

The
facilitator
is at the service
of the group

Introduction
to Facilitation
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Session outline

- Who is here?
- What is my role in running this session?
- Overview of facilitation
 - What is facilitation?
 - What does a facilitator do?
 - Planning for facilitation
 - Challenges of facilitation
- Opportunities for practice and facilitation in action
- Resources and where to from here.
- Time out "T"

- What do you want out of this session

Group session 1

- Choose:
 - a facilitator, a scribe, timekeeper, a reporter.
 - All be aware of 'facilitating'
- Answer the following
 - What is facilitation? How does it differ from training, management?
 - When would you use facilitation?
 - What is the role of the facilitator? – What does good facilitation look like
- Then we'll report back one or two responses

What is / is not facilitation?

- To make possible, to ease, to assist
- To plan, guide and manage a meeting or event with a group of people to ensure the objectives of the group are effectively met, using clear thinking, full participation from everyone involved.
- To create the process to enable the group to decide
- An art as much as a skill

Training V Facilitation

Method	Instruction/training	Facilitation
Role of I/F	Content expert	Process expert
Medium	Lecture	Engagement
Knowledge	Controlled, delivered by trainer	Shared, drawn from the group
Role of participant	Passive recipient	Contributing participant

- ## The role of a facilitator
- Create and hold the space
 - Manage the process
 - Drive for outcomes
 - Looking at the values and principles of facilitation can help

- ## Principles of Facilitation
- Process / content – your role is to manage Process and space
 - 6P's- Proper preparation prevents piss poor performance
 - Create the space
 - Be clear on the purpose
 - The knowledge/solution is in the group
 - Be aware
 - Everyone just wants to Be Held and to Be Heard
 - Accept and value difference and diversity

The
wisdom
is in
the group

Group activity: Pick a scenario

Plan your event/meeting: Include:

- Aims for the session
- How will you set up the room
- Who needs to/will be the
- What their needs will be, and what you need to consider
- An outline for a beginning, middle and an end
- What issues might you need to manage?

Respect
and welcome
the diversity that is
always in
the group

Challenges of facilitation

- Ensuring everyone is heard
 - the person who dominates the discussion
 - The person who is disruptive
 - The person not speaking up
- The elephant in the room
- Group decision making
- Validation, normalising

*In a group
there are always
spoken and unspoken,
conscious and
unconscious things
going on.*

*Facilitation
can be
messy...
and that is okay.*

There's lots more to know about

- Types of facilitation
- Co-facilitation
- Decision making
- Managing Conflict
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The path to good facilitation is self awareness.

Self awareness requires good self care.

Resources and acknowledgements:

- I am thankful to *Groupwork Institute of Australia* for my training and understanding: <https://www.groupwork.com.au/>
- International Association of Facilitators <https://www.iaf-world.org/site/>
- Tree Bressen – great resources freely available <https://tregroup.info/>
- Instructor v Facilitator - <https://www.youtube.com/watch?v=J3IUyZiXAQo>
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