

FACILITATION: FOUR FLEXIBLE TYPES

In general, a process will fall into one of the following types. However, almost all facilitations will involve some amount of each concept. It is the responsibility of the facilitators to design a process that meets the needs of the group. Each facilitation is unique. A process should be carefully designed for the participant group in order to match the group's needs and goals based upon interviews with the group organizer/contact person, and using the knowledge and experience of the facilitators involved.

Communication and Relationship Building

- An initial goal of human relations facilitations is to create a safe and supportive environment conducive to open and honest dialogue.
- It encourages participants to continue to engage actively with one another
- The result is a sense of safety and the potential for trust among the participants

Raising Awareness

- With the proper atmosphere created, a facilitation or workshop can encourage participants to expand their awareness of the impact of different social circumstances on individuals and groups.
- The result is an emerging awareness of participants' own assumptions, stereotypes and misinformation

Education and Training

- Workshops can also challenge participants' assumptions about individuals and groups. It also provides opportunities to develop new strategies for care in daily interactions.
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- The result is an enhanced understanding of our connections with one another, i.e. community

Consensus/Buy-In and Community Development

- Finally, group facilitation works to aid group members in recognizing and actively valuing each others' contributions to the shared environment. This layer can include development of group goals and action plans.
- The result is a connection founded in care, responsibility, and accountability