

Facilitative Leadership

Organisations large and small face significant and often rapid changes in their operating environments.

Responsiveness, agility and resilience in the face of such changes requires more effective models for thinking, dialogue, decision making, action and collaborative relationships.

Facilitative Leadership is key to enabling these transformations and to have lasting impact in a wide range of settings across industry, government and community sectors.

ToP™ Facilitative Leadership Program

The Technology of Participation™ (ToP) is a people centred, results-driven leadership approach with widely tested and proven process *tools & methods*, supported by a body of *knowledge & values*.

The ToP Facilitative Leadership Program enhances the understanding, capability and performance of participants in a highly participatory, experiential and learning-centred atmosphere.

Going beyond tools and techniques, it enables practical application of essential theoretical foundations and ethical principles to underpin the effectiveness of a facilitative leader.

Program Delivery

This intensive training program is delivered through a series of seven two-day workshop (face-to-face) modules. These modules focus on:

1. ToP group facilitation methods.
2. Adapting ToP with other facilitation processes.
3. Facilitating strategic thinking and planning.
4. Leveraging diversity.
5. Principled influencing & negotiation.
6. Initiating and leading change.
7. Approaches & stances of a facilitative leader.

Completing an eighth, work-role based, integration module and all associated assessment is required for the Vocational Graduate Diploma of Facilitative Leadership.

Participants are required to demonstrate evidence of competence through assessment processes which comprise activities and exercises based on actual and simulated scenarios.

Experiential and adult learning principles underpin the learning and application of tools and these are grounded in actual work projects of participants.

Module 2 –Facilitation Expansion & Integration

This Module will help you to:

- Develop a deeper understanding of facilitation methods and dynamics to deal effectively with diverse situations.
- Use variations of ToP and other methods to design effective, robust programs that engage people in all stages of the facilitation process.

This module covers:

- Discerning & framing the facilitation task: scanning contexts and diagnosing needs.
- Variations on tools for gathering information and ideas, eg: brainstorming and beyond.
- Variations on tools for processing information and ideas, eg: weighting, multi-voting and theming.
- Further variations on the ToP workshop method, eg: force field and modified nominal group.
- Integrating tools and variations in process design.

We demonstrate each variation and examine its underlying structure. Participants get hands-on practice and then explore opportunities to apply and develop these tools further in their everyday work environment.

Further Modules

Module 3: Strategic Thinking & Planning

Facilitating movement from initial uncertainty to clear purpose and commitment, generating practical steps, momentum and ownership.

Brisbane 18+19 October 2011

Global Institute for Facilitative Leadership

The program is delivered by associates of the ToP Global Institute for Facilitative Leadership, which is a Registered Training Organisation.

The associates are highly experienced facilitators who are active in corporate, government and not-for-profit settings, and have demonstrated skills in adult learning.

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