



Mindful Facilitation

leading with consciousness and confidence

agenda

- Ground rules, general info
- Introductions
- define **Mindful Facilitator**
- Tips & Techniques

What is a facilitator?

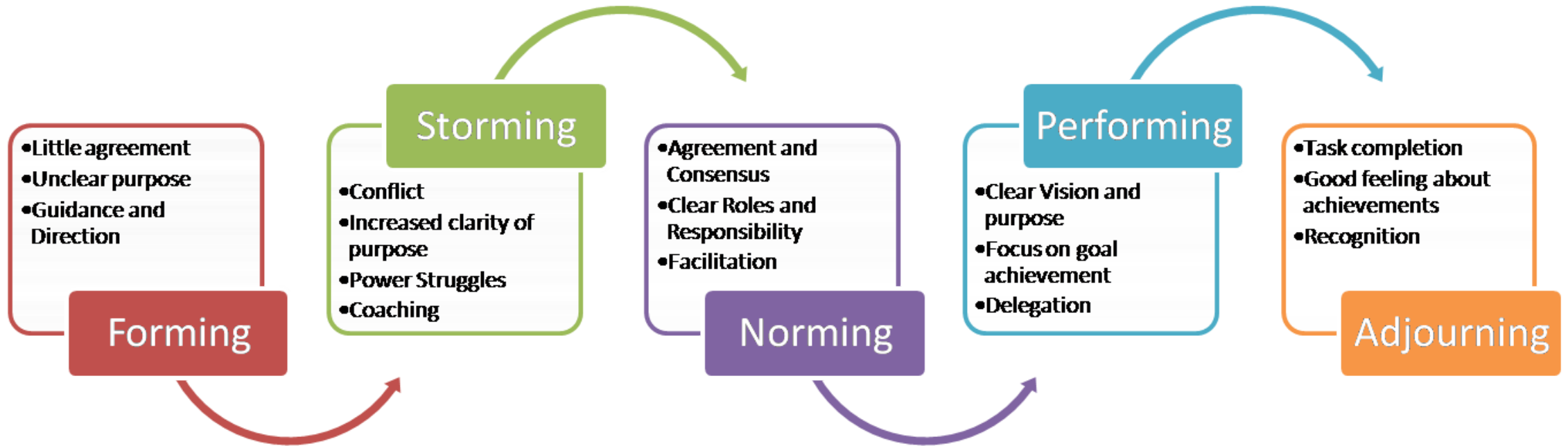
facilitator

- One who helps to bring about an outcome by providing indirect or unobtrusive assistance, guidance or supervision.





conflict is normal



Tuckman, B. (1965). Developmental sequence in small groups. Psychological Bulletin, 384-399.

What is mindful facilitation?

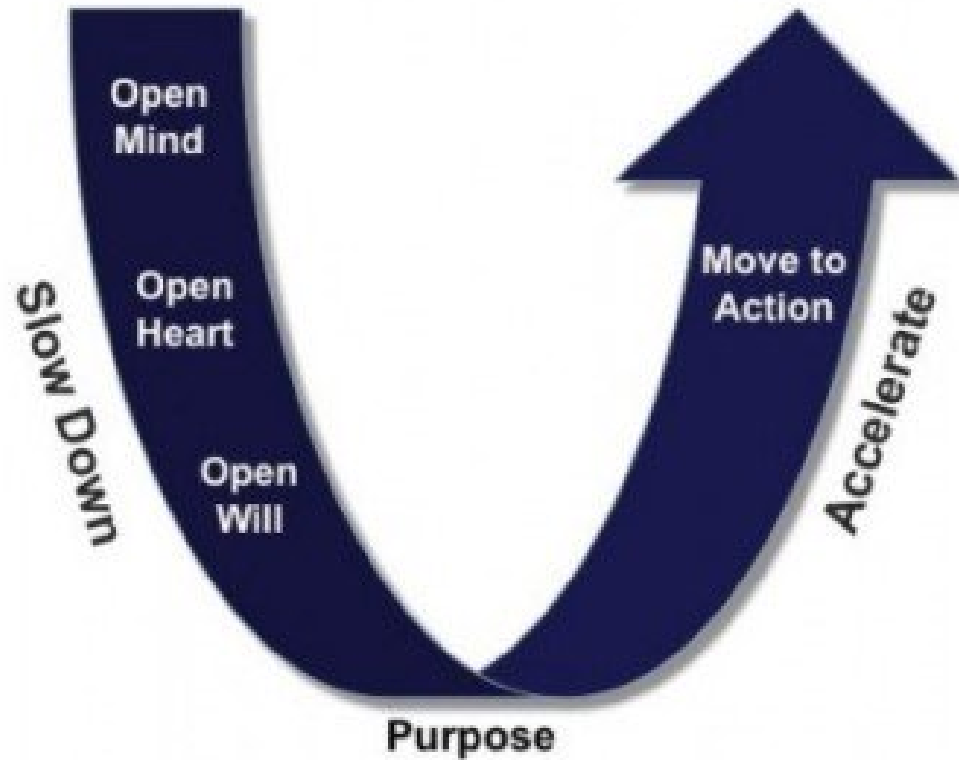
mindfulness / presencing

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

Scharmer, O. C. (2018). The Essentials of Theory U - Core Principles and Applications. Oakland: Berret-Koehler Publishers, Inc.



be present



Scharmer, O. C. (2018). The Essentials of Theory U - Core Principles and Applications. Oakland: Berret-Koehler Publishers, Inc.

