

# Facilitative Leadership

## Does your group:

- spin in dialogue?
- repeatedly discuss problems but struggle with proposing solutions?
- devolve into the same old debates or factions?
- talk and talk but avoid decisions?
- lose enthusiasm or support for what happens after the meeting?
- struggle with any other unhealthy dynamic?



**Unlock the potential of any group to have focused conversations, make decisions, and get real work done with the skills acquired in Facilitative Leadership.** We offer an intensive experience for leaders to develop the mindset, skillset, toolset, and confidence to design and facilitate any group through any challenge.

In this immersive workshop you'll develop leadership and facilitation skills the same way you learned how to swim or ride a bike... with practice and supportive coaching. We'll have you practicing facilitation before the first coffee break. With a combination of individual and group exercises and real opportunities to facilitate, you will watch your skills and confidence grow by the hour. The final day is all practice and coaching support.

## Who should attend?

Leaders of any size team or organization



Project and product managers



Leaders of coalitions, roundtables, community groups



Facilitators of conferences, workshops, processes



HR, Training, and OD professionals

Please note, to maximize practice and learning we offer this workshop with a 7:1 participant to facilitator ratio.

## In FACILITATIVE LEADERSHIP you will enhance your skills and confidence to:

- Masterfully design any engagement
- Expertly facilitate any group interaction
- Drive groups to decisions and action
- Inspire engagement, accountability, and collaboration
- Skillfully address unhealthy group dynamics
- Achieve desired results

## What's included:

- 3-day, in-person instructor-led workshop
- Participant guide
- Facilitation processes / techniques toolkit
- Video recording of your practice sessions
- Personalized feedback from leader and participants
- Post-workshop individual coaching



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## AGENDA

Day 1	Day 2	Day 3
Introduction	Facilitation Tools and Behaviors - Prevention	Final Practice Labs
Core Beliefs, Value and Mindsets	Lunch	Lunch
Facilitative Leader Roles	Facilitation Tools and Behaviors - Prevention	Final Practice Labs
Growing Groups	Using Process Tools	Course Wrap Up
Lunch	Final Practice Lab Prep	
Benchmark Practice Videos		

“Recently, I attended a Facilitative Leadership training where Ryan Soisson taught us the tools and skills that can be used to support groups with idea generation, weighing options, and driving decisions. We had several opportunities to put our new knowledge into action. I solemnly swear I will host more effective meetings moving forward!”

– Shaynan Beando, Mitsubishi Power Americas

What does the data say?

Teams led by facilitative leaders show a 17% increase in performance. (Yukl, G., 2012).

Facilitative leadership fosters a 20% increase in employee engagement (Vroom, V. H., & Jago, A. G., 2007).