

## Facilitation

### What is facilitation?

Facilitation is a process that helps a group of people to explore, learn and change. A facilitator is a person who professionally, objectively and neutrally assists the group to identify ideas, create solutions and make decisions. The process of facilitation can be used in many different areas such as:

**Strategic Planning & Review** – to provide clarity of purpose, keeping the planning and review process on track and focused on the required outcomes.

**Board Meeting** – providing the role of chair in senior level meetings, ensuring open discussion across the whole agenda and facilitating the resolution of issues arising.

**Learning and Development Groups** – a peer group which challenges and empowers individuals to change their thinking, perceptions and behaviours, thereby increasing their ability to deal with real life issues in the workplace.

**Team Away Days** - organisational 'away-days' which increase group cohesion and unity, and can either be a formal or informal, team building fun event.

### What are the benefits of facilitation?

Helping a group to plan, create ideas and solutions, as well as communicate openly with each other impacts on the groups' effectiveness and productivity, which in turn can positively influence the bottom line for the organisation.

A facilitator keeps things focused, allows everyone a chance to participate, and helps the group get tasks accomplished and decisions made.

The benefits of using an experienced learning and development coach as a facilitator include:

- The use of insightful questions and techniques that enable a group to develop, learn and grow;
- The group finds new ways of working together as information is shared, agreements are developed, decisions are made and actions are clarified;
- A focus on outcomes and action plans lead to implementation of changes back in the workplace
- Events that are inclusive, productive, and effective for all involved

**If you would like to discuss our facilitation service in more detail contact aim2aim on 0843 2050 867 or e mail [info@aim2aim.co.uk](mailto:info@aim2aim.co.uk)**