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Important Facilitation Techniques for Managers by Julia Roger

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If you are a manager, then many times you might have encountered various different kinds and degrees of organizational problems. The biggest misnomer that some managers have in this regard is that if you can assemble a group of smart people, you will come out with some pretty smart decisions. But this is necessarily not the case. And the missing link in this situation is the Facilitation techniques. As a manager, you will have to practice some or the other facilitation techniques so as to overwhelm the meeting dynamics.

There are different kinds of facilitation techniques that a manager can make use of while trying to get a positive outcome from a group of people. The basic idea behind making use of theseChange management models is manage thought flows, interactions and emotions in such a manner so as to ensure that you reach a valued outcome. In other words, as a manager you are required to create a meeting environment which is conducive enough for the right outcome to happen.

One of the very important facilitation techniques is that of gate keeping i.e. making sure that each participating member gets an equal opportunity to influence the outcome of the meeting. This can work in both ways, by either urging a member to speak or asking someone to remain silent. Another important technique is the brainstorming exercise to get as many ideas as possible. In this, you need to make sure that the group as a whole comes up with an uninterrupted flow of ideas before the actual discussion begins.

You will come across a long list of facilitation techniques but it totally depends upon you what you need that works best for you. Depending upon the situation you are in and the kind of participating members you have on board, choose a technique which brings out your best managerial skills.

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Julia Roger - About Author:
For more information on a Facilitation techniques, check out the info available online; these will help you learn to find the a Change management models!

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