
HOW TO FACILITATE EMPOWERMENT

Agile Leadership Forum

Vienna | 26.09.2019

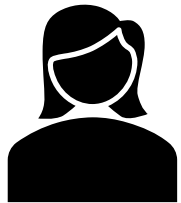
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TONI CHUNG

INNOVATION FACILITATION

„Something is not
working...”

We are having a very respectful and collaborative culture... but still everything seems to happen top-down.



„**Something** is not working...”



We have trained our teams intensively in agile methodologies but actually it seems to get more chaotic...

New Technologies

**Confusion
Frustration
Stress**

**New Processes &
Methodologies**



Building a more agile culture

Human capacity to deal with change

The missing link?

An introduction to Facilitation

What my
friends
think I do



What my
parents
think I do



What
potential
clients think
I do





What I
really do...

A Facilitator...



... guides **groups of people** ...

... through a **dynamic process** ...

... to reach a **defined outcome** ...

When I step into the room,
the first thing I know is...



„I won't do the work!“

My whole focus becomes...

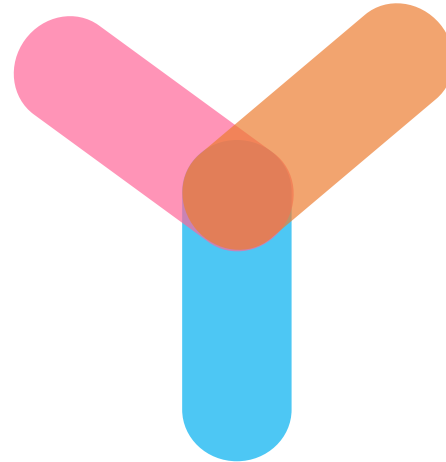


„How can I **empower others**
to **be at their best?**“

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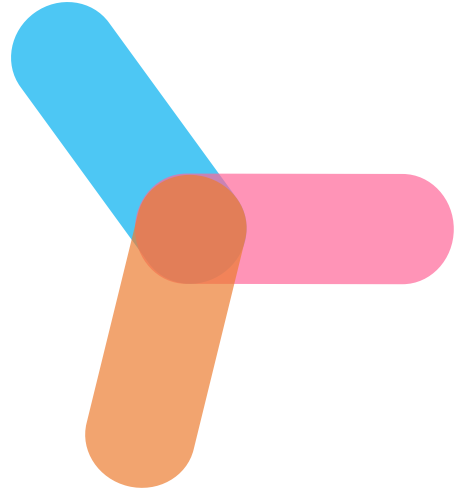


