

Facilitating from the Inside-Out

A Personal and Professional Development Programme



This Art of Facilitating embodies the Art of BEing.

Without BEing, it is not possible to facilitate.

We can only practice ... facilitating ... with integrity ... from the inside-out. The work starts with “me” ... and while practicing ... working ... you may find yourself being challenged to the very core of your BEing.

Welcome ... to this short intensive programme ... in which I will open a space ... inviting you to draw your own insights ... through experience ... thereby enabling you to hone your facilitation practice.

How we'll work ... We will gain and process insights, individually and together as a group. We work with one another, as people. The work is human. Technology is merely a tool. We will reflect and share and journal.

We will dive deeply, addressing these **Core Themes** ... space, orientation, focus, trust, clarity, time and timing, the art of cultivating, dialogue, listening ... beyond words, sense-making, culture, change, language, presence, experience(s), meaning, history, living systems, nature, attachment and detachment, BEing ... and more. We will confront ourselves with inevitable dilemmas, traps, polarities and paradoxes. We will happily welcome whichever additional topics and challenges emerge.

We can only really learn the art of facilitating by actually facilitat-*ing* ... *DOing* while BEing.

DOing and BEing simultaneously ... Like many relationships ... it's complicated ... actually, highly complex.

We learn by practicing the practice ... while consciously reflecting on the insights we are continuously gaining.

One widespread misconception about the role of a facilitator is that their function is to help groups achieve their goals. While, at times, such an approach may be appropriate, it is not facilitating.

The role of the facilitator is to support a group in cultivat-*ing* an environment that will enable them to achieve their goals ... and much more besides ...

Furthermore, the group's true goals may well be different from those they originally formulated.

This is where things get messy ...

This is where we, as facilitators, need to evolve the ability to “see” what is not clear and obvious.

This is where the work gets personal.

Such is life. Feel invited to step into the space

How you benefit ...

In this programme, you will learn ...

Wait! ... How could I be so presumptuous as to define what you will learn?

We work with intentions ... the intention that you will hone your practice as a genuine facilitator.

Your Time and Financial Investment

Time: 2.5 days intensive programme.

Financial Investment: € 1595 + VAT per person.

In-house Programmes (in English or German) for internal facilitators: Please contact me directly for details.

Your Facilitator



Eric Lynn poses poignant Questions that enable clients to pinpoint their real challenges quickly. For more than 30 years, he has been working worldwide as an Organisation Development Consultant where the primary focus is on (Re-)Shaping Workplace Culture. He is author of *Dancing with Change: Cultivating Healthy Organisations*; and the creator of *cultureQs® - a unique Change and Integration Accelerator*. Change and crossing cultures have been the defining aspects of Eric's life since childhood. He has lived and worked on 4 continents and currently lives in Southern Germany. He works in English and German.

Dates and Location for Programmes: <https://cultureqs.com/facilitating-from-the-inside-out/>.

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