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Facilitators Play an Important Role in Change Management Models by [Julia Roger](#)

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Before the discussion on Facilitation techniques commences, it is important to understand the role and function of a facilitator. If one goes by the exact definition he can be referred to as someone who helps a group of people to understand their common objectives. He also plays a major role in planning and helping them to achieve their objective without taking a particular position in the process. In special cases, he/she will also help in allowing the group to arrive at a conscious decision in case there is any disagreement. Therefore, to sum it up he can be referred to as a person who allows groups to achieve its objectives.

The techniques used by a facilitator are varied. The need for these specialists is felt in every sphere of one's life. Even during the functioning of a business house the need for facilitators have been felt. The role of a facilitator will be to help them to arrive at a decision which he/she feels is best suited. One also will come across training facilitators who are often used in adult education. They are not necessarily subject experts. They work on the existing knowledge of the participants. They focus on the foundation of adult education, establish the existing knowledge, and build on it. Finally one comes across conflict resolution facilitators who play the role of peace mediators.

These facilitators play an important role in the concept of Change management models. The concept of change management can be described as an effort, which is undertaken in transporting an individual teams or organization from a current state to a future state. It is a process, which aims at encouraging stake holders to welcome the change. Therefore, if ever during the working of a business organization there has been a conflict one can always consider seeking the services of a facilitator.

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