Exploring how agencies and communities work together more effectively • Building an ABCD community partnership • Practicing with effective tools; circles of support, mapping relationships and harmonising the things worth doing |
| ABCD Train the Trainer 2 Day Module-based Training Workshop | This workshop will equip participants with skills, information, tools, and motivation enabling them to co-design and facilitate initiative and programs and support them to train others in ABCD perspectives and strategies by: <ul style="list-style-type: none"> • Exploring how to effectively shift a development mindset from needs and deficiencies to assets and strengths • Understanding and applying the critical facilitation processes of community organising/building, asset mapping, hosting learning and storytelling conversations and co-designing implementation strategies • Deep diving into meaningful ways of mapping, connecting the diverse range of community assets and creating opportunities for the assets to be productive and powerful together • Discovering how to harness the connected assets for action that strengthens caring and inclusive communities |

| Art of Hosting & Harvesting | Details |
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| Art of Hosting and Harvesting (Participatory Leadership) 2 or 3 Day Workshop | This workshop is an approach to leadership, which starts from the individual practitioner right up to the system they work within and will explore how hosting varies from facilitation. Participants will strengthen their personal practice and will learn how to apply participatory practices to co-design. During the workshop we will share simple and powerful dialogical and social tools such as: <ul style="list-style-type: none"> • Circle Practice • Appreciative Inquiry • World Café • Open Space Technology • Designing for Wiser Action • Graphic Harvesting and more |
| Art of Harvesting 1 Day Workshop | This workshop involves discovering how the practice of Harvesting can be applied to key strategic change projects in our lives and work by: <ul style="list-style-type: none"> • Learning how to capture people’s ideas and expressions—in words, images, and colour—as they are being spoken • Exploring how to bridge visual thinking and conversation to help people connect, contribute, learn, and make meaning together |
| Blended Methodologies | Details |
| Participatory Community Building <i>Blend: ABCD & Art of Hosting</i> 3 Day Workshop | Participants will learn ways to weave, embed and sustain ABCD and other strengths-based and participatory practices through co-design and collaboration processes. We will share how to move from dialogue to action and how to discover ways to address complex challenges via innovative solutions: <ul style="list-style-type: none"> • Overview of Community Development theories • Asset Based Community-led Development • Art of Hosting & Harvesting (Participatory Leadership) • Appreciative Inquiry (Reframing, Powerful Questions & SOAR) • Purposeful Community Building • Living Systems and Worldview Intelligence |
| Person Centred Community Driven (PCCD) <i>Blend: ABCD & Person-Centred Approaches</i> 3 Day Workshop | This workshop delivers an experience for people with a disability, their families and carers and organisations to shift mindsets by exploring how to “build the bridge from client to community member”. Some of the themes are: <ul style="list-style-type: none"> • The belief that everyone has gifts, skills, and abilities to share • Individuals, families, communities, and organisations are full of resources • Supporting people to reframe their challenges and concerns to looking for opportunities and possibilities • Community leadership comes in many forms – some you would not expect • Relationship building is at the core of strengths focused work • Practicing with effective tools; circles of support, mapping relationships |
| Trauma Informed Community Building <i>Blend: ABCD & Trauma Informed Practice</i> | This workshop explores how trauma is common within society at large and is particularly prevalent amongst vulnerable populations, First Nations peoples and people with Lived Experience of disability and/or mental health challenges. Trauma informed practice is a strengths-based framework that supports responsiveness to the impact of trauma, enabling physical, psychological, and emotional safety for both providers and survivors. This workshop will: <ul style="list-style-type: none"> • Encourage workers to become more aware of trauma informed practice |

