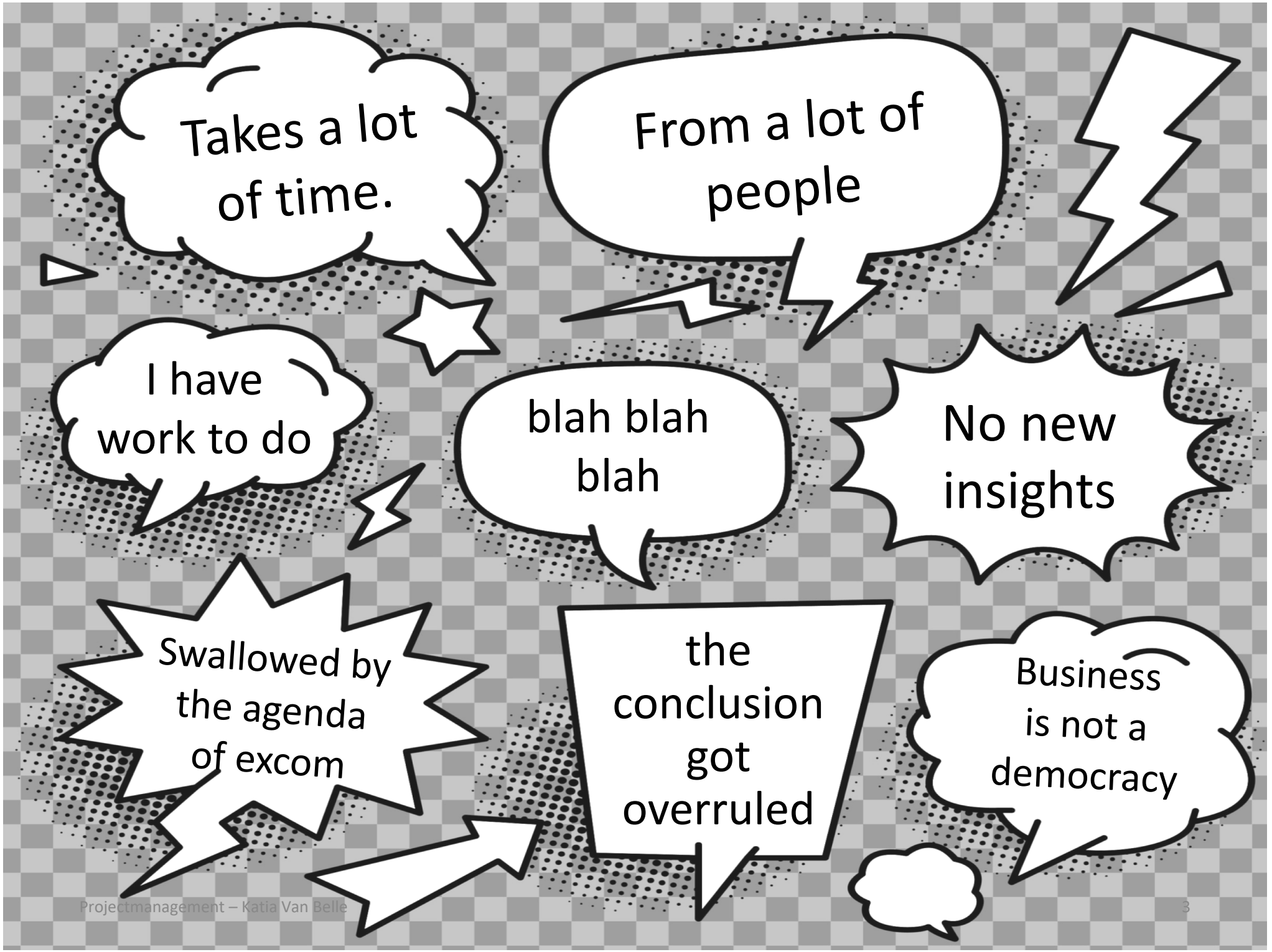
Breakthrough?

Or a waste of time?

during our yearly meeting…
Let’s do a brainstorm
Create buy-in for…
busy agenda
Make them understand
… to gather requirements…
learn about the concerns


Takes a lot of time.
From a lot of people
I have work to do
blah blah blah
No new insights
Swallowed by the agenda of excom
the conclusion got overruled
Business is not a democracy

better say NO

NOT facilitate

better say NO

NOT facilitate

Unless…

DO not facilitate UNLESS…

You have a big

COMPLEX PROBLEM

An issue that you can’t solve without the others.
I don’t know the answer, you don’t either.
But together we will.

DO not facilitate UNLESS…

They CARE.

The issue is relevant to those present in the room. They want to solve it.
It matters to them. You want tension and passion in the room.

DO not facilitate UNLESS…

It’s an INVITATION

No-one feels they HAVE to come.
They choose to come.
Even if they are not the ones you imagined. They are the ones who care. Whoever comes, are the right people.

DO not facilitate UNLESS…

You are willing to

ACCEPT

the RESULTS.

Whatever they are. You already know which answers you want to get? Don’t waste people’s time. Be honest and tell them your decision.

DO not facilitate UNLESS…

CONTEXT RIGHT

Complex problem
They care
Invitation
Accept the results

DO not facilitate UNLESS…

DESIGN the PROCESS

DO not facilitate UNLESS…

PURPOSE

People

Authority
Resources
Expertise

Time

Issues

DO not facilitate UNLESS…

Diverge

See the whole
elephant

Converge

Common ground

DO not facilitate UNLESS…

Diverge

See the whole
elephant

CHAOS

Converge

Common ground

DO not facilitate UNLESS…

Place

Power play

Technology

Subgrouping

(In)formal

All voices

Reports

Feedback

Learn more about DESIGN

12 dec

Online (no travel)
interactive

Workshop

For free, small group
Register: katia@propellor.be

DO not facilitate UNLESS…

BE a true FACILITATOR

DO not facilitate UNLESS…

You are NEUTRAL

You should care wildly about the outcome. But you are unattached to the content. Whatever the agreement or solution is, is fine. You only care that a solution is chosen. The convenor has an opinion. The facilitator shouldn't.

DO not facilitate UNLESS…

Leaders are ready

They participate; listen; ask questions and offer their thoughts. You will need to prepare them for their role. It is a very important task.

DO not facilitate UNLESS…

You can provide

SAFETY

Safety to speak up. Especially when naming the elephant in the room, or going against the tide. You protect. You silence managers if needed.

DO not facilitate UNLESS…

You can

DO less and BE more

“Don’t just do something, stand there”, is a wonderful book about facilitation. It talks about the importance of being fully present and aware.

DO not facilitate UNLESS…

You are thouroughly

PREPARED

Test. Dry run. Don’t rely on technology. Murphy is very alive. Be so prepared, that you can stop worrying, and focus only on the process and the people.

DO not facilitate UNLESS…

You are truly

PREPARED to be SURPRISED

Trust the people. Trust the process. Trust your gut feeling. And enjoy.

DO not facilitate UNLESS…

If you are not the right person,

Find someone else to facilitate

But if you are…

Have fun, and make a difference in the world!

FIND OUT MORE?

Katia Van Belle, PMP

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www.propellor.be

Propellor
CHANGING PROJECTS

Wij begeleiden organisaties om succesvol projecten te realiseren en te veranderen.

Daarvoor leiden we mensen op en geven advies over de praktische aanpak van de projecten of de verandering. En we faciliteren de complexe groepsprocessen die een verandering kunnen doen slagen.