

KEYS TO EFFECTIVE FACILITATION

The Challenge:

Most groups are only as effective as the leader that is facilitating the group. If we really want to have effective groups, something has to both change within us as well as grow within us. Finding out what that is can present a very significant challenge for some.

- Are you willing to find out what might prevent you from being an effective facilitator?

The Purpose:

We see people grow by allowing them to actually wrestle with truth in ways that are both interactive with others and within one's self. As a result, truth is quite often driven from the head to the heart which greatly enhances the opportunity for truth to do its transformative work.

- What do I have to continually remind myself?

The Method:

Create a safe environment where people are free to share their thoughts and opinions, to ask questions as well as be free to respond or simply listen. In order to do this, a group must be considered safe.

- How do we create safety?

The Obstacle:

Facilitating a group definitely has a teaching component to it, but it is not in the traditional form of teaching. There is no teacher-student relationship, where the transfer of information is done in a lecture format. Effective facilitation opens a huge door for give and take to place, which means there seems to be less control and a greater opportunity for chaos to erupt.

- What must I overcome?

The Realization:

Most teachers actually love control. Actually most people love control, it just really surfaces when facilitating a group. Effective facilitation requires an entirely different approach to the issue of control, and for some they will never be able to embrace what is needed to be an effective facilitator.

- What function does control serve for me?

The Result:

While every group is slightly different, the main result of effectively facilitating a group is that each member of the group has had the opportunity to give and receive, teach and learn, talk and listen, understand and be understood, to know and be known, to accept and be accepted, and to stretch and be stretched.

- In other words, each member of the group has done what?

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