

Agricultural Leadership Program



College of Tropical Agriculture and Human Resources

UNIVERSITY OF HAWAII AT MĀNOA

Facilitative Skills for Collaborative Leaders Workshop

2-Day Workshop

While collaborative leadership is often thought to apply only to “the boss,” it is actually possible to lead from different positions within an organization or group of people. Collaborative leadership can be practiced by a member of a group; by a person facilitating a group; or by the acknowledged leader of a group ... and preferably, by all three. It is the art of leading people as they work together to successfully accomplish both individual and collective goals.

Practices used by collaborative leaders often require them to facilitate individuals and groups in the interactions they have both internally—within or between units in the organization—and externally, with forces in the wider environment. As a result, this workshop will focus on facilitation skills and practices such as:

- clarifying meeting purpose
- differentiating content and process and developing a focus for each in meetings
- understanding the role of the facilitator, recorder, participant, and group memory in a meeting
- applying a systems perspective to planning a meeting and designing its agenda
- acknowledging and meeting differing expectations of participants
- learning how to work toward agreement
- understanding the importance of timely evaluation in improving performance
- learning how to apply facilitative interventions appropriately
- enabling participants to enhance their personal leadership philosophy

This two-day workshop is designed to provide collaborative leaders with important facilitative skills and practices that can enhance collaboration and results in the development of high quality, innovative decisions that promote both cohesion and synergy. With collaboration, the group has the potential to fully utilize all the resources team members bring to the table by getting them appropriately focused and prepared to perform so they can be accountable to themselves and the team.

Experiential learning will be utilized in this Workshop where the participant will be able to fully participate in exercises and discussion.