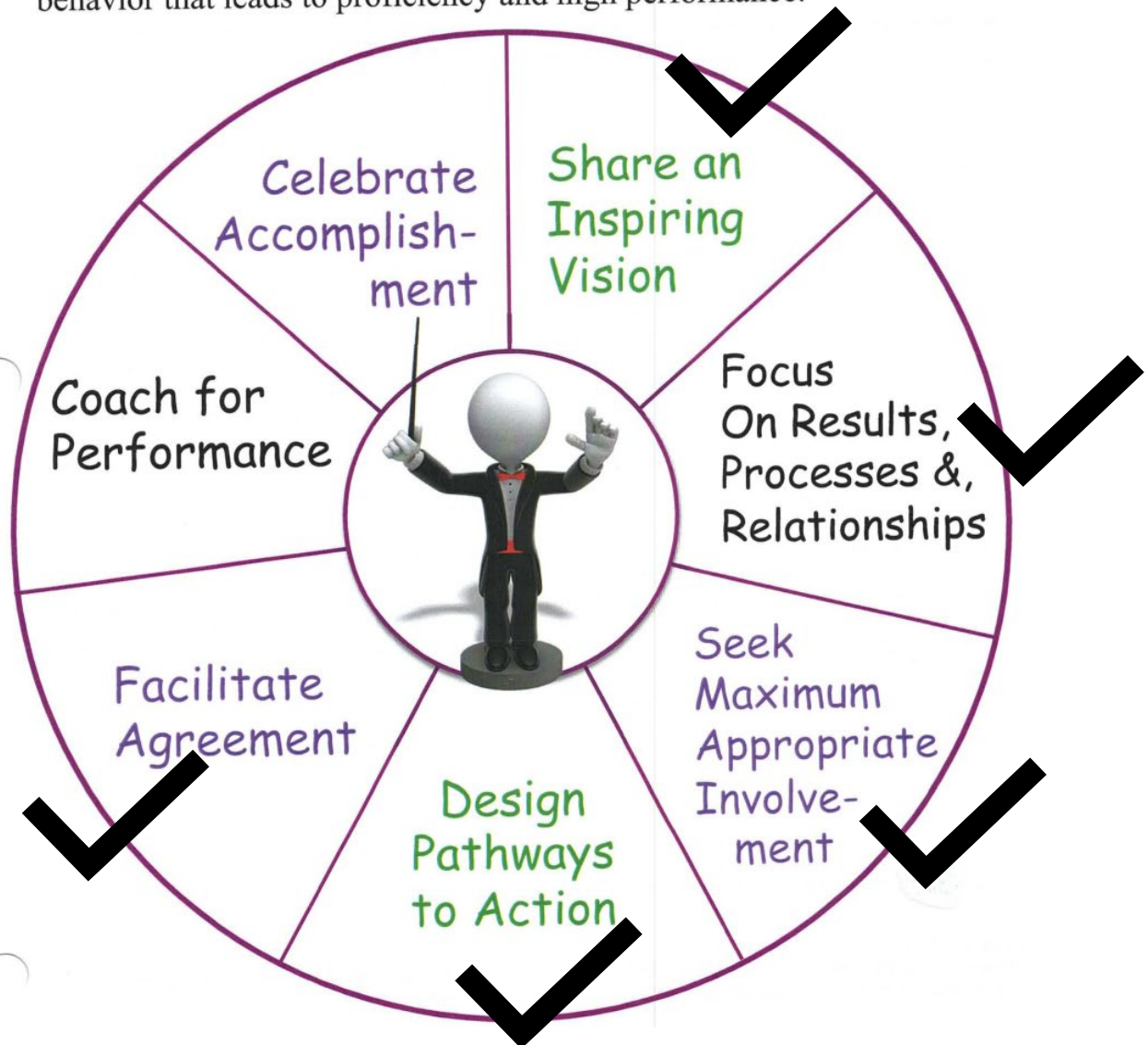


Facilitative Leadership Review

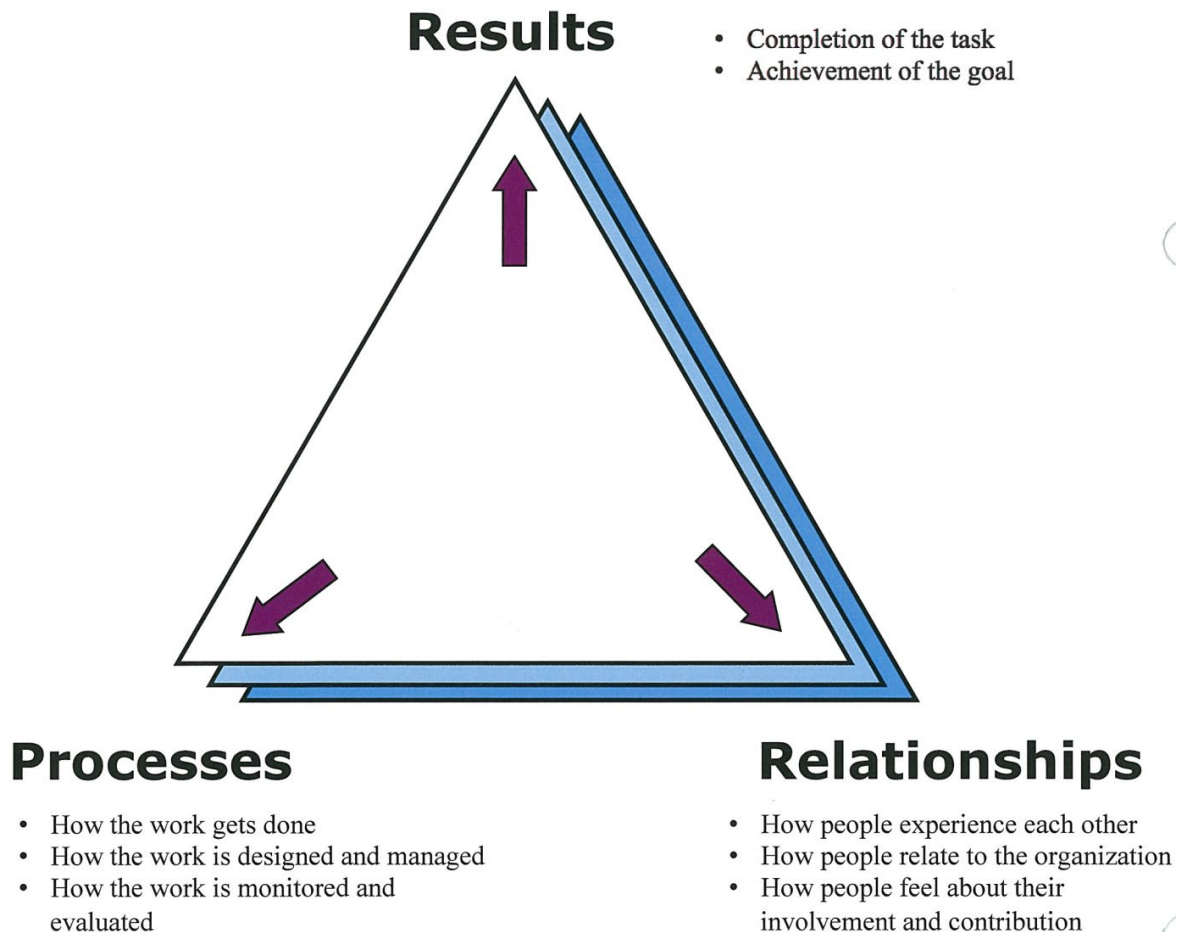
Module #1: Introduction to Facilitative Leadership

Seven Practices of a Facilitative Leader

Leaders empower team members to work together by applying seven practices of a facilitative leader. A practice is a repeated action or behavior that leads to proficiency and high performance.



