



## EXAMINING THE MEANING OF FACILITATION

Facilitation is the art of leading people through processes toward agreed-on objectives in a manner that encourages participation, ownership, and productivity from all involved. It becomes a set of competencies that every leader has at his or her disposal.

### A skilled facilitator will:

- Manage the process.
- Support the development of a collaborative culture.
- Remain neutral regarding the content (what) but assertive regarding the process (how).
- Use effective communication skills.

### In successful facilitation:

- Everyone takes responsibility for outcomes.
- Participants feel safe.
- Everyone participates.
- Meetings and processes generate momentum and obtain results.
- People enjoy the process.