

At the most basic level, facilitation is about making things easier in order to enable purposeful, collaborative action and high performance. Effective facilitation aims at active engagement of all participants, so that they become more committed to the goal and exhibit a stronger ownership of results.

As communities of effective practice (i.e., professional learning communities) and distributed leadership become more prevalent in schools and school systems, the role of the educational leader becomes more facilitative and less directive. And the leader's competence in guiding collaborative professional practice towards the goals of the organization becomes a key measure of leadership proficiency.

FACILITATION

ACHIEVING HIGH TEAM PERFORMANCE THROUGH HIGH-INVOLVEMENT TEAM PROCESSES

The *leader-as-facilitator* is adept at setting the stage for individual and team commitment to a shared purpose. He or she is also skilled at creating the environment for collaboration that enables successful implementation; steering the team through personality differences or issue-oriented challenges that stand in the way of getting the job done well; and maintaining positive regard for everyone involved.

PERFORMANCE *fact's* Facilitation program focuses on the skills and competencies that leaders need in order to harness the ideas and contributions of diverse people and points of view. The program emphasizes proven high-involvement processes that ensure everyone has an equitable chance to contribute and feels his or her "voice" is integral to the direction, actions and performance of the team.

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 Think. Believe. Move Mountains.



GOAL OF THIS LEADERSHIP-IN-ACTION PROGRAM

Rallying diverse perspectives around a shared vision demands a team-oriented approach to goal-setting, problem-solving, continuous learning and professional accountability. However, realizing the potential inherent in the *wisdom of teams* requires effective facilitation. PERFORMANCE *fact's* **Facilitation** program provides leaders with proven tools and techniques for dealing effectively with group dynamics and for overcoming the barriers to effective teamwork, collaborative learning and high performance.



WHAT WE WILL COVER

This program covers the "5 R's" of effective facilitation.

RELATIONSHIP: Connect with the participants

REASON: Set a positive goal and positive tone

RESPECT: Demonstrate that every voice matters equally

RHYTHM: Keep things flowing smoothly

RESULTS: Guide the team towards positive outcomes for all

WHAT YOU WILL LEARN

Learn how to:

- Establish the team's trust in the facilitator, the goal, and each other
- Gain the confidence and willing participation of the team
- Set the stage for participation and involvement of everyone
- Honor all voices while guiding the team towards higher levels of productivity and performance
- Manage interruptions to teamwork and effectiveness
- Adapt on the fly and handle unexpected challenges or conflict-laden group dynamics
- Motivate active ownership of individual and collective results
- Sustain individual and team commitment to decisions and choices made

WHO SHOULD PARTICIPATE?

- ✓ Superintendents and System Leaders
- ✓ Executive Leadership / Cabinet
- ✓ Supervisors of Principals
- ✓ Senior Managers & Administrators
- ✓ Principals
- ✓ Vice Principals/Assistant Principals
- ✓ Leadership Teams
- ✓ Teacher Leaders, Coaches & Instructional Facilitators

TRAINING AT YOUR LOCATION

This program can be uniquely customized for your organization, and delivered at your site. It can be also be delivered as a "custom combination" with other programs.

HOW TO SIGN UP FOR THIS PROGRAM

To register or for more information please,

1. Email us at contact@performancefact.com
2. Go-to www.performancefact.com
3. Call 510-568-7944