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| <p>3 Day Workshop</p> | <ul style="list-style-type: none"> • Explore how we can help and not harm the communities we work with • Learn more about what it means to be trauma informed • Practically explore trauma informed community development practice • Discover how trauma informed principles can guide community building activities and broader community development decisions and processes • Reflect on these principles and what they mean for our work as community builders |
| <p>Collaborative Leadership</p> <p><i>Blend: Participatory Leadership & Systems Thinking</i></p> <p>3 Day Workshop</p> | <p>This workshop, for executive teams and middle management, focuses on their unique positioning, as a conduit for leadership development and innovation, within an organisation. Utilising self-reflection techniques, empowerment strategies and emerging leadership methods, this interactive, strengths-focused workshop will assist in identifying and exploring the untapped leadership potential of staff throughout an organisation's structure. The workshop will cover:</p> <ul style="list-style-type: none"> • The use of power, structural power, social power • The disconnect between levels of management • Vertical & horizontal types of leadership • Mapping potential • Leading by Stepping Back and more |
| <p>Example Topics & Themes</p> | <p>Details</p> |
| <p>Mapping our Community</p> <p>1 Day Workshop</p> | <p>Asset Mapping is an effective way to map the skills, talents, abilities, and passions of individuals, and to discover the strengths, networks, and resources of communities and organisations in the systems we work and live within. This workshop will cover:</p> <ul style="list-style-type: none"> • Key Steps to Asset Mapping • Identification of assets and strengths • Connecting and mobilising assets for action |
| <p>Community Conversations</p> <p>1 Day Workshop</p> | <p>Community Conversations is a proven method to engage people from all walks of life to encourage active participation in broad community conversations. This workshop will cover:</p> <ul style="list-style-type: none"> • Skill building in hosting and facilitating group processes • Practice in forming "powerful" questions • Increasing diverse community participation • Co-designing an interactive community conversation • Intentionally shifting dialogue into action |
| <p>Connector Leaders</p> <p>1 Day Workshop</p> | <p>This workshop introduces participants to ABCD's community leadership framework and is about finding those people in community who are already connected, have local knowledge and share local stories. The workshop will explore:</p> <ul style="list-style-type: none"> • Authority versus leadership • Types of community leaders • Horizontal versus vertical leadership • Programs versus People |
| <p>Measuring What Matters</p> <p>1 Day Workshop</p> | <p>Discover a range of participatory Monitoring and Evaluation frameworks to support current and future projects and build capacity within the community through the power of story. This strengths-focused workshop will cover:</p> <ul style="list-style-type: none"> • Empowerment Framework • Most Significant Change • Results Based Accountability • Reframing the community narrative |

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| <p>Systems Thinking and Innovation</p> <p>1 Day Workshop</p> | <p>Systems Thinking offers a range of sensemaking processes that gives a helicopter view of a complex problem and invites systems thinkers to explore and inquire about the relationships within a system by:</p> <ul style="list-style-type: none"> • Exploring Mental Models • Seeking the root causes of challenges and/or concerns • Understanding how to discuss global issues • Unearthing individual assumptions to co-create future actions • Identifying leverage points and patterns for change |
| <p>Collective Impact</p> <p>1 Day Workshop</p> | <p>This session offers a way for organisations and communities to understand “the story behind the data”. Explore how engaging with community members about their lived experiences is a meaningful way of approaching challenges by adopting:</p> <ol style="list-style-type: none"> 1. A clear, common purpose 2. Community engagement for co-production 3. Intentional relationship and trust building; and 4. Measured results and accountability |
| <p>Extra Support & Reflection</p> | <p>Details</p> |
| <p>Core Team Co-Design Days</p> <p>(pre & post AoH and PCB trainings)</p> <p>2 x 1 day sessions either side of large workshops</p> | <p>Core Team members are the small team who co-design the flow of the larger workshops. They are invited into a series of calls with the Facilitators, which is already built into the cost, leading up to the multi-day workshop. This ensures the outcomes are relevant to the context and starts to build capacity immediately by having staff &/or community members as part of the delivery team. After the calls, the face-to-face Core Team days are:</p> <ul style="list-style-type: none"> • 1 day pre-workshop preparation and planning with the Core Team • 1 day post-workshop wrap up and debrief with the Core Team |
| <p>Mentoring</p> <p>As Required</p> | <p>Our team has decades of experience to share in strengths-focused community development, engagement, community projects and initiatives and can offer the following mentoring:</p> <ul style="list-style-type: none"> • Pre, during &/or post project sessions • One on one sessions • Group sessions (up to 6 team members) with 2 mentors |
| <p>Rearview Session</p> <p>Half Day Session</p> | <p>These sessions offer a space to come back together after a training for reflection and review. Participants can share what they might have tried or put into practice and hear from their peers through:</p> <ul style="list-style-type: none"> • Asking questions for clarity • Sharing challenges and stories of application • Continuing to build a peer-support framework • Developing shared strategies for when actions seem stuck and more |

Why Consider Us

- We become familiar with and aim to learn and understand the local and regional context in which your workshop or training is being delivered
- Our codesign approach is in developing the training/workshop or program with your team
- We use a holistic community centred approach to leadership development



- We are experienced Hosts, facilitators and trainers and can deliver engaging sessions either face to face or in an online learning environment

Our approach is underpinned by Asset Based Community Development (ABCD) which is a globally adopted approach that recognises and builds on the strengths, gifts, talents and resources of individuals, communities, and organisations to create strong, inclusive, and sustainable communities. We understand rural and regional communities and understand the differences when working in an urban environment. The breadth of our experience and expertise ensures we can adapt the program to meet the needs of all participants. We embed inclusive processes and create safe spaces for people to learn and grow together.

Please feel free to contact us if you require additional information or would like to discuss this further.

We look forward to working with you.

Regards,
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Jeder's Community Building Team

Who We Work With

