



## What is Group Facilitation?

**Group Facilitation is:** The root word of facilitation is *facile*, which means “to make easy.”



*Facilitation* is the art and science of leading people through process to achieve solutions that are created and accepted by participants.

*Facilitated Sessions* are led by a Facilitator, operate according to a clearly defined agenda and purpose, and empower participants to achieve consensus.

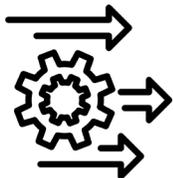
*Facilitators* take on the neutral role of guide, motivator, and social adept as they use people and process techniques to take groups from problems to solutions.

**People Techniques:**



Facilitation is about people. Even the most passionate and smart group of people can have difficulty communicating, problem-solving, and achieving consensus. Group facilitation is designed to create healthy ideological conflict, reduce dysfunction, and enable group consensus-based decisions.

**Process Techniques:**



Facilitation is about process. Agenda models and process techniques are designed to take groups from disparate thoughts, ideas, and opinions into achieving group objectives, outcomes, and coherent, finished products.

*Group facilitation increases teamwork, collaboration, and trust. Facilitated sessions give personnel a medium to have a voice, participate in outcomes and outputs, and increase their inclusion and buy-in to decision-making.*

## Why Group Facilitation for your Organization?

### Private and Public Sector Application:

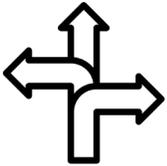


Group facilitation is a growing service industry with roots in the private sector. In 1985, the term facilitator was first used to describe neutral session leaders.

Today, group facilitation is widely used by organizations to increase teamwork, solve problems, and build a culture of cohesion and trust.

Both private and public sector organizations use the efficiency and effectiveness of facilitation to get the most out of their group settings.

### Empower People, Solve Problems:



Today's organizational problems are increasingly complex, often involve multiple stakeholders, and usually require member buy-in and inclusion to achieve maximum effect and results.

Group facilitation is very effective when a group is diverse, an issue affects a wide group of people, and there are no easy answers.

### Enhance Process:



Any process that requires a group, consensus, and decision-making can be facilitated. For example, this includes meetings, any phase of the planning process, working groups, and conferences.

New processes like Agile™, Scrum, and Lean Six Sigma™ are now popular in both the private and public sector. Facilitation skills can enhance these processes as well.

**Group Facilitation Skills Benefit Every Leader**

**Facilitation Skills are Universal:**



When group facilitation first emerged, *Facilitator* was a separate job title and function. Eventually, businesses realized that facilitation skills were valuable for anyone that dealt with people and problems: Human Resources, Program Management, Business Analysts, etc.

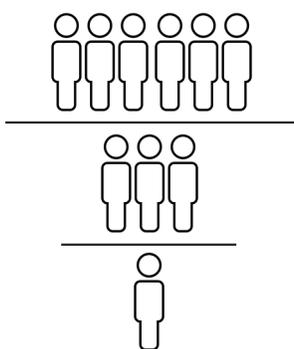
Every leader can benefit from facilitation skills. These skills can be applied any time people gather and meet.

**Specific Leader Applications:**

**Facilitate Sessions.** All leaders, regardless of rank, echelon, or billet, have the ability to turn a meeting, working group, or conference into a facilitated session.

**Be a Productive Group Member.** Even in situations when a leader is not in charge of a session or group meeting, facilitation skills are invaluable.

Personnel with facilitation skills can recognize signs of dysfunction and assist other group members in being productive. They can also assist in keeping the group focused, motivated, and on a path to consensus.



**Apply Facilitation Skills to Personal Leadership Style.** A “facilitative leader” is really just another way of describing a servant leader and servant leadership.

Regardless of leadership style, facilitation skills can augment a leader’s toolkit, including active listening, resolving and mitigating group conflict, and how to encourage and gain subordinates’ input.

**EPIC Group Facilitation Foundation**

**Gary Rush Facilitation:** EPIC Facilitation is founded on *Gary Rush Facilitation™* and Gary’s 40 years of experience in facilitation and years teaching the *Holistic Structured Facilitation™ Technique*.



