AX·I·OM

/ˈaksēəm/
a statement or proposition which is regarded as being established, accepted, or self-evidently true

Facilitating Teams

What is Facilitation?

Facilitation is defined as a practice and way of being rather than a role. It involves deep listening, powerful questions, inquiry, curiosity, and wonder. A facilitator is learning, exploring, evolving, collaborating, and growing alongside all Team members as a participant in the space.

In the realm of transformation, to facilitate is to hold a space that allows for growth, learning, and development through experiential learning, deep curiosity, and reflection in action.

Facilitator vs Leader

We use the word "facilitator" rather than "leader." Facilitators create a great environment for growth. They are always thinking "we" not "me" and allow for different types of people and learning styles. Facilitators take content into their

> Keep away from people who try to belittle your ambitions. Small people always do that, but the really great make you feel that you, too, can become great.
> - Mark Twain

Team for each participant (including facilitator) to explore and synthesize, creating each participant's own unique personal meaning in such a way that it alters the way they view themselves, others, and the world around them. This drives new ways of being and doing.

What Makes an Effective Team Facilitator?

Whether you are facilitating a Team or not, these are helpful ways to evaluate what you bring to a small Team:

• Listen to Intuition and the Needs of the Team – Am I paying attention to my intuition and what the people in the Team are going through? Would I consider myself a "servant" rather than a leader?

• Empower Participation, Not Teach – Am I interested in hearing what other people are thinking and helping them learn, or am I preoccupied with points I want to teach?   Am I willing to give the majority of time to the Team talking and use my time to direct and re-direct the discussion to work through the material/curriculum the Team has chosen?

• Accountable to Others – Do I have others in my life to whom I honestly speak, disclose, and with whom I share my life?

• Dedicated to Integrated Growth – Do I see the importance of growing in knowledge as well as personal life application? Do I encourage people to "be" as well as "do"? Will I not only grow for my own sake but also try to create opportunities for the Team to serve others?

RESULTS
Winning

ACCOUNTABILITY
willingness to call colleagues on performance or behaviors that might hurt the team

COMMITMENT
buy-in as a result of clarity around direction and priorities

CONFLICT
open debate and disagreement around ideological (concepts and ideas) differences

TRUST
confidence that your colleagues' intentions are good, and there is no reason to be protective or careful around the team