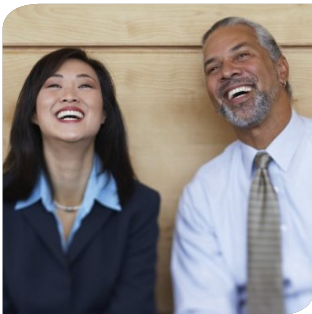


Facilitative Leadership®

by Interaction Associates

TAPPING THE POWER OF PARTICIPATION



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.

Benefits for the Organization

Effective facilitative leaders unlock the power of the individual and show groups how to reach their desired goals. As leadership skills improve within the organization, employees become more creative and productive, and are able to seize opportunities for dramatic gains in performance.

WHO SHOULD ATTEND

Formal leaders who are responsible for the performance of others.

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, 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.

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.

LEARNING REINFORCEMENT THROUGH E-TIPS

The BETTeRprogram e-Tips option is an innovative, engaging, and practical follow-up to the Facilitative Leadership® workshop, designed to boost retention of learning and accelerate behavior change.

The BETTeRprogram e-Tips option consists of a series of strategic reinforcement videos in which a live coach reviews key leadership concepts for 2 - 3 minutes. These brief video coaching sessions can be sent to your employees' email inboxes, where they can access them during the workday. Employees receive strong encouragement to integrate the concepts they've learned into their on-the-job practices. Reinforcement of key leadership behaviors will dramatically increase your leaders' productivity and effectiveness.

SAMPLE AGENDA

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



Interaction Associates Interaction Associates (IA) is a 40-year innovator helping organizations build collaborative cultures where employees share responsibility for success. IA's advanced consulting, training, and coaching services empower global leaders to build trust and foster collaboration to drive strong business results. IA's proprietary research shows that the "Return on Involvement" of employees results in measurable gains in productivity and effectiveness.