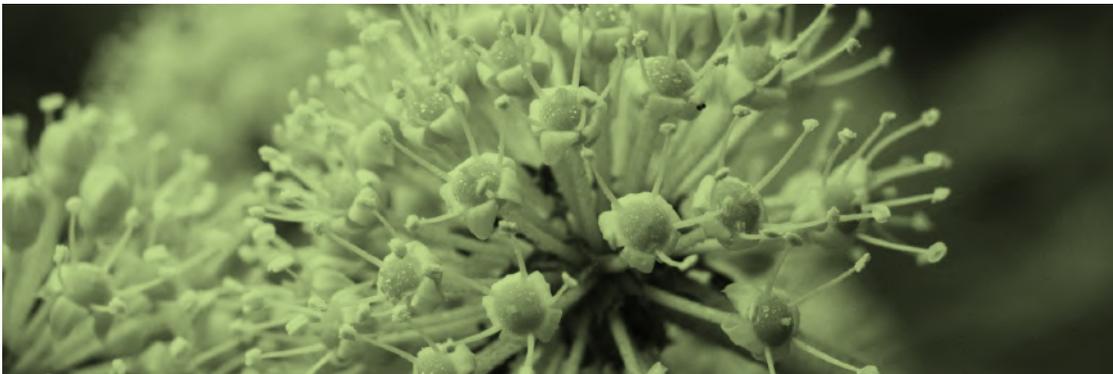


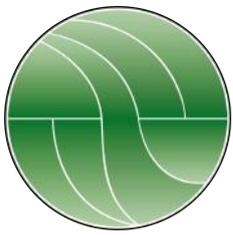
Whole Spectrum Facilitation

Our mastery in facilitation transcends the norms of a “typical” meeting or discussion, and creates capacity for new clarity, energy and motivation to emerge naturally. We work “in flow”, which means that we:

- Are highly **attuned and adaptive to the group dynamic**, able to create both structure and space within which to work
- **Challenge with empathy and curiosity**, creating interventions to open up dialogue when there are “elephants in the room”
- **Explore blocks and fears** for providing data to diagnose the issues
- Value and encourage **interactions from every person** to create inclusion and integrity of outcomes through involvement
- Sense into the system and the space between what is both said and not said to recognise and **bring forward new possibilities**
- Take a **systemic view** to enable us and you to “see the whole” and operate from a balcony perspective



We often use the **Cultural Transformation Tools** from Barrett Values Centre in our work to understand the existing culture and create new or review existing values sets. The tools offer a flexible set of metrics to show how culture is experienced, where this is positive and helpful and where there may be issues and behaviours that are creating blocks and ultimately using time, money and resources unproductively. For more information, please have a look at www.valuescentre.com



Whole Spectrum Facilitation

We facilitate in a **range of contexts** that benefit from external expertise:

- With boards, around governance and strategic issues
- With leadership teams to transform team dynamics and effectiveness
- With teams to improve communication and relationship issues
- Across organisations to create engagement processes and outcomes

We are skilled at **supporting Executive and Leadership teams** with review and planning sessions around business purpose, strategic direction, vision, values and corporate planning.

For **newly-forming organisations**, this work is a key aspect of establishing a culture that will support and enable achievement of key business goals. For **well-established businesses**, external transformation is empowering at a key point in terms of growth, merger, acquisition, restructuring, brand refreshment or any other kind of change.

Having skilled facilitators to support in this is highly valuable as we:

- Ensure **key personnel are able to be fully present** in discussions as they are not responsible for facilitation
- **Co-create a design and format** that is focused specifically for your circumstances, context and desired outcomes
- Bring a **range of interactive methods** to ensure that all are able to participate through collaborative working
- Offer a **fresh perspective**, bringing tools such as guided visualisations, walking exercises and reflective practice (we use post-its and flipcharts too but we have a bit of an allergic reaction to powerpoint!)

We also offer **facilitation for staff and board events / conferences** and have considerable experience of running events of this nature. We can provide administrative and co-ordination support too to help you manage the organisational workload and ensure smooth running throughout.

If you are interested to explore how facilitation could assist your business or team to move forward, please get in touch and we'd be happy to talk through your requirements.