

katherine
rosback

ADVANCED FACILITATION SKILLS WORKSHOP

Proven, practical, and powerful



October
10-11, 2023



10300 Town Park Dr.
Houston, TX



12-Person
Maximum

Sponsored By



Current SEG
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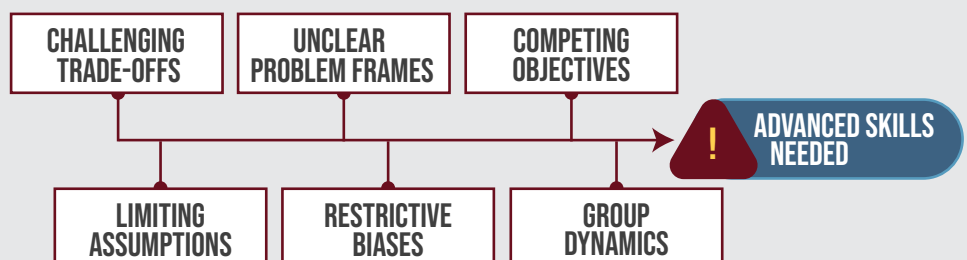
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www.katherinerosback.com

Effective “must succeed” meeting outcomes require a broader range of skills than those of simple meeting management.

- Strong facilitators understand the value of a robust meeting design—one that incorporates behavioral principles and how people naturally think and decide.
- They confidently identify the best technique or tool to be used based on the question that needs to be answered and the dynamics of the group, rather than following some rigid process.
- They can recognize limiting patterns of talk and redirect the discussion to foster a more productive conversation where everyone is engaged.
- In meetings intended to choose the best path forward, these facilitators do not limit themselves to simply repeating or capturing what was said. They go beyond by asking the better questions that draw out underlying drivers and tap into what is not being said, thus helping the group to move forward and make aligned decisions.

These are the advanced facilitation capabilities
at the core of this workshop.



Course Highlights

TECHNIQUES FOR FOCUSING THE DISCUSSION

- Learn to mitigate group biases that hinder reaching goals.
- Practice tools that move tornadic conversations toward specific outcomes.
- Gain insight into how to diagnose the prevailing patterns of talk.

PRINCIPLES TO ASK THE BETTER QUESTION®

- Learn how to ask questions that draw out the underlying drivers.
- Understand the neurological impact of various question structures.
- Practice designing an effective stakeholder or client interview.

TOOLS FOR FRAMING PROBLEMS AND FOSTERING ALIGNED OUTCOMES

- Learn effective methods for redirecting solution talk.
- Practice tools for debundling ambiguous and unaligned decision frames.

METHODS FOR ROBUST MEETING DESIGN

- Learn why question agendas are more powerful than topic agendas.
- Practice selecting the facilitation tools that fit the questions to ask and ambiguities to be resolved rather than blindly following a rigid process.

Past Participant Questions

- “Our meetings produce a lot of grand ideas, but they are often not implemented. What needs to be done differently?”
- “What do I do when the process is becoming a cookie-cutter exercise and not really engaging the team?”
- “What do I do about the personal agendas that throw the meeting off-track, especially when it is done by someone higher than my pay grade?”
- “How can I address the fact that our meetings often end with no decision ever made? We keep having the same discussions.”
- “How do I better engage people on virtual calls, especially the introverted people or those for whom English is a second language and don't tend to readily speak up?”
- “What techniques should I use when faced with a room full of stakeholders who have differing objectives?”

PRACTICE-BASED AND INTERACTIVE INSTRUCTION

Katherine Rosback is a recognized facilitation expert with a strong background in statistical problem solving and the decision sciences. In addition to facilitating company strategic planning sessions and leading business transformation efforts for over two decades, she provides instruction to Fortune 500 organizations in the areas of “must succeed” meeting facilitation. She is a highly engaging instructor whose workshops have been taught around the globe and have earned top ratings for their practicality and transformational knowledge imparted to participants. Katherine has a B.S. in Chemical Engineering, a Master's in Organizational Communication, and continues her research in group and individual behavioral sciences and decision-making.

SUPPORTIVE WORKSHOP MATERIALS THAT WILL BE REFERENCED LONG AFTER THE CLASS IS COMPLETED

The Ultimate Tool Kit

Contains over 25 creative thinking, decision-making, engagement, and problem-solving tools. Provides tool purpose, construction steps, and tips for use. Select tools include audio file for a more in-depth exploration of tool usage.



Advanced Facilitation Skills Workbook

Topics covered include the social psychology of groups, principles of robust meeting design, question dos and don'ts, the process of commitment, why brainstorming does not work, the value of small wins during implementation, and over 100 examples of asking the better question.



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