Highlights of Facilitative Leaders Unlock Creativity

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Craig Freshley, Good Group Decisions

Together or Alone?

When you have to make a decisions would you rather do it alone or with a group?

- Why with others
  - Someone else might have a better idea
  - Other more inclined to participate in the outcome
  - Makes others feel "part of"
  - Might be a better outcome

- Why alone
  - Quicker
  - Doesn't take up time of others
  - Makes sure it gets done "my way"
  - Doing it with others might create conflict

Characteristics of Bad leadership

- Reject good ideas because threatened by them
- Say one thing but do another thing
- See conflicts that need to be addressed but pretend they don't exist
- Withhold information
- Don't listen well
- Publicly criticize team members
- Inflexibility even in light of new information or changing circumstances

Characteristics of Good Leadership

- Our Ideas
  - Clear and effective communicator
  - Good listener
  - Involved
  - Transparent core values
  - Builds a positive climate of respect and trust
  - Open to other ideas
  - "Got your back"
  - Honesty
  - Vision
  - Trains and empowers the team
  - Open and approachable
  - Content knowledge
  - Encourages good behavior

- Kouzes and Posner – The Leadership Challenge
    - Challenge the Process
    - Inspire a Shared Vision
    - Enable Others to Act
    - Model the Way
    - Encourage the Heart

How to Motivate the Unmotivated

- Provide positive, encouraging feedback
- Provide praise
- Public recognition
- Get involved – participate with your team
- Find out what motivates them and meet their interests
- Promote and give people responsibility
- Hold people accountable
    - Establish clear expectations up front
    - Recognize when objectives are met
    - Clear policies for infractions
    - Set them up in advance and get buy in on the policies
- Let people do jobs their way
    - Set clear objectives and don't be too prescriptive about the means

Conclusion

- Facilitative leadership is not just a theory but is a practice.
- PRACTICE facilitative leadership and unlock creativity.
- Recreation is creative.
- Apply facilitative leadership to create benefits for your communities.

For More Information

Craig's Good Group Tips where you can find 170 one-pager Tips, Handouts, and How-To Videos on all aspects of group decision making.

www.GoodGroupTips.com

Craig's Go-To Leadership Book

The Leadership Challenge, by Kouzes and Posner

For smartphone questions in a group setting

www.Slido.com