Mindful Facilitation
leading with consciousness and confidence
agenda

- Ground rules, general info
- Introductions
- define Mindful Facilitator
- Tips & Techniques
What is a facilitator?
• One who helps to bring about an outcome by providing indirect or unobtrusive assistance, guidance or supervision.

https://www.merriam-webster.com/dictionary/facilitator
conflict is normal

- Forming
  - Little agreement
  - Unclear purpose
  - Guidance and Direction

- Storming
  - Conflict
  - Increased clarity of purpose
  - Power Struggles
  - Coaching

- Norming
  - Agreement and Consensus
  - Clear Roles and Responsibility
  - Facilitation

- Performing
  - Clear Vision and purpose
  - Focus on goal achievement
  - Delegation

- Adjourning
  - Task completion
  - Good feeling about achievements
  - Recognition

What is mindful facilitation?
mindfulness / presencing

• “capacity to attend to the experience of the present moment while paying attention to your attention.”

practicing mindfulness

- Control your temper
- Reduce worry and anxiety
- Regulate your emotion
- Focus and concentrate better

- Listen better
- Be more assertive
- Lead with confidence
- and more
plan and prepare

- What is the goal?
- Who is the audience?
- What do you need?
- Design your agenda.
getting started

- Get there early
- Welcome / Opening
- Agenda
- Ground rules
- Introductions
let's do it!

- Review the desired outcome
- Invite and involve
- Ask and listen

- Consider different points of view
- Affirm and encourage
- Manage conflict
adaptive leadership

“A practical leadership framework that helps individuals and organizations adapt and thrive in challenging environments. It is being able, both individually and collectively, to take on the gradual but meaningful process of change. It is about diagnosing the essential from the expendable and bringing about a real challenge to the status quo.”

https://cambridge-leadership.com/adaptive-leadership/
helpful hints

- Be among the group
- Listen
- Encourage
- Compliment specifically
- Thank team members
- Acknowledge vulnerability and courage
- It's about them, not you
- Take a couple breaths
wrapping up

- Summarize accomplishments
- Next steps
- Close
You got this.
resources

- Leadership on the Line
  by Ronald A. Heifetz and Marty Linsky

  by Otto Scharmer

- Fearless Facilitation
  by Cyndi Maxey and Kevin E. O’Conner


  by Michael Wilkenson
Journal Articles on Mindfulness:

- https://jamanetwork.com/journals/jamainternalmedicine/fullarticle/1809754
- https://www.health.harvard.edu/blog/mindfulness-meditation-may-ease-anxiety-mental-health-201107210026
- https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5337506/
- https://www.brown.edu/research/labs/britton/research/school-based-mindfulness-studies
- https://journals.lww.com/jhypertension/Abstract/2017/04000/Meditation_and_blood_pressure_reduction_effect.pdf