

Facilitation - The Reality and the Myths

Some definitions of what it can be

- A catalyst for change
- Making a process easier.
- The catalysing of group actions and activities, without integration into the specifics of the process.
- Guiding without directing, bringing about change without disruption, knocking down walls which have been built between people whilst preserving structures of value, and above all, appreciating people as people. All of this must be done without leaving any fingerprints.
- The provision of assistance to groups and individuals in their search for solutions to their problems and issues
- A facilitator helps a group to work together in a collaborative way, by focussing on the process of how the team's participants work together.

What facilitators are not!

- Management representatives
- Team leaders
- Participants in the team
- Advocates, representatives, or negotiators for the team
- Gurus
- Providers of solutions