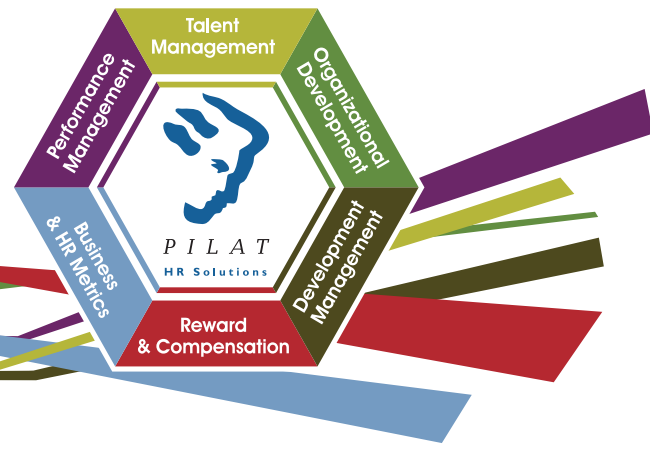


DEVELOPMENT MANAGEMENT



TEAM FACILITATION

SERVICES TO SUPPORT AND DEVELOP YOUR TEAM

Many organizations are realising that in order to tap the learning potential and creative capacity of their employees, competent facilitators have a strategic role to play.

Overview

A facilitator has been defined as an individual whose job is to help manage a process of information exchange. While an "expert's" role is to offer advice, particularly about the content of a discussion, the facilitator's role is to help with the process, i.e., how the discussion is proceeding.

The methodologies used by facilitators are interactive and participatory, involving those attending the meeting in creating a solution to a problem or creating a plan. They assume that the participants have the authority and ability to deal with the problem or develop the plan.

Why Might A Facilitator Be Used?

- When the organization is concerned not only with the decision that is made, but also with the way the decision is made.
- When it is desirable for a group planning, team building, communication session or decision-making process to be managed by someone outside the group, e.g., a person without a vested interest in the outcome.
- When complex group dynamics have made meetings less functional.

The facilitator needs to have skills in group processes and be neutral about the content of the discussion.

Pilat Facilitators

Pilat consultants have extensive experience in facilitating sessions/workshops with groups, ranging from small teams to large group forums/strategy sessions.

This could involve:

- Helping a team share and act on feedback, e.g., from 360° feedback, survey results, customer feedback. This might include team feedback to each other, or feedback to the team leader.
- Working with a department undergoing organisational change, enlisting employee input in developing their new structure and roles.
- Facilitating action learning teams - ensuring that maximum learning takes place through looking at the process of the team.
- Working with a new virtual team to help them clarify their goals, roles and ways of working.

To help ensure that group meetings are effective in achieving their desired outcome, Pilat can help both with the design of the session(s), as well as their facilitation.

POWERING PERFORMANCE & POTENTIAL

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