

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

What roles do you play in interaction with others?
Facilitator? Leader? What is the difference?

Out in Front: The Way of the Facilitative Leader™ is a program, an approach, a set of learning experiences, for developing new levels of personal and professional effectiveness.

It recognises and celebrates these key facts:

- Effective leaders **are** facilitators; effective facilitators **are** leaders
- **Being** an effective leader and facilitator is not just about **doing** or **having**
- You can be a leader and facilitator without having an official title or assigned authority
- You can be a leader without sitting in the big chair at the head of the table or in the big office
- You can be a facilitator without standing up in the front of the room

'Out in Front'

So, this reference to being 'out in front' is not about your geographic position in a room or an event, or about your relative financial or hierarchical status, or about who has the most experience, knowledge and skills.

It is much more about your character, and your standing, with others and with yourself.

'The Facilitative Leader'

In our way of thinking, your effectiveness does not come from competing, and being 'out in front' of others.

It comes from connecting, and being 'out in front' **with** others.

It comes from authenticity, integrity, respect and trust.

It comes from what this character means:

- for meaningful connections and effective communication with others
- for the influence you have with others, and that you invite others to have with you
- for the learning you offer others, and the learning you earn from others.

This is how leadership looks when people really matter.

'The Way'

We offer no set prescriptions, trite answers, or dogma.

Our program is focused on helping you to find your singular path.

We offer you access to skill sets, practical understandings and support along your path.

So 'The Way' is really Your Own Way.

And what you find along the path, and at the end of it, is what only you could have made.

What We Offer

Out in Front™ offers diverse ways for you to engage with the complementary skills development and personal development required to embrace a new way of being and working...every day.

Practical Skill Sets & Understandings

We don't just download content; we want you to experience meaning

- ❖ **Relating, Influencing and Negotiating**
- from simple to complex; from personal to organisational; for meaningful connections, expanded possibilities and enduring relationships
- ❖ **Facilitating and Leading in Groups**
- from one-on-one to large groups; small teams to whole organisations; for bringing out the best in people through the dynamics of human interaction
- ❖ **Embracing Diversity, Uncertainty and Change**
calling on difference for strength and value; working with change from personal to societal levels ; for principled leadership in a complex world
- ❖ **Being a Facilitative Leader**
- the 'Being' dimension of Facilitative Leadership; being comprehensive, affirmative, ethical, courageous; for personal effectiveness, integrity and authenticity at the cutting edge of change

Additional programs which may be available by negotiation:

- ❖ **Finding Your Voice, Hearing Others**
- having your say, being heard; really hearing others; giving/receiving multidirectional feedback; for effective persuasive presentation, and respectful relationships
- ❖ **Staying on Track**
- knowing and showing where you are headed, how well you are doing, what difference you make; for improved performance and accountability
- ❖ **Bringing The Real You to All You Do**
- accessing and harnessing your multidimensional self, your values and passions; 'walking the talk'; for personal activation, effectiveness, integrity and authenticity
- ❖ **Breaking New Ground**
- connecting with your inspirational edge; unblocking performance; for serious creativity and innovation
- ❖ **Adapting, Surviving and Thriving**
- accessing and harnessing your inner resources; staying on the front foot (for the long haul); for adaptability and resilience through testing times
- ❖ **Learning to Learn**
- building culture and capacity through social learning; cultivating communities of practice and interest; for enhanced group energy and evolution

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What We Offer (continued)

Wholehearted Engagement

We don't just set out a path; we help you to accept responsibility for shaping your own journey

- ❖ **Training programs** - all proficiency levels, format and detailed content tailored to client needs
- ❖ **Coaching & Mentoring; Executive Development** - all levels, personal or team, timing and duration to suit client needs
- ❖ **Stewardship** - development journeys based on learning contracts and agreed support relationships

Authentic Leadership

We back up 'the talk' with consistency and integrity

- ❖ **Sound Knowledge Base** - products and services based in high level understanding and experience of practical leadership, management and development, cross-sectoral, cross-cultural
- ❖ **Practical Skills and Experience** - trainers, coaches and mentors backed by solid experience as facilitators, facilitative leaders, and adult educators

Connected Opportunities

For more information about

Out in Front: The Way of the Facilitative Leader™ see: www.Out-in-Front.com.au

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

Completion of some of the practical skill sets entitles participants to receive a certificate of attendance at Modules of the Technology of Participation™ (ToP™) Facilitative Leadership Program. This also contributes towards eligibility of participants seeking to be a Certified ToP Practitioner (CToPF).

Technology of Participation; ToP; Facilitative Leadership Program; Certified ToP Facilitator; and CToPF are the property of the Institute of Cultural Affairs (ICA).

Our leaders are authorised by the ICA to deliver Technology of Participation™ (ToP™) content.

Out in Front™; The Way of the Facilitative Leader™; and Futures by Design™; are the property of Mark Butz.

Scheduled Programs

	Dates	Location	Contact
Relating, Influencing and Negotiating	Not currently scheduled	Available 'in-house'	Mark Butz
Facilitation Fundamentals	Not currently scheduled	Available 'in-house'	Mark Butz
Facilitating and Leading in Groups	18-20 May + 12-14 August 09	Melbourne Vic	Sue Gregory
Embracing Diversity, Uncertainty & Change	15-16 June + 24-25 August 09	Canberra ACT	Mark Butz
Being a Facilitative Leader	27-28 October 09	Melbourne Vic	Sue Gregory

Contacts

Mark Butz
Futures By Design
Canberra
P: +61 2 6251 2923
M: +61 418 417 635
E: training@markbutz.com
W: www.MarkButz.com

David Jago Brisbane P: +61 7 3851 4205 E: david@smartmeetings.com.au
Smart Meetings M: +61 410 361 769 W: www.SmartMeetings.com.au

Tom Schwarz Sydney P: +61 2 9363 4963 E: tom.schwarz@kinnogene.com.au
Kinnogene M: +61 414 375 049 W: www.Kinnogene.com

Sue Gregory Melbourne P: +61 3 9502 0265 E: spgregory5@optusnet.com.au
M: +61 400 569 653