

Facilitation

The type of assignments taken on board are individual and bespoke. No two events are the same. In essence, the role of the facilitator encompasses the following:

- Outline and broad design of the event i.e. workshop, team day, creativity session, awayday, retreat etc.
- Listening and asking questions to tap into key issues on the day.
- Encouraging participation.
- Tapping into and surfacing emerging issues and themes.
- Establishing and holding a space for meaningful dialogue.
- Agreement of outcomes, actions and next steps with participants.
- Encouraging follow-up and continuity of learning for the group and participants.

The capacity of the facilitator and the degree of tolerance of the facilitator for trust, openness, risk, conflict and authenticity directly affects the climate of the event. Amy Barnes continues to work on herself in order that she operates with self-awareness. From experience, groupwork is usually better facilitated with two facilitators. This allows one person to be more involved in the content while the other on holding the space and listening for the unspoken.

Read about an example of [group facilitation](#)