Module #2: Focus on Results, Processes and Relationships

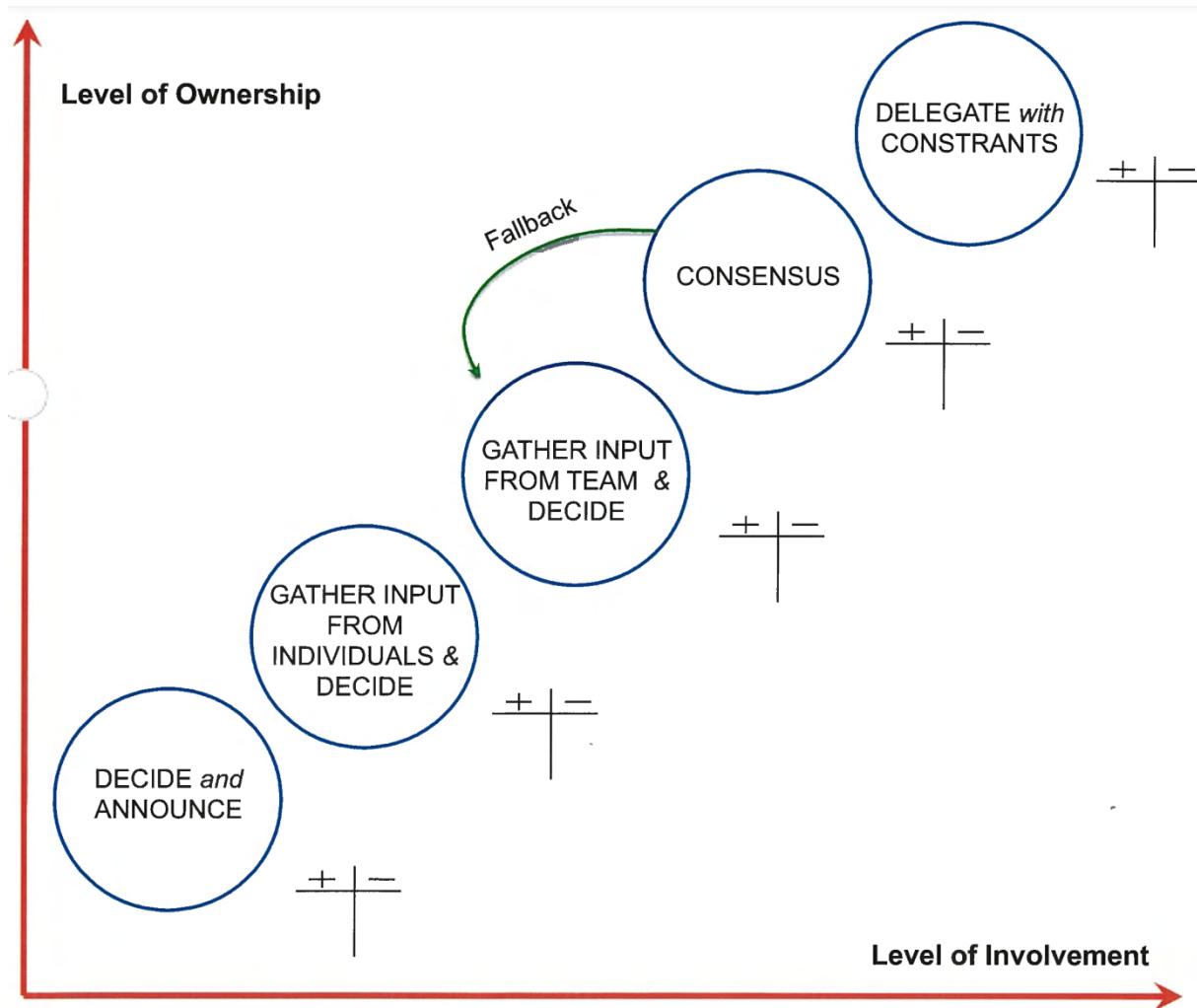


Module #3: Seek Maximum Appropriate Involvement

From whom is it appropriate to seek involvement?

A *Key Stakeholder* is any person (or group of people) who:

