



The FoCuSeD™ Facilitator Academy – Gary Rush’s premier 5-day highly interactive class for training Facilitators. The most complete and comprehensive class available – it helps build your skills and confidence.

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Attend the IAF North America Conference in Atlanta and check out our booth, April 10 – 12, 2008.

Fill out our raffle and win a seat at one of our FoCuSeD™ Facilitator Academies.

Join our Group Facilitation Forum.

This interactive Forum enables members to post ideas, questions, and comments.

(Professional Misfits – www.professionalmisfits.com - set up our Forum and Website.)

MGR Consulting Advanced Class

May 20 – 21, 2008
November 4 – 5, 2008

Spend 2 days with Gary to broaden your facilitation skills and knowledge. (See website for class abstract and agenda.)

“Thanks a lot for the wonderful days full of enjoyment and challenge.” – Áge, Senior Project Manager & Facilitator (Advanced Class alumni)

The Future of Facilitation, the IAF, and the Industry

Entering the New Year is a good time to reflect on where we are and to think about where we are going.

A New Beginning

2007 was a new beginning for me. I developed FoCuSeD™ and expanded my views on facilitation and collaboration through my research into group processes. I worked on refining the IAF CPF Program, and I became the IAF Chair-Elect to take my role as Chair in 2008.

Where are we?

In our April eNewsletter, I described our profession as being at a crossroads. We are in our adolescent years because we are growing and haven’t yet found our way as an adult profession. We still have to define ourselves; we are still working out what “professional” really means to our profession; and we still have clients who don’t know what we do.

The trends I see...

The value of Collaboration and Facilitative skills is being recognized. Significant writings support this:

- “The report also presents a range of practical tools and methodologies that fall under the broad umbrella of “participatory dialogue”, serving purposes ranging from increasing mutual understanding through facilitating to create collective visions of the future to joint decision-making and collaborative action, as well as building skills and capacities.” – June 2007 United Nations report entitled, “Participatory Dialogue: Towards a Stable, Safe, and Just Society for All”.

This recognition demands that we be proactive in defining our destiny as a profession and not be reactive to the whims and forces of others.

Continued on page 2...

JAD? FAST? It’s time to get FoCuSeD™!

In 1978, JAD was created. In 1985, Gary created FAST. Until now, facilitation techniques have been either about structure or group dynamics. In 2007, Gary created FoCuSeD™ – a revolution in structured facilitation – a revolution from FAST. With FoCuSeD™, you get JAD, FAST, and more, bringing a holistic approach to structured facilitation – the first Holistic Facilitation Technique.

The FoCuSeD™ Facilitator Academy

Our next available public class:

February 11 – 15

2008 Public Class Dates*

January	14 – 18
February	11 – 15
March	10 – 14
April	14 – 18
May	05 – 09
June	09 – 13
July	14 – 18
August	11 – 15
September	08 – 12
October	13 – 17
November	17 – 21
December	08 – 12

*All public classes are held in Chicago.

The Future of Facilitation, the IAF, and the Industry, Continued

The IAF plays a role...

The IAF is the Professional Association for Facilitators. To sustain its position, the IAF needs to continue growing and continue molding the profession. The IAF must:

- Promote the value of the profession of Facilitation and provide encouragement for new and future members. This is the key role of the IAF – its main purpose. A professional association not only provides a network for professionals but also enables its members to educate potential clients about our work and the value we bring to them.
- Become financially strong. Just as any company must spend money marketing and providing products and services, so must the IAF. We cannot exist and thrive without the financial means to continue.
- Set the Facilitation standard in the eyes of the world. As the professional association, the IAF sets the standards via the CPF and other programs in defining what is a “Facilitator” and what it takes to be a professional Facilitator.

“...it is possible to create a definition of leadership according to US presidents since Franklin Roosevelt: leadership is a process by which an individual or individuals in a position of responsibility (a) discern a desired future for the community based on collaboration with members of that community and aligned with their widely held, socially contracted principles and values, and (b) facilitate the realization of that future through decision making, goal setting, persuasion, and setting an example of service to one another and to the common good.” – Dick M. Carpenter, II. Leadership 2007; 3; 251-280. P. 269.

As the IAF Chair, beginning in April, I’ll work to...

Move the IAF into adulthood and define itself through the organizational changes it is undertaking – while balancing the past, present, and future as well as taking steps to make it financially strong. We need to grow the CPF and related programs, including training accreditation, re-certification, and a definition of “Facilitator”. To enable this growth and succeed, we require active and considered involvement by the IAF Board as well as IAF members.

As Facilitators, we must...

- Join the IAF and become certified.
- Promote our profession to our clients. Educate them on the value we bring.
- Use our skills in everything we do – show that facilitative skills enable much more than facilitation.

