



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.

Table of Contents

Topic	Page
Collaborate – Positive behaviors that encourage Collaboration	1
The FoCuSeD™ Facilitator Academy	3
MGR Consulting Products & Services	4

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.” – Åge, Senior Project Manager & Facilitator (Advanced Class alumni)

Collaborate

Positive Behaviors that encourage Collaboration

“Society” is,

“Groups working together because of some common interest, belief, or profession.” For me, the key phrase is, “working together” – which is the definition of “collaborate”. From a young age, we are taught to compete. Yes, we are told that teamwork is key, but the needed skills to make it work are seldom taught. Our reward systems in business and in life reward the individual. Seldom do people get rewarded because of team effort. Even when we do have teams, we are always in a competitive mode. We still haven’t learned that working together is key. To progress in business and in life, we need to move to positive behaviors that encourage collaboration, The Collaborative Society – A Model of the Future.

The Collaborative Society ...

is not Nirvana or Utopia. It is not everyone walking around holding hands singing “Kum Ba Yah.” It is not everyone practicing the same religion, using the same form of government, or even forming one big country on Earth. The Collaborative Society has nothing to do with communist or socialist economic models. The Collaborative Society is an attitude of acceptance and respect that embraces the many differences we have and allows each of us to find where we are most comfortable. The Collaborative Society is an attitude that values all people and ideas. The Collaborative Society resolves disagreements not through force, violence or threat, but through process and understanding and working together to find consensus-based solutions. The Collaborative Society values inclusion over exclusion and recognizes that our differences make the world a more interesting and richer place. The Collaborative Society recognizes that by working together, we can do more than by working alone.

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:

March 10 - 14

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.

Collaborate - Positive Behaviors that encourage Collaboration, Continued

Being part of The Collaborative Society requires that you become a collaborator – developing positive behaviors that encourage collaboration. To be an effective Collaborator requires the following Competencies:

- Encouraging Collaborative Relationships.
- Understanding and using Appropriate Processes.
- Encouraging Participatory Environments.
- Working with People to Achieve Useful Outcomes.
- Being knowledgeable about the World.
- Modeling Positive Behaviors.

Encouraging Collaborative Relationships

To encourage Collaborative Relationships, you need to build trust. Trust is a key element to being collaborative. One of the best examples of this is the U.S. military. One of the first values taught to military officers is, “Do not lie, cheat, or steal.” This value fosters respect and trust. It enables collaboration.

Understanding and using Appropriate Processes

When people begin to collaborate, they flounder without effective processes. Humans do not instinctively know how to work through issues or problems. When we use a process that’s embedded in our mind, we struggle because others think differently from us. Understanding and using the appropriate shared processes – especially for problem solving, decision-making, communication, creativity, and envisioning is important. Effective processes enable people to arrive at appropriate answers, together, because they provide a means that focuses on the ideas or the issues, rather than personalities.

Encouraging Participatory Environments

To gain the benefit of the collective minds, everyone must participate – everyone must be engaged. Listening, intervening in crisis, building trust, and embracing Diversity in every way, all work towards gaining total participation. When only some of the people participate, all suffer and lose something of value – good ideas, support, or a feeling of belonging.

Working with People to Achieve Useful Outcomes

We need to accomplish something of value. Societies seldom come together for the sake of coming together. Teams don’t form just because. They form because they come together to do something of value – reaching a common Vision.

Being knowledgeable about the World

To Collaborate, you need to be knowledgeable – know the issues. Everyone needs to know the terrain that he or she is dealing with. Continued learning is important – and keeping abreast of current events and what is happening in the World is critical. You need to keep informed, be aware, and be responsible for what you say.

“The person who is too old to learn, was probably always too old to learn.” Dr. Caryl Haskins.

Modeling Positive Behaviors

Set the example. *“Do as I say, not as I do”* has never worked. People around you will model their behavior after yours. To encourage collaboration, you can’t tell people that this is the way it is. But, people do follow examples. When you demonstrate positive behavior, you will gain credibility and trust. When you treat others with respect, you will get respect in return. *“Treat others, as you want to be treated.”*

Conclusion


We model collaboration by Encouraging Collaborative Relationships, Understanding and using Appropriate Processes, Encouraging Participatory Environments, Working with People to Achieve Useful Outcomes, Being Knowledgeable about the World, and Modeling Positive Behaviors. We hold these together through *Respect and Honor for the Individual*, following our *Beliefs*, and practicing *Active Listening* so that we effectively communicate.

Collaboration is critical and without collaboration we will fail. Join our *Group Facilitation and Collaboration Forum* and let me know what you think. Together, we can collaborate and define *The Collaborative Society*. 🙌

This article is an abstract of **“The Collaborative Society” – Collaboration as a set of Positive Behaviors**, by Gary Rush. See our book page for additional information.

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. 

“Best session I’ve had in 30+ years of classes!”

Michael, 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”*.

Enjoy

A man in a hot air balloon realized he was lost. He reduced altitude and spotted a woman below. He descended a bit more and shouted, “Excuse me, can you help me? I promised a friend I would meet him an hour ago but I don’t know where I am.”

The woman below replied, “You’re in a hot air balloon hovering approximately 30 feet above the ground. You’re between 40 and 41 degrees north latitude and between 59 and 60 degrees west longitude.”

“You must be in Information Technology,” said the balloonist.

“I am,” replied the woman, “how did you know?”

“Well,” answered the balloonist, “everything you told me is technically correct, but I’ve no idea what to make of your information and the fact is I’m still lost. Frankly, you’ve not been much help at all. If anything, you’ve delayed my trip.”

The woman below responded, “You must be in Management.”

“I am,” replied the balloonist, “but how did you know?”

“Well,” said the woman, “you don’t know where you are or where you’re going. You have risen to where you are, due to a large quantity of hot air. You made a promise, which you’ve no idea how to keep, and you expect people beneath you to solve your problems. The fact is you are in exactly the same position you were in before we met, but now, somehow, it’s my fault.”

Thank you, Joyce, for passing this along.

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:

- Kick off your event.
- 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 making his facilitation technique the most widely used and his alumni are amongst the most successful and influential leaders.