



UPDATE
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Serving individuals, communities, business, government, and organizations since 1992

Group Facilitation: Moving from Thought to Action

We have all been there. Whether in a small group or a large organizational meeting, we get to a challenging item on the agenda, ask for thoughts or ideas, and are met with silence. Contributing factors generally fall into three areas:

- Confusion from lack of information and clear objectives
- Fear of pressing boundaries or saying something “dumb”
- Indifference based on power structure or past negative experiences

Inclusive and productive group dynamics is vital to the competence, efficiency and success of any organization. Besides being a process designer and guide, facilitators help develop focus and clarity of purpose, create opportunity for broad engagement, and concentrate on outcome-driven interactions that will delve deep on a question, issue or goal.

An outside group facilitator brings an objective viewpoint and utilizes a variety of communication tools designed to frame and capture the experience, wisdom and creativity of all participants. This skill is especially valuable in visioning, team-building, planning and development, decision-making, problem solving, organizational change, dispute resolution, co-operative partnerships and workplace evaluation.

Our effectiveness as facilitators at *Lang & Associates* is firmly grounded in not just listening, but “listening to understand.” We first connect with clients to fully grasp where they are and where they want to go in order to best map a way forward that will successfully organize and move thought into action.

Custom strategies and programs to support how we live, work and interact

Key Facilitator Assets

NEUTRAL — invests in process and invites all participant viewpoints and interests.

TACTICAL — helps define expectations, needs and communication guidelines.

CONNECTOR — engages through active inquiry and relevance to the objectives.

RESULTS ORIENTED — develops strategies to prioritize issues and action steps.

PEOPLE FOCUSED — recognizes value of human feelings, personal opinions and lived experiences.

Check out our new informational video:
<https://www.langandassociates.net/can-we-chat.htm>



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To learn more about our Facilitation services and trainings contact: Lora Barrett at lbarrett@langandassociates.net