The Facilitator's
Mindset



The Facilitator's
Strategies

The Facilitator's **Core Skillset**



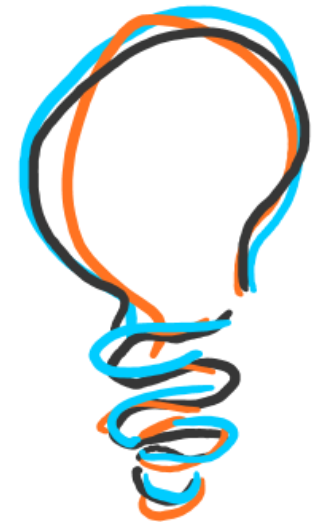
The Facilitator's Mindset

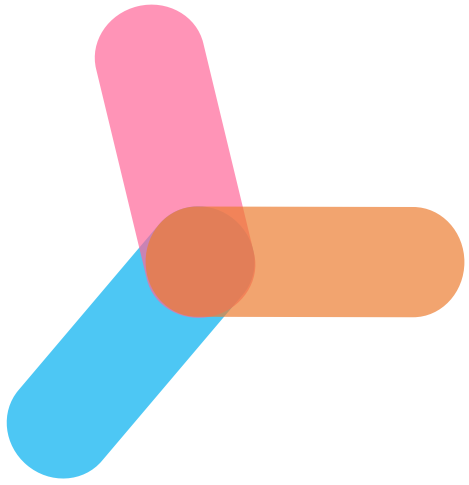
Progress over perfection

There's never just one way

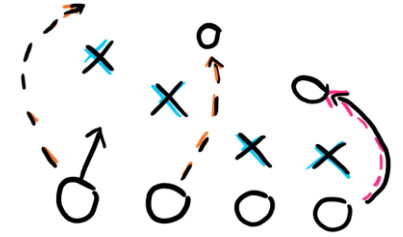
Focus on what's useful

Everything is connected





The Facilitator's Strategies





The Facilitator's Core Skillset

Sensing &
Navigating

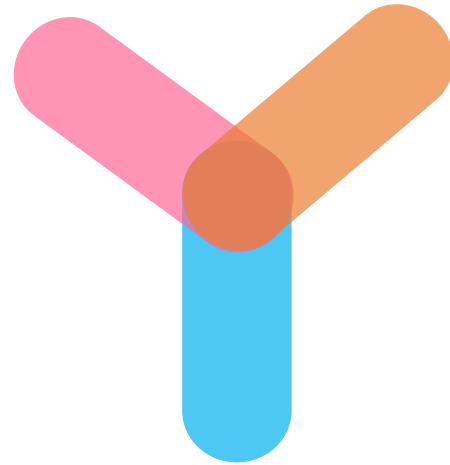
Systemic
Thinking



Effective
Communication

Human
Process Design

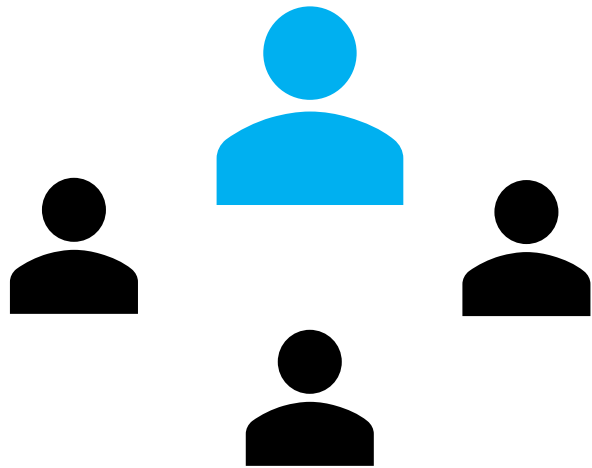
So, who is actually is a Facilitator?



Anyone who wants to shape and improve the impact of a group

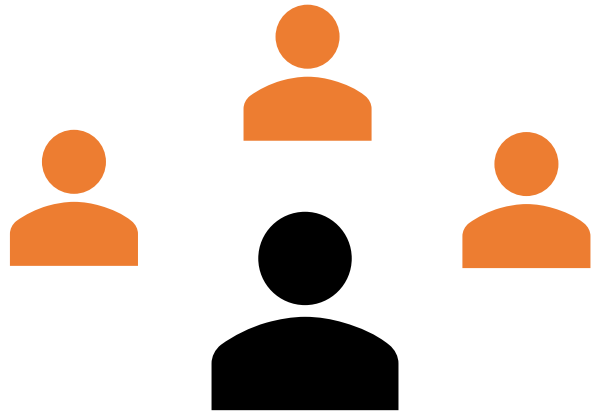
Empowerment within organisations

The facilitative Leader



- Understanding & managing group dynamics
- Quickly adapting to changing circumstances
- Empowering others to be at their best & think in solutions

The facilitative Team Member



- Understanding group dynamics & relationships
- Bigger capacity to deal with power imbalances
- Larger toolkit to communicate ideas and shape group impact

Why empowerment is challenging...

Empowerment
is more than
just giving
permission
to do.

Empowerment
starts from
all sides

Empowerment
is a process

... and that's why we need better facilitators !

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