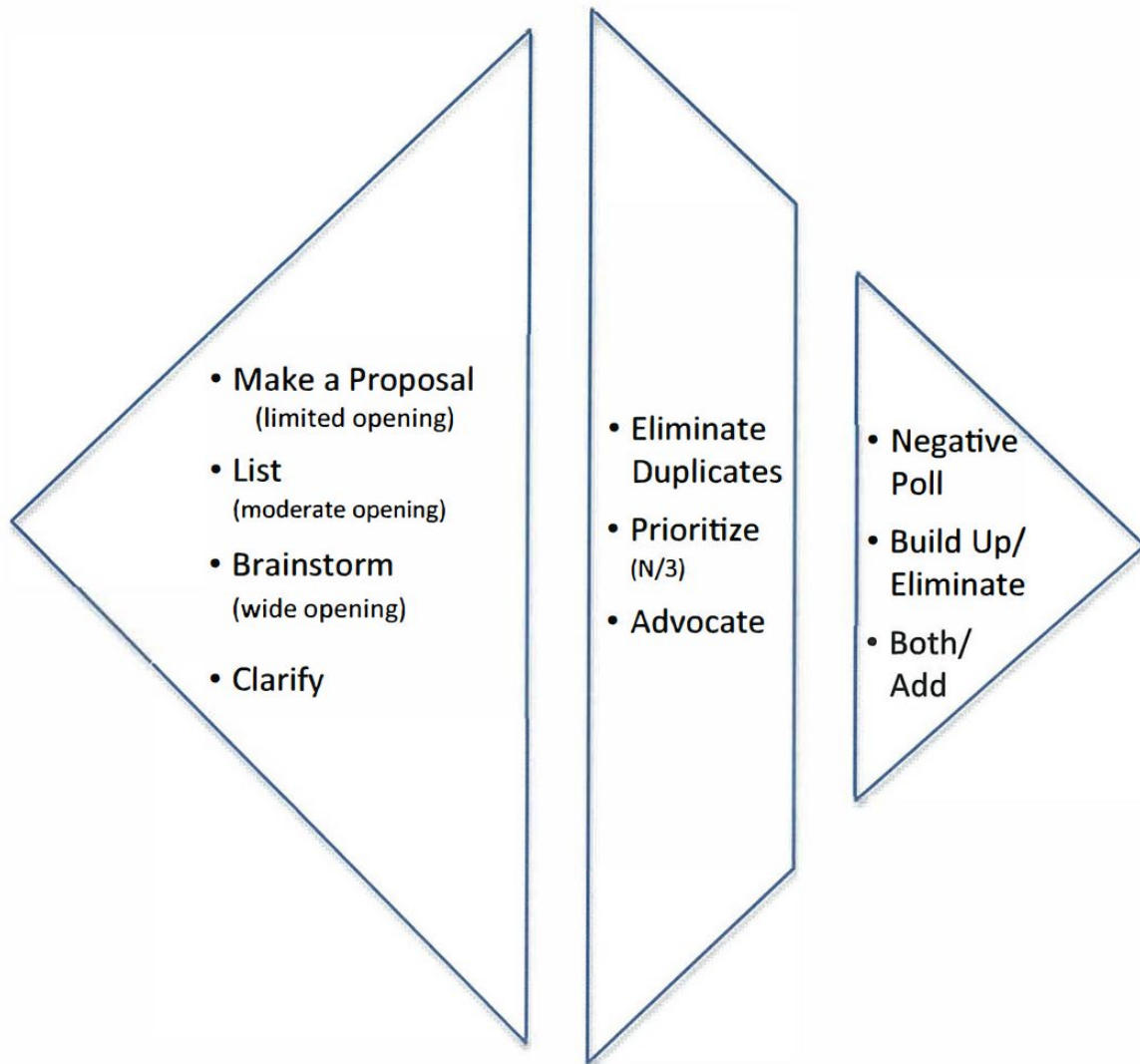
- Is responsible for the final decision.
- Is in a position to implement the decision or prevent it from being implemented.
- Is likely to be affected by the outcome of the decision.
- Has information or expertise.



NOTE: Fallback can be to any other Level of Involvement

Module #4: Facilitate Agreement

Tools for Reaching Agreement



Opening Tools

To generate and clarify information and ideas

Narrowing Tools

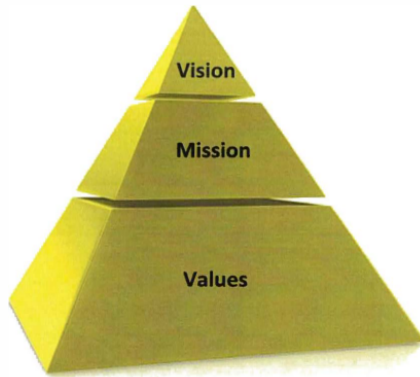
To organize and evaluate the information

Closing Tools

To reconcile differences and reach agreement

Module #5: Share an Inspiring Vision

Setting Direction: Vision, Mission and Values



Values, mission and vision guide the actions of individuals, teams and organizations. Together they form an organization's identity, inform strategy and inspire commitment.

	DEFINITION	Example: Stay in School Campaign
Values	Beliefs or judgments about what is worthy, important or desirable that are reflected in individual and organizational behavior	Universal education, civic responsibility, raising healthy children
Mission	A task, purpose, calling of an individual, team or organization	To increase the high school graduation rate of students in the school district
Vision	An image of the <u>mission</u> <u>accomplished</u> , the ideal future state	Our classrooms are filled with children who enjoy learning, feel accomplished, and have high self-esteem. They grow into healthy and productive adults.

The Impact of Planning on the Success of Meetings

Facilitative leaders spend as much time preparing for a meeting as they spend in the meeting itself.

