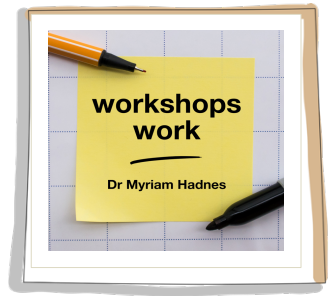


Episode 260

Exploring the Art of Invisible Facilitation



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The nutshell

The concept of the invisible facilitator involves prioritizing the outcome over the process. Instead of sharing a rigid agenda with clients, the facilitator focuses on co-designing towards a shared goal. By not disclosing the agenda, the facilitator encourages collaboration and prevents clients from fixating on the process rather than the outcome.

“The whole point about facilitation is to be invisible.” 



Number 1 Challenge

Effectively involving stakeholders in the process when they are not present or have delegated the facilitation without adequate preparation. This leads to difficulties in aligning expectations and achieving desired outcomes.



Why workshops fail

A workshop fails when it lacks the right people, the right topic, and the right timing.

“Discomfort creates more trust in the group.” 



Nugget 1

Vague instructions in facilitation can lead to increased creativity and trust. By withholding detailed task instructions, facilitators encourage participants to focus on the task at hand and trust the process. This discomfort empowers participants to take ownership of their learning journey. And vague instructions allow for flexibility and adaptation during sessions, leading to unexpected learning opportunities and deeper discussions.



Nugget 2

Facilitators are like Magicians as both create hope and foster a sense of wonder and possibility. By suspending disbelief and embracing possibility, facilitators help groups align and explore new ideas. Like magicians, they learn from experiences, adapting their approach to different situations and participants, just like a magician perfecting a trick. Even if someone knows the "trick," facilitators can still engage them by encouraging deeper exploration and learning.



Do it yourself

For a large group alignment in only 15 min, try the Thiagi Frame Game “Hello”: Divide the group into smaller groups, each assigned a different question. During three min, groups define their strategy, Next 3 min, participants interview everyone in the room to gather answers, finally, in 3 min consolidate answers within their group. Each group then presents their findings to the whole group.