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

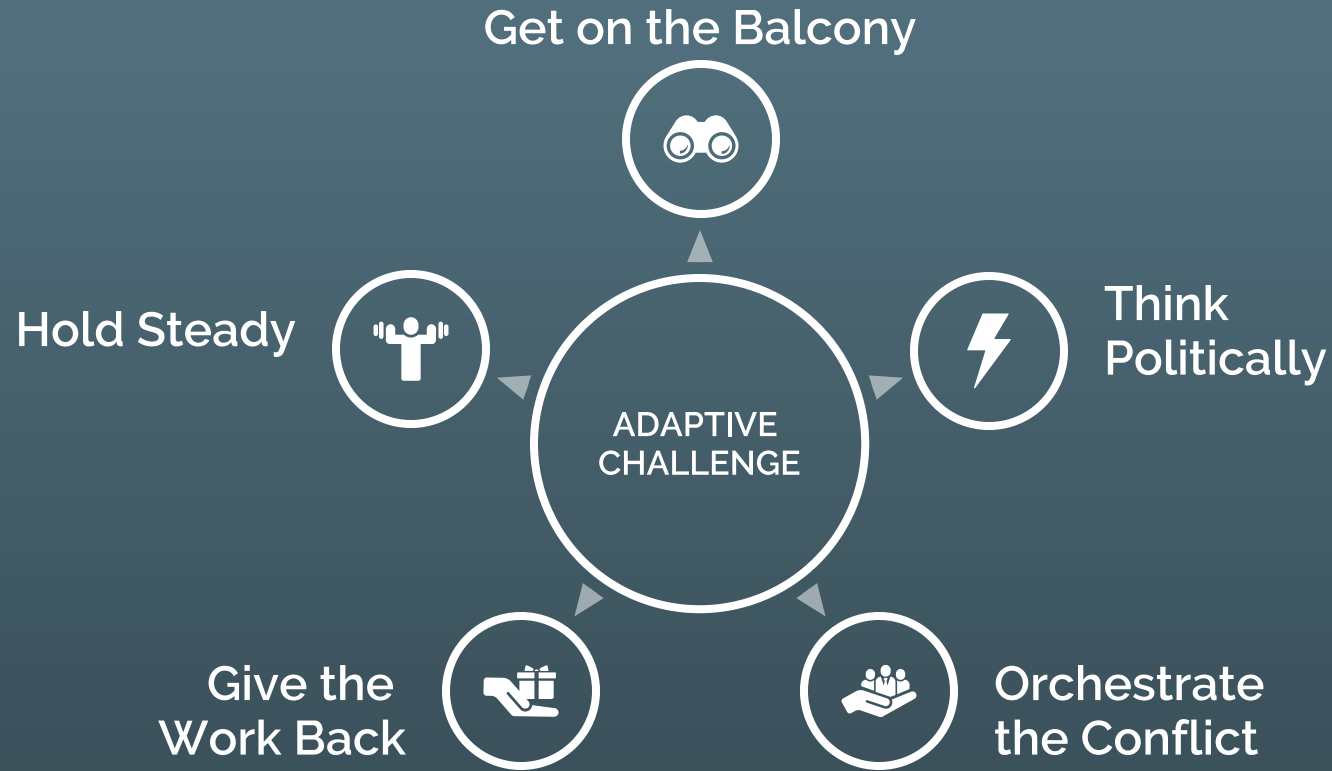
adaptive leadership

- “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/>



adaptive leadership strategy



Heifetz, R. A., & Linsky, M. (2002). Leadership on the Line, Staying alive through the dangers of learning. Boston: Harvard Business Review Press.

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





resources

- **Leadership on the Line**

by Ronald A. Heifetz and Marty Linsky

- **The Essentials of Theory U - Core Principles and Applications. Oakland: Berret-Koehler Publishers, Inc.**

by Otto Scharmer

- **Fearless Facilitation**

by Cyndi Maxey and Kevin E. O'Conner

- **Tuckman, B. (1965). Developmental sequence in small groups. Psychological Bulletin, 384-399.**

- **Wilkenson, M. (2012). The Secrets of Facilitation**

by Michael Wilkenson

resources

- **Journal Articles on Mindfulness:**

- <http://www.fincham.info/papers/2017-mindfulness-cardio.pdf>
- <https://jamanetwork.com/journals/jamainternalmedicine/fullarticle/1809754>
- <https://www.health.harvard.edu/blog/mindfulness-meditation-may-ease-anxiety-menta>
- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5337506/>
- <https://www.tandfonline.com/doi/abs/10.1080/00909882.2011.608696>
- <https://www.ncbi.nlm.nih.gov/pubmed/19181542>
- <https://journals.sagepub.com/doi/abs/10.1177/0093650215626983?journalCode=cxra>
- <https://www.brown.edu/research/labs/britton/research/school-based-mindfulness-stu>
- https://journals.lww.com/jhypertension/Abstract/2017/04000/Meditation_and_blood_p