



Facilitation: what is it and how can it help me?

What is facilitation?

Threshold offers senior, executive and board-level team facilitation to help teams work better together, and to support the development of sustainable business improvement strategies.

Organisations, and the groups and teams of people working within them are often faced with the need to re-think how they operate, to solve particular problems, develop new strategies, and find ways of working together more productively.

This process is made more effective by working with someone from outside the organisation who can help design an 'away day' or off-site event to meet your needs. The design of the process is key to achieving the desired outcomes. The facilitator will ensure that the event itself stays on track by expertly managing the process on the day and ensuring a productive group process.

What are the outcomes and benefits of facilitation?

- A way forward with buy-in from those present
- Good quality ideas from a well-run process
- A renewed sense of purpose and commitment from those present
- Better group and interpersonal dynamics

How does a facilitator work?

Firstly, you, the client, brief the facilitator on the issues and what you would like to achieve, giving them some background information about the situation and people to be involved. The facilitator then works with you and any other stakeholders you wish to involve to design and plan the event and any required follow-up.

The facilitator then manages and facilitates the event and carries out any agreed follow up, such as joining in a next steps meeting with sponsors.

What skills does a facilitator possess?

A facilitator :-

- Encourages and stimulates the group to engage in constructive debate
- Provides a focus for those engaged in the process
- Encourages contributions from all those present
- Skilfully shifts the focus of debate if it becomes unproductive
- Keeps the process on track and avoids it being dominated by a few
- Is able to gain and keep the trust and respect of the group
- Is able to interpret difficulties, resolve conflicts and enable people to reach agreement

January 2006

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January 2006