

# Facilitative Leadership®

by Interaction Associates

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## TAPPING THE POWER OF PARTICIPATION

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Are your  
leaders  
leading the  
company –  
or just  
managing?

Great leaders and managers get things done, and they care deeply about their organizations' success. But sometimes that's not enough; despite heroic efforts they may encounter roadblocks, lack of cooperation, and unforeseen delays.

To get beyond these hurdles, it helps to make a simple distinction: *Companies need managers, but people need leaders.*

Success depends just as much on your leaders' ability to inspire and involve others as it does on their own personal effectiveness.

Interaction Associates' **Facilitative Leadership®** workshop explores the relationship between leadership and participation and offers a proven method for turning obstacles into opportunities. Seven Leadership Practices provide a framework for improving the effectiveness of team, project, and organizational leaders. Workshop participants will learn how great leaders inspire commitment and make people feel they are part of a larger, more meaningful effort.

### LEARNING OBJECTIVES

Facilitative Leadership® is a transformational learning experience that expands participants' ability to bring out the best in others. In this three-day workshop, participants will learn to:

- Spark enthusiasm and productivity with an inspiring vision
- Focus on the work process, group relationships, and business results for multidimensional success
- Involve employees appropriately, creating employee ownership of strategies, tactics, and results
- Design powerful Pathways to Action to help change initiatives succeed
- Facilitate agreement among involved stakeholders for smoother implementation
- Coach those you lead for better performance and deeper commitment
- Celebrate success and accomplishment to create a satisfying work environment

## Benefits for the Organization

Leaders will learn to maintain organizational direction and momentum while enabling people to take risks, innovate and "own" the outcomes. Graduates of Facilitative Leadership® report major improvements in:

- Productivity
- Worker-Management Relations
- Customer Response
- Decisionmaking
- Cross-Functional Collaboration

### WHO SHOULD ATTEND

Formal leaders who are responsible for the performance of others.

- Senior leaders
- Managers
- Informal leaders such as internal consultants
- Team leaders
- Supervisors
- Project leaders
- Department heads

### HOW PARTICIPANTS LEARN

Participants are encouraged to practice on their toughest real-life work challenges during the Facilitative Leadership® workshop. In this way, the skills developed are immediately transferable back on the job.

Self-assessment, video simulations, group practice sessions, exploratory discussions, and feedback from workshop leaders and participants combine to provide a varied and engaging learning experience. A trainer-participant ratio of 1-10 means every participant gets personal attention.

**IA is a 40-year firm specializing in the development of Facilitative Leaders. We equip these leaders to solve complex problems and achieve extraordinary results by leveraging the power of people working together. Since 1969, we have partnered with global leaders across all industries, and many of the Fortune 100, to transform the way people lead, and are led, at every level in an organization.**

### SAMPLE AGENDA

DAY ONE	DAY TWO	DAY THREE
<ul style="list-style-type: none"> <li>• Introduction to Facilitative Leadership®</li> <li>• Focus on Results, Process and Relationship</li> <li>• Seek Maximum Appropriate Involvement</li> <li>• Facilitate Agreement</li> <li>• Share an Inspiring Vision</li> <li>• Evaluate the Day</li> <li>• Evening Assignment</li> </ul>	<ul style="list-style-type: none"> <li>• Review of Day One</li> <li>• Share an Inspiring Vision</li> <li>• Design Pathways to Action</li> <li>• Coach for Performance</li> <li>• Evaluate the Day</li> <li>• Celebrate Accomplishment</li> <li>• Evening Assignment</li> <li>• Evaluation of the Day</li> <li>• Evening Assignment</li> </ul>	<ul style="list-style-type: none"> <li>• Team Challenge</li> <li>• Focus on Results, Process and Relationship</li> <li>• Design Pathways to Action</li> <li>• Facilitate Agreement</li> <li>• Coach for Performance</li> <li>• Celebrate Accomplishments</li> <li>• Action Planning</li> <li>• Graduation</li> </ul>