



Why Use a Facilitator?

Board retreats, all-staff meetings, strategic planning, community convening - any time people get together to accomplish a goal, it's important that the work gets done. Equally important is that each participant believes in the result and can support it. An external facilitator brings important skills to the process, and makes it possible for each person to participate fully.

Fresh Eyes

An external facilitator sees and hears things that have gradually become part of the organization culture, but have not been acknowledged.

Champion

An external facilitator acknowledges the roles of each participant, without the participants having to stand up for themselves or toot their own horns. While board members and staff may be reluctant to talk about the extra burdens of a decision, a facilitator ensures that both strengths and challenges are acknowledged.

Impartiality

An external facilitator does not have to worry about the effect of any particular discussion on themselves. By bringing objective decision-making tools to the group, facilitators acknowledge, and then mitigate, emotion-laden arguments.

Attention to Tension

An external facilitator helps the group attend to underlying tensions, because they are not a part of the tensions themselves. Noticing and acknowledging the tension is part of their work, and their neutrality allows them to gain trust from each party.

Broad Experience

Each organization is unique; the people involved have individual personalities and experiences. An external facilitator brings to the group their experience in gaining trust and accomplishing goals with many different personalities and situations.

Discipline

An external facilitator stays current on plans and tools for assuring that meetings and retreats accomplish their goals. From interviewing participants, to crafting agendas, to managing the meeting, and facilitating decisions, the facilitator brings discipline to the process of decision-making and planning.

The Detwiler Group

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