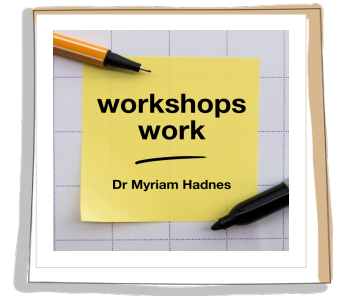


Episode 257

Exploring the Ethical Lines between Facilitation and Consulting



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The nutshell

What role does facilitation play in consulting and how can we navigate the space between direction and domination? This episode dissects the power dynamics and stereotypes that define the facilitator's role and questions the very essence of clichés in our field and explores the fine line between guiding a group and subtly manipulating it.

“A very advanced facilitation technique is to facilitate much less.” 🗨️



Number 1 Challenge

Avoiding the temptation to demonstrate our own intelligence or skill and hence practicing humility despite the joy of sharing knowledge or stepping into a leadership role.



Why workshops fail

A workshop is a failure if it generates zero growth potential.

“Caring about a topic can be disabling.” 🗨️



Nugget 1

Consultants often feel pressured to quickly prove their value, which can lead them to adopt one of two roles: acting as an expert who prescribes solutions or as a servant who follows the client's directions. Both approaches can make consultants vulnerable and lead to their expertise being underutilised or them being dismissed. To avoid this, consultants must resist the urge to immediately solve problems and instead collaborate closely with the client.



Nugget 2

It's important for facilitators to be aware of the distinction between shallow and deep facilitation. While shallow facilitation can make meetings more engaging and productive compared to traditional formats, facilitators who attempt deep facilitation without the necessary preparation, understanding, or skill to manage complex dynamics and outcomes effectively, might not be able to manage the room and dynamics.



Do it yourself

The key to effective facilitation lies in subtly shifting from trying to fix, to fostering an environment that builds upon each participant's strengths. Instead of imposing solutions, cultivate a space where connections can flourish by stepping back from overt direction and adopting a mindset of facilitation that creates conditions conducive to collaboration and mutual support.