



AtEz, LLC

Relationships Matter

What is Facilitation?



Facilitation as a discipline has been around since the 60's discipline has been around since the 60's and 70's, and is used by organizational development consultants, facilitators, trainers, business coaches, project managers, meeting chairman, clergy, and other group leaders. Still, it's not well known by the majority of people who meet every day in groups. Even among its practitioners, a clear definition and placement of this field within the larger field of human science is difficult to agree upon.

Any noteworthy accomplishment in this day and age takes the focused energy of committed groups. Yet, people working ineffectively together is the most often cited obstacle to finding solutions to problems.

Facilitation is now the technology of choice for improving the effectiveness and efficiency of groups. Richard Weaver & John Farrell, authors of "Managers as Facilitators," go so far as to say that...

Facilitation is the most important role emerging in the modern workplace.

Speaking across centuries, a sage delivers timeless wisdom on the essence of leadership, and the spirit of facilitation...

A good leader is best when people barely know that he leads. A good leader talks little but when the work is done, the aim fulfilled, all others will say, "We did this ourselves."

— Lao Tse—

Facilitation helps people tap into the collection brain power of a group.

Facilitation, in its simplest form, is the act of helping groups to make a change as easily as possible. It's about helping a group get from point A to point B where these points could represent any of the following:

Point A ==> Point B

Problem ==> Solution

Conflict ==> Resolution

Confusion ==> Clear Plan

Chaos ==> Order

Disagreement ==> Consensus

For more information; [IAF- International Association of Facilitators](http://IAF-InternationalAssociationofFacilitators)

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