



What is Viewpoint Facilitation?

Viewpoint facilitation is the practice of organizational development through the utilization of strategic process tools designed to increase the potential that participants will reach, and embrace, optimal and desired outcomes. Facilitation of this type is hard work. It can be grueling, actually. It is process oriented. It takes patience and perseverance. But, it allows participants to take responsibility and autonomy for their choices and experiences, which increases the potential for sustainability and follow through with content outcomes.

Rather than having a seat at the table, I as your facilitator serve as a guide through your organizational development. This means I watch, listen, interpret, coach and provide process tools and methodology to allow you and your team to overcome your barriers, real and perceived. As I coordinate the processes and enhance perspectives, you and your team will be empowered to generate subject content and customized solutions.

I help you get to the outcomes that, technically, already exist. They are buried in your organization. They are somewhere in the untapped collective contributions of your team. Together we unlock new possibilities that otherwise might never be realized. Said another way, organizational development such as strategic planning, program analysis or leadership development without a facilitator is like...

- A ship with a full crew at sea with no navigation system. You might get there, but only with an element of luck, and certainly not with any sense of confidence along the way...
- A group of hikers exploring a cave without the tour guide. You have the flashlights, water and hiking shoes, but, somehow, still feel lost and a little scared...
- A sporting event without a referee or official. You have studied the sport and you understand the rules of the game, but there doesn't seem to be any flow or balance amongst the players, spectators and coaches...