

Being a Facilitative Leader

In a Nutshell

The **facilitative leader** is becoming an increasingly valuable resource:

- ❖ For helping people explore issues which confront an organisation or group
- ❖ For tapping the breadth of ideas and the depth of understandings
- ❖ For building greater shared awareness, purpose and commitment

Leadership development involves several dimensions:

- ❖ **Doing** - Building experience, skills and capabilities
- ❖ **Knowing** - Acquisition of knowledge and understanding about the leadership role
- ❖ **Being** - The stances or inner convictions from which a leadership role is exercised

The Facilitative Leadership Retreat is about exploring the practice of leadership, and particularly some foundational understandings about the **Being** dimension of leadership.

It asserts that leadership is intrinsic, and therefore can be exercised wherever we are, in whatever situation.

It is about a style of leadership which is anchored in our authenticity - who we really are and how we really relate to the world.

It asks participants to bring an open, enquiring mind and a willingness to explore the questions, events and experiences of our lives, particularly in our roles of leadership.

Who is it for?

The Facilitative Leadership Retreat is for experienced facilitators and leaders who wish to explore and enhance their effectiveness in the leadership role.

The learning package can be tailored to client needs.

It is suitable for those with sufficient competence to be able to connect the use of facilitation methods with internal experiences of the participant, and interpret appropriate facilitative leadership responses.

Learning Outcomes

As a result of the Program, each participant can expect to gain models and conceptual frameworks for:

- ❖ conducting deep reflection on work or life events and experiences, and the learnings they offer
- ❖ bringing a comprehensive perspective to thinking about, and responding to, situations
- ❖ making responsible decisions in challenging situations
- ❖ adopting a future-oriented, solution-focused style

Participants can expect to understand that:

- ❖ external life events and experiences are paralleled by an internal experience
- ❖ the practice of facilitative leadership is about bringing consciousness to those interior experiences
- ❖ facilitative leadership is a role we can choose as well as a position we can be given

Participants can expect to experience:

- ❖ a kind of retreat - reflecting deeply on events and experiences of our personal and work lives
- ❖ a state of mind that enables our conscious choice to play a facilitative leadership role

At the end of the program each participant will have a statement of attendance, a set of notes, and proposals for application of their learnings in real-life situations.

Participants will also have access to coaching and mentoring from highly experienced facilitative leaders.

What participants say

On the content and resources:

- ✓ An excellent framework for understanding leadership
- ✓ Helped consolidate some of my leadership ideals into some practical actions to apply
- ✓ Enlightening & energising
- ✓ Deep reflection helpful; Larger picture than facilitation
- ✓ Deep insight into the inner experiences and being
- ✓ Terrific course – Outstanding!
- ✓ Useful, practical, applicable to business and non-business scenarios
- ✓ Great resources for on-going reflection
- ✓ The two days is a challenging mix of inner and outer perspectives

On the leaders:

- ✓ Excellent – sensitive, well grounded
- ✓ Process felt very ably guided & I felt I was in safe hands
- ✓ Fantastic - gentle, respectful, fun, inclusive, professional, insightful
- ✓ Modelled the facilitative style in all processes
- ✓ Journeyed us well and cared for the group
- ✓ Excellent in style, content, preparedness and delivery

Being a Facilitative Leader

How is it delivered?

The **core** of the package includes:

- ❖ Two days of face-to-face interactive delivery
- ❖ Pre-consultation for in-house sessions to enhance tailoring of content and resources to the needs of participants; and
- ❖ A comprehensive resource pack

Interactive delivery is by highly experienced facilitators who have demonstrated skills in adult training and learning support, and direct experience in the corporate, government and not-for-profit sectors.

The leaders have delivered forms of this program in Australia, India and Thailand.

Experiential and adult learning principles support the application of models and conceptual frameworks by grounding these in actual work and life projects of participants. This builds confidence in the continued use of the models and conceptual frameworks, and deepens understanding of the profound role participants can play in leading change.

Connected Opportunities

The Facilitative Leadership Retreat is one of the Practical Skill Sets & Understandings components of the program:

Out in Front: The Way of the Facilitative Leader™.

www.Out-in-Front.com.au

Clients of our training are eligible to receive **discounts on facilitation services**.

Participants who complete the practical skill sets of *Being A Facilitative Leader* will be eligible to receive a certificate of attendance at **ToP Facilitative Leadership Program** Module 7 Being a Facilitative Leader.

This Module is nationally accredited at postgraduate level as part of the award 52326 **Vocational Graduate Diploma of Facilitative Leadership**.

Completion of the Facilitative Leadership Program is a requirement for being assessed as a

Certified ToP Facilitator.

Both of these professional pathways are offered by the **ToP Global Institute for Facilitative Leadership**.

See ToP-GIFL.com

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Core Structure

Transformation Dynamics

- ❖ **Being comprehensive**
Seeing and understanding the whole picture (internally & externally) without being overwhelmed or paralysed
- ❖ **Being affirmative**
Embracing the whole - the past for its lessons, the present as it is, and the future for its possibilities
- ❖ **Being ethical**
Accepting responsibility for making choices on behalf of the future; doing what needs to be done
- ❖ **Being courageous**
Working at the cutting edge, in the now, to create the future - proactive, collaborative, solution-focused, working at depth

Practical Application

- ❖ Summoning the courage to act for change
- ❖ Internal experiences
- ❖ Leadership roles & responsibilities
- ❖ Real-life applications

Potential **expansion** packages include:

- ❖ Extension to two and a half days and/or use of evenings in residential mode to allow additional time for reflection
- ❖ Pre-session engagement and preparation (face-to-face or distance) through which participants develop case study material to support learning during the session
- ❖ An additional recall day (or days) tailored to specified applications of new skills and understandings
- ❖ A follow-up advanced session of one to two days after 3 to 6 months for deepening learning and reinforcing application