

LEADERSHIP THROUGH FACILITATION PROGRAM

True leadership lies not in commanding actions, but in cultivating a team that processes information collectively, develops shared solutions, and takes swift, decisive action—driven by the combined talents of individuals working in harmony.

Unlock your organization's full potential by transforming your team into a cohesive, proactive, and innovative unit



Does your team **struggle to complete tasks after decisions are made**? Is there a **delay between when decisions are made and when actions are taken**? Do team members find it **challenging to take ownership of decisions** by team members?

These issues often stem from a need for collaborative and inclusive leadership practices. This comprehensive **program on facilitative leadership empowers your leaders and managers** with the skills they need to overcome these challenges.

WHY LEADERSHIP BY FACILITATION?

Facilitative leadership is a transformative approach that equips leaders to engage their teams, foster collaboration, and drive meaningful action. This program addresses immediate problems and delves into broader organizational challenges, including:

- **Communication Challenges:** Enhance team communication, ensuring all voices are heard and valued
- **Conflict Resolution:** Manage and resolve conflicts constructively, promoting a positive work environment
- **Strategy Development:** Involve your team in strategic planning, creating a shared vision and commitment to organizational goals

PROGRAM FLOW



PROGRAM HIGHLIGHTS

Experienced professional facilitators Douglas F. Williamson and Mike Rossius offer a tailored learning experience to empower leaders with practical skills. The program includes strategies to effectively lead teams and skills to drive organizational success.

- **Interactive Sessions:** Engage in practical exercises to develop a deep understanding of Facilitative Leadership principles
- **Real-World Application:** Apply learnings to real challenges brought in by participants, developing concrete approaches and solutions
- **Facilitation Skills:** Enhance abilities in designing meetings, writing agendas, conducting group work sessions, leading planning meetings, guiding innovation sessions, navigating organizational change, addressing team conflicts, and developing strategic initiatives

ADAPTIVE DESIGN

The program **adapts to your organization's unique needs**, whether you're experiencing rapid growth or navigating complex change. Participants actively **investigate growth areas and develop tailored solutions**, ensuring a sense of ownership and commitment to implementation.

Course Benefits:

- **Guidance and Support:** Facilitators provide **expertise and feedback**, helping participants refine their skills
- **Professional Development:** Invest in your **employees' development** and gain access to facilitation expertise
- **Enhanced Leadership:** Increase **leaders' abilities to navigate challenges**, unlock opportunities, and progress towards desired outcomes

The Facilitators:

Douglas has been facilitating collaboration processes and building collaboration systems for more than 20 years, from individual coaching to team building to organizational collaboration culture revitalizing to complex partnership establishment. Douglas has master's degrees in international relations and in Natural Resources and Sustainable Development. He is also an award-winning filmmaker and a co-author of the 2021 Routledge book "Leading Transformative Change Collectively".

Mike has spent 20 years designing meetings to inspire and engage leadership teams in a shared vision of success, in training others to do the same, and in creating related support resources. He has worked with the management teams of over 50 large companies to develop powerful strategies, and to develop the teamwork to support their achievements. He is a certified executive team coach, and master facilitator. He had developed facilitation training courses on Facilitation for Agile, AI, virtual and hybrid facilitation.



CONTACT US TO LEARN MORE

Don't let deficits in decisiveness hold your team back. Invest in your organization's future by equipping your leaders with facilitative leadership skills. Contact the Leadership Lab to learn more about this program, how it can be tailored to meet your specific needs, and add concrete value to your company and its customers.

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