

Leadership is facilitation.

Our Facilitative Leadership curriculum supports all who work with groups of people to foster an atmosphere of open communication, teamwork and trust. In essence, it is a matter of developing the potential of those involved. Facilitation works even when conflict is present, things are complex, there is huge diversity of players and the answer was needed yesterday. Whether you work in the public, private, non-profit, community or academic sectors, you will benefit from the professional input, new neuro-scientific findings, the way this curriculum is conducted and the collegial sharing.



This curriculum is ideal for:

- Leaders, Executives, Managers
- Change/Transformation Management and Organization Development (OD) Professionals
- Team Leaders, Change Agents, Group Process Facilitators
- Human Resource (HR) Professionals
- Community Organizers and Meeting Specialists

Objectives

“The leader of the future is a facilitator.” says the well-known futurologists and trend expert John Naisbitt. This curriculum refers to “Facilitation” and “Facilitative Leadership”. A management approach and leadership style which is recognized internationally as an innovative approach to more productive organizations and transformational change processes through participation.

Moving through the learning journey you will access a deeper level of understanding and learning about the importance of basic assumptions, worldviews and according approaches and practices. This is the key to a new way of leading and learning that serves not just ourselves but also the organizations and critical world issues of which we are a part.

Ultimately, it is about finding a way to deal with the current challenges in the world. An important lever here is to expand ego- and organization-centered thinking. In our Facilitative Leadership curriculum you will learn and apply the facilitative approach for leaders, increasing your ability as leader to transcend boundaries and not appropriate behaviour patterns, realize new possibilities through participation and work together to enable transformation within your organizations.



Content

- **The Age of Participation:** What is happening today that makes facilitation a fundamental consideration for a manager/leader? How does erratic and disruptive developments in the world (e.g. ecological crisis, digital revolution) affect Leadership, collaboration and organizational development?
- **Shift to Facilitative Leadership and the role of the leader, the manager and the facilitator:** What is your role as a facilitative (servant) leader?
- **Fundamentals of Facilitative Team Leadership:** What are the keys to leading a team to achieving high performance beyond stated objectives?
- **Facilitating Dialogue:** How do you enable focused open dialogue? What is the difference between a daily meeting routine and a generative meeting?
- **Designing Effective Meetings:** What do you do to ensure productive and meaningful meetings? Why Circle Meetings come back in to play? What is the role of a host and a (meeting) guardian?
- **Facilitating Change & Transformation:** How do you provide a good and meaningful start of a facilitative change and/or transformational process and how do you create a momentum (positive aspirations, motivation, sense of urgency)? How do you give the opportunity to participate personally in the change process? How do you foster a co-creative journey towards a shared (higher) purpose?





Lotsenpaper

Approach/Methods

- Presentation/Visual Keynotes
- Practice sessions
- Learning-Partners
- Groupwork
- Open Dialogue
- Roleplay
- Case Work
- Embodiment
- Walks



Facilitators

The Facilitative Leadership Curriculum will be facilitated by Founders and Partners of Kommunikationslotsen Associated Facilitators; experienced facilitative trainers, coaches and consultants.

<https://kommunikationslotsen.de/die-lotsen/>

Setting

4 x 2 Days (or 3 x 3 Days), Number of participants: max 24

Modul 1 »Control what you can. Let go what you can't.« (2 Days)

Modul 2: »Doing less. Achieving more.« (2 Days)

Modul 3: » Transformation « (2 Days)

Modul 4 »Incorporation « (2 Days)

The working language is English.

Contact

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Resources:



Video „The Art and Mastery of Facilitation“ (english)

<https://youtu.be/okoGfePLoK4>



Lotsencards Basic Bundle

available from the Kommunikationslotsen

- available again soon -



Facilitative Thinking Cards

Useful basic beliefs for facilitators, hosts and leaders. Content available from the Kommunikationslotsen in English.



Learning Maps

Our unique Learning Maps are the essential tool to help any trainer/facilitator to have a quick at-a-glance reference at their fingertips. German/English. Shop: www.neuland.com