

Facilitation Process

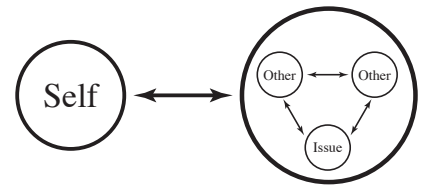
TIP

Attend to Meta-process During Dialogue

- Move from there and then to here and now
- Request openness
- Move the trust for you to the trust of each other
- Point out common ground, choices each has, any positive
- Maintain optimal tension and power balance

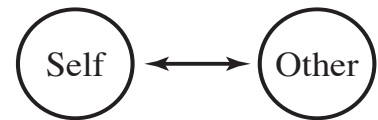
1. Explain the Process

- Generate groundrules/boundaries, outcomes
- Role Expectations: Yours: Coach, mediate, make deals or decisions
Theirs: Work together to create a solution that sticks



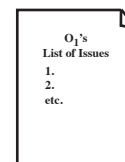
2. Coach Alone

- Their problem with the problem
- Mirror feelings, judgments, contribution
- Question assumptions
- Reframe view: How other may see it
- Check openness, readiness, your relationship
- Develop options, practice dialogue



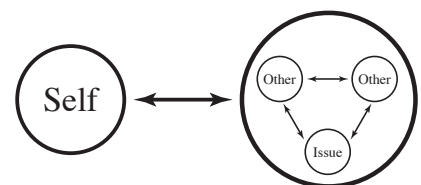
3. Pre-Work

- Alone time to frame issues
- Exchange views



4. Mediate Dialogue Session

- Use basic collaborative process
- Move from there/then to here/now
- Request openness; Move trust from you to each other
- Point out common ground, choices
- Maintain optimal tension and power balance



5. Follow-up

- Short and long term
- Recognition of progress