What is Facilitation?

Facilitation = making things easy

Facilitation is a fluid process that leverages a variety of tools, techniques, and activities to improve collaboration.

A good facilitator is focused on the topic at hand, the group dynamics, and the fastest path to reach outlined goals.

Why is Facilitation Important?

1. Stage
Sets the stage for successful collaborative work, i.e. productive exchange of ideas to achieve an objective.

2. Exchange
Enables the productive exchange of ideas among a group as they work toward a shared objective.

3. Glue
Acts as a form of "social glue" or "social lubrication" to maximize the value of exchanges among groups.

Strategic Facilitation Principles

- Teaching how to fish
- Staying curious and seeing the best in people
- Responding to change
- Focusing opportunities in the moment

OVER

- Giving fish every time
- Judging or manipulating people
- Following a strict facilitation plan
- Speculating on the past or future

Facilitation Values

- Listening
- Confidentiality
- Respect
- Value of Personal Experience
- Agreed Goals
- Inclusion
- Trust & Safety
- Encouragement
- Efficiency
- Time Management

Leading by Facilitation

"A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves." - Lao Tzu

More Resources to Sharpen Your Facilitation Skills