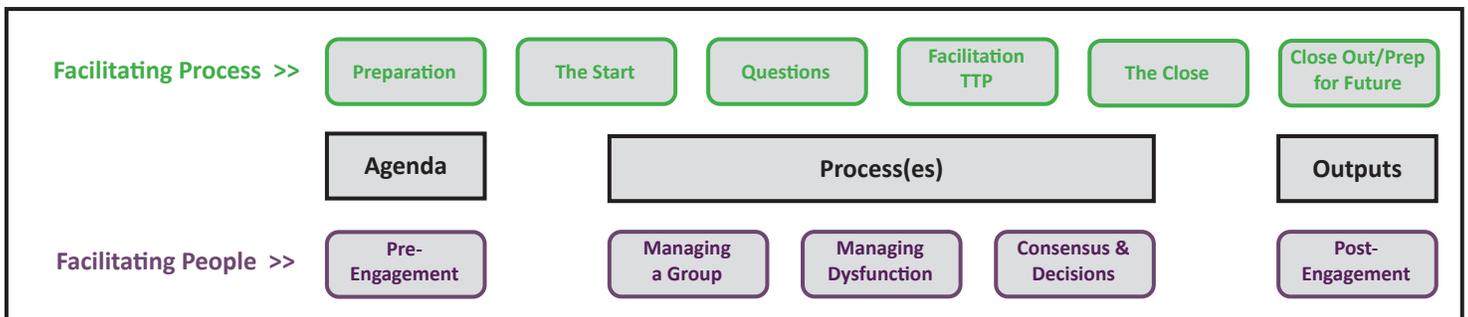
In addition to our *EPIC Group Facilitation Course* for the private sector, JCTM also offers the only comprehensive, multi-day course specifically designed for the government and military.

*EPIC Group Facilitation for the Government and Military* teaches facilitation using government and military language with practical, real world examples of how to use facilitation in the government and military.

**Unique Methodology:** JCTM’s unique EPIC Group Facilitation Methodology (*depicted below*) is designed for students to apply it to any process that requires people, consensus, and decision-making.

Each main element of the Methodology is a class in the course. Additionally, students are given access to hundreds of People and Process Techniques, Agenda types and Outputs.

The EPIC Group Facilitation Methodology



**Flagship Course Specifics**

**3-Day & 4-Day Course:**



JCTM has 3-day and 4-day versions of the *EPIC Group Facilitation* and *EPIC Group Facilitation for the Government and Military* courses. Both the 3-day and 4-day versions cover the same curriculum; however, the 4-day course gives the students significantly more practical application time. On request, we can also provide 1-day and 2-day Executive-level exposure.

**Curriculum:**

Our instructors do not use slides to teach facilitation; all classes are taught in a “facilitative manner” with a back and forth dialogue with students.

The curriculum was created using the Systems Approach to Training (SAT). Learning Objectives are covered at the beginning of every course, and students understand how they are going to be evaluated for each Learning Objective. Students are given reading assignments and preparation homework each night and take a knowledge retention exam at the end of the course.

Emphasis is placed on practical evaluation and application, and students have an opportunity to perform all the key facilitation principles in front of their classmates.

**Course Materials:**

Students receive an *EPIC Group Facilitation Workbook* to fill out during class and an electronic copy of the comprehensive *EPIC Group Facilitation Guide* that reinforces course material and provides hundreds of facilitation techniques.

**Instructors:**

JCTM Group Facilitation Instructors are accomplished trainers with prior training and education backgrounds. Additionally, our Instructors have facilitation experience in and out of military service.

**JCTM Group Facilitation Training and Facilitation Services**

**Facilitation Training:**

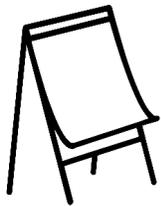


For the government and military, EPIC Group Facilitation can be paid for via Government Credit Card under the micro-purchase threshold (*under \$25,000*).

3-day and 4-day rates are competitive against facilitation training standards. Minimum class size is 8 students with a maximum class size of 16 total.

Once potential class dates are discussed, JCTM will send a *Price Quote* that details every aspect of the course and pricing.

**Facilitation Services:**



JCTM also offers Facilitation Services. In this case, JCTM will send a team of experienced Facilitators to serve in neutral, third party roles to facilitate sessions.

JCTM can facilitate sessions of any length and periodicity to meet requirements. Additionally, JCTM can support in-person, hybrid, and virtual sessions dispersed over time and in different geographic locations.

Our Facilitators also possess TS/SCI eligibility.

For the government and military, Facilitation Services require contracting.

JCTM is a certified SBA 8(a) and SDVOSB currently supporting an 8(a) sole source contract in support of II MEF and HQMC RCO.

JCTM is also a prime contract holder on SeaPort NXG.

**Contact Information**

JCTM is excited to bring the effectiveness and usefulness of facilitation to your organization. Reach out to us today so we can teach these skills to your members!

**JCTM Group Facilitation Webpage:**

<https://jctm.us/epic-group-facilitation.html>

**For more information, please contact:**

**Facilitator Director:**

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