As Clients, we must...

- Hire *IAF Certified™ Professional Facilitators.*

Conclusion...

Facilitation is growing. We are no longer a hierarchical society and to survive, we need to collaborate. Facilitators are the instruments of collaboration. As a profession, we need to effectively spearhead that growth by:


- Training Effective Facilitators.
- Recognizing and communicating the value of Facilitators.
- Promoting the Profession.

Now is the future of Facilitation! 

“Good leaders make people feel that they’re at the very heart of things, not at the periphery. Everyone feels that he or she makes a difference to the success of the organization. When that happens people feel centered and that gives their work meaning.” Warren Bennis (Professor at USC)

The FoCuSeD™ Facilitator Academy

Class Description

This premier 5-day highly interactive class is the most complete and comprehensive facilitation class available for training **Facilitators** – it helps build your skills and confidence. **FoCuSeD™** delivers Collaborative Leaders. It guides you enabling you to plan the emotional process along with the process to develop the product. Gary believes that theory is needed and teaches it to provide a background. He teaches specific “how to” providing detailed facilitator and process tools and as a CPF Assessor, he covers the *IAF Facilitator Competencies* and what students need to do to achieve them. To be an effective Facilitator you learn by doing. In his class, students practice 40% of the class time and receive comprehensive assessments along with recorded sessions (See our website for Class Abstract, Class Agenda, and 2008 dates). Attending **The FoCuSeD™ Facilitator Academy** confers 40 PDU’s for Project Management Professionals. 

“Just couldn’t resist the opportunity to say thank you again. I am so glad that Diane decided to reach out to you for this course and that you happened to be re-entering your profession with the FoCuSeD, Holistic Technique. A few of us already have had an opportunity, or two, to put our new skills, techniques, and tools into practice. We are loving it! ...”

And “thanks again”,

Chuck, Project Manager & Facilitator (**FoCuSeD™** Facilitator Academy alumni)

The FoCuSeD™ Facilitator Guide

A radical departure from previous work. It consists of 5 books containing 24 chapters. You can get *The FoCuSeD™ Facilitator Guide* by:

- Attending our 5-day “*The FoCuSeD™ Facilitator Academy*.”
- Attending the *MGR Consulting “FoCuSeD™ Advanced Class”*.

Tip for the Month

Our November *Advanced Class* students provided the following tip (“*Thank you.*”). The exercise is called “Starting Question”.

Starting Question

- **Directions:**
 - Instead of beginning a step with a list of ideas (e.g., “*Let’s list the processes you use to do ...*”), set the stage with an opening question such as, “*Think about the last time that you... What did you do?*” It helps the participants focus and visualize without “testing” them for the answers.
 - You can augment this by asking the participants to close their eyes and visualize what happened.
 - You can also augment this by asking the participants to draw pictures of what they see to capture their ideas.
- **Uses:**
 - This is best used in the beginning of a step – especially one that requires complete description or one that is difficult to articulate.
 - Also use this to change the pace in questioning and energize the participants.

Our Courses



MGR Consulting is a PMI Global Registered Education Provider (R.E.P.). Our core classes confer Professional Development Units (PDU's) to attendees who are certified Project Management Professionals (PMPs). Core classes are:

- *The FoCuSeD™ Facilitator Academy*
- The MGR Consulting *FoCuSeD™* Advanced Class
- Business Presentation Skills
- Collaborative Leadership
- Data Modeling Made Easy
- Diversity – How Business Succeeds
- Productive Meetings
- Strategic Planning & Organizational Design

Other classes are:

- Team Building Seminar
- Collaborative Leadership for Young Leaders

(Gary Rush teaches all of our classes. We can bring our classes on-site anywhere in the world for organizations or companies.)

See our web site –
www.mgrconsulting.com

For additional Information on:

- “It’s Time to Get *FoCuSeD™*”
- Products and Services and Course Descriptions
- Facilitation and Strategic Planning
- eNewsletters and Articles written by Gary Rush
- Books and Additional Resources
- Becoming an *IAF Certified™ Professional Facilitator (CPF)*

Contact Gary at
(773) 330-2064 or
grush@mgrconsulting.com
to:

- Register for Public classes.
- Get Pricing Information.
- Schedule an On-Site class.
- Discuss our products and services or answer any questions you have.

Group Facilitation Forum

- http://www.mgrconsulting.com/forums/index_vba.php

Gary Rush, IAF Certified™ Professional Facilitator (CPF) and CPF Assessor, has been training Facilitators since 1985 and he continues to be the leading edge in the Facilitation Industry. Gary has trained over 3500 Facilitators worldwide and his alumni are amongst the most successful.