

## Being a Facilitative Leader

### Module 7 of the ToP Facilitative Leadership Program

**Being a Facilitative Leader** is about exploring the practice of leadership, and particularly some foundational understandings about the **Being** dimension of leadership.

It asserts that leadership is intrinsic, and therefore can be exercised wherever we are, in whatever situation.

It is about a style of leadership which is anchored in our authenticity - who we really are and how we really relate to the world.

It asks participants to bring an open, enquiring mind and a willingness to explore the questions, events and experiences of our lives, particularly in our roles of leadership.

#### WHO IS IT FOR?

**The Facilitative Leadership Retreat** is for experienced facilitators and leaders who wish to explore and enhance their effectiveness in the leadership role.

The learning package can be tailored to client needs.

It is suitable for those with sufficient competence to be able to connect the use of facilitation methods with internal experiences of the participant, and interpret appropriate facilitative leadership responses.

#### LEARNING OUTCOMES

At the end of this Module, participants will have an understanding of:

- their authentic role as leaders and facilitators
- the passion and principles involved in transforming people and organisations
- the responsibility required for leading and facilitating change
- the tools and techniques necessary to apply them in their everyday work environments

At the end of this Module, each participant will be able to:

- Identify the interior states (stances) that support facilitative leadership
- Apply skills for reflection on the practice of facilitative leadership
- Understand and apply the practice of facilitative leadership
- Develop a plan to apply facilitative leadership stances in ongoing practice

#### WHAT IT COVERS

##### Transformation Dynamics

- ▲ **Being comprehensive**  
Seeing and understanding the whole picture (internally & externally) without being overwhelmed or paralysed
- ▲ **Being affirmative**  
Embracing the whole - the past for its lessons, the present as it is, and the future for its possibilities
- ▲ **Being ethical**  
Accepting responsibility for making choices on behalf of the future; doing what needs to be done
- ▲ **Being courageous**  
Working at the cutting edge, in the now, to create the future - proactive, collaborative, solution-focused, working at depth

##### Practical Application

- ▲ Summoning the courage to act for change
- ▲ Internal experiences
- ▲ Leadership roles & responsibilities
- ▲ Real-life applications

#### LEARNING EXPERIENCE

Participants can expect to experience:

- a kind of 'retreat' - reflecting deeply on events and experiences of our personal and work lives
- a state of mind that enables our conscious choice to play a facilitative leadership role

At the end of the Module each participant will have a certificate of attendance, a set of course notes, and proposals for application and practice of their learnings in real-life situations.

They will also have access to coaching and mentoring from highly experienced facilitators.

#### CONTACT



[ToP-GIFL.com](http://ToP-GIFL.com)

## WHAT PARTICIPANTS SAY

### On the content and resources:

- ▲ An excellent framework for understanding leadership
- ▲ Helped consolidate some of my leadership ideals into some practical actions to apply
- ▲ Enlightening & energising
- ▲ Deep reflection helpful; Larger picture than facilitation
- ▲ Deep insight into the inner experiences and being
- ▲ Opened my mind to the complexity of facilitative leadership. How many parts make the whole
- ▲ Very good both personally to make you think of your own strengths, weaknesses and possibilities. But also in a work context where majority of 'change' is likely to occur
- ▲ Terrific course – Outstanding!
- ▲ Useful, practical, applicable to business and non-business scenarios
- ▲ Great resources for on-going reflection
- ▲ The two days is a challenging mix of inner and outer perspectives
- ▲ Makes explicit and concrete what I do/need to do – around what others experience, caused by/induced by my leadership in bringing about change

### On the leaders:

- ▲ Excellent – sensitive, well grounded
- ▲ Clear, focussed, excellent job
- ▲ Thoughtfulness, attention to detail
- ▲ Excellent – sensitive, well grounded i.e. clear that they were operating out of these stances, not just an intellectual relationship to this understanding
- ▲ Depth & breadth of experience & knowledge is evident & helps learning process
- ▲ Process felt very ably guided & I felt I was in safe hands
- ▲ Fantastic - gentle, respectful, fun, inclusive, professional, insightful
- ▲ Never intrusive, great insights and always able to sow those 'seeds' of thought to move us along, think of other worlds etc.
- ▲ Modelled the facilitative style in all processes
- ▲ Journeyed us well and cared for the group
- ▲ Excellent in style, content, preparedness and delivery
- ▲ Dedication and at ease in the saddle, open and guiding
- ▲ Demonstrated experience in responding to sensitive comments
- ▲ Caring, hard working, and onto it – take a bow!
- ▲ Fantastic mix, diverse and complementary

## PROFESSIONAL PATHWAYS

This is Module 7 of the **ToP Facilitative Leadership Program**, which is offered internationally by the **ToP Global Institute for Facilitative Leadership** (a Registered Training Organisation - National Provider 52360). See [ToP-GIFL.com](http://ToP-GIFL.com)

Completion of all seven face-to-face Modules of the ToP Facilitative Leadership Program is a requirement for being assessed as a **Certified ToP Facilitator**.

This Module relates to a unit of competency which forms part of the Australian qualifications:

**10443NAT Diploma of Facilitative Management**  
**10444NAT Graduate Diploma of Facilitative Leadership**



Negotiations are currently underway with universities on potential articulation to higher postgraduate awards.

A qualification can be awarded after all required units of competency are completed and a Statement of Attainment is issued. To receive a Statement of Attainment, a participant needs to complete the **Assessment** for each Module or unit. A fee is payable for undertaking Assessment.

## CUSTOMISED OPTIONS

The **core** of the package includes:

- Two days of face-to-face interactive delivery
- Pre-consultation for in-house sessions to tailor content and resources to the needs of participants
- A comprehensive participant manual

Content examples and learning activities can be **tailored** to client needs for specific applications such as:

- stakeholder engagement/community participation
- cross-cultural communication and application

Potential **expansion** packages include:

- Additional time allowed for reflection (possibly in residential mode)
- Pre-session engagement and preparation (face-to-face or distance) through which participants develop case study material to support learning during the session
- An additional recall day (or days) tailored to specified applications of new skills and understandings
- A follow-up advanced session after 3 to 6 months for deepening learning and reinforcing application
- Post-session coaching and mentoring to enhance application of learning