

# GOOD FACILITATION AND FACILITATIVE LEADERSHIP



*“As leaders and facilitators we understand that people are already developing along their own journeys.”*

## SOME PRINCIPLES

A great question to ask in organisational and community development processes is:

*“Who is participating in whose process?”*

- As leaders and facilitators we understand that people are already developing along their own journeys. Our role is to help them see their journey and the countryside more clearly so that they can make their own choices. We are participating in their process!
- We have deep respect and curiosity for who people are, what they know, what we see of them and even what we do not yet see. (There is always more than meets the eye.)
- We are interested in and listen deeply to what people think, what they feel and what they want.
- We help people to surface their own hidden knowledge and resourcefulness, and to appreciate and celebrate their own power.
- We help people ask their own questions, form their own judgements and make their own choices, even if we disagree.
- We help people learn from their own and each other's experiences. More importantly, we help them to learn how to learn effectively so that they can become more independent thinkers.
- We work for the good of the whole community or organisation, not the interests of the few.

## FACILITATE, DON'T FACIPULATE!

