

Large Group Facilitation

Large Group Facilitations get people to roll up their sleeves on difficult, new or fractious topics so that you maximize the chance of earning ownership and getting people to take new action back on the job.

Because:

- ✓ Whatever you want to communicate, mobilize, or change gets diluted each time it passes through multiple layers of management.
- ✓ Getting a large number of people truly engaged in a subject can take a very long time and may never happen if it's done in dribs and drabs from the top down.
- ✓ The only way to get buy-in is by building ownership, and the only way to develop ownership is by getting people really involved.

You Need *Group Facilitation* When:

- ✓ You have a significant change in strategy that affects not only what your people do but how they do it.
- ✓ You need to start changing the culture of your business or agency in a hurry.
- ✓ You want to get the whole organization involved at once, partly because the problem lies in the layers of management between you and the rest of the organization.
- ✓ You are the new owner, CEO or senior leader, and you want to get your feet wet in a hurry, take the pulse of the organization, gather input or insights and/or get everyone on the same page



Tom Davidson works with natural resource executives and others who want to accelerate their leaders, get their teams on track, and get new results from their leadership pipeline.



“The greater the loyalty of a group toward the group, the greater is the motivation among the members to achieve the goals of the group, and the greater the probability that the group will achieve its goals.”

— Rensis Likert

fast.

You Get

- ✓ An initial consultation to understand the nature of the challenge and determine if a large group facilitation is the best choice to achieve the objective.
- ✓ Propose a customized design for the event (or series of events) to make the best use of people's time and opportunity costs.
- ✓ Consultation regarding the communication plan prior to and after the large group facilitation.
- ✓ Expert facilitation that delivers on the objective while maximizing ownership and action taking among participants.
- ✓ Follow up support and resources to help ensure that the key points of the event will be put to work across the organization.

So That

- ✓ You overcome inertia by getting all the players in the room at the same time.
- ✓ You get the shift you are looking for in how people think, feel, or act.
- ✓ Your new strategy moves from introduction to execution much more quickly.
- ✓ Your large team, department, or organization is so fully involved in solving a particular problem that they will want to take positive action in a common direction.
- ✓ You build a strong foundation and traction for a longer-term change program that may take years to fully implement.



“Tom has been an effective partner in several capacities. Tom does an excellent job facilitating group conversations, leading teams to actionable insights and helping bring them together. He has also proven to be a great asset as a coach for individuals, both in helping understand learning opportunities and accelerating the growth of high potential individuals.”

– Tracy Schneider,
Vice President, Marketing
Strategy, Evatran



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