



"The FoCuSeD™ Facilitator"

eNewsletter by Gary Rush

August 2008

"Stop looking for solutions – when you're FoCuSeD™, you find them."

Table of Contents

Topic	Page
Reflections on a Conference	1
MGR Consulting FoCuSeD™ Advanced Class	2
We have moved!	2
IIBA™ Endorsed Education Provider (EEP™)	2
The FoCuSeD™ Facilitator Academy	3
MGR Consulting Products & Services	4

Reflections on a Conference

I attended the 3rd IAF Africa conference in South Africa the week of July 21s. It was a spectacular conference. It was extremely well run by Jerome and Caroline Passmore and the others of the South African Facilitator Network (SAFNET). There were 70 attendees. The attendees were from almost a dozen countries in Africa plus Australia, New Zealand, Singapore, the UK, Canada, and the US. This made for an exciting diverse group – one not seen often. Everyone was warm, pleasant and passionate about facilitation.

Cultural Lessons

With such a diverse group – both at the conference and at the first CPF Certification Event in Africa, there was a lot to learn about cultures and its relation to facilitation.

- In North America, people respect cultural differences, but we have become a cultural "melting pot" which desensitizes people. Violating cultural norms is often overlooked because the cultures tend to blend together and people make allowances for another's actions. In Africa, and other parts of the world, respecting the different cultures requires understanding of the other person's culture because when you violate another's cultural norms, it is viewed as an offense.
- In North America, attitudes about equality and personal empowerment enable people to behave more openly in response to another's domination whereas, in other cultures, it's simply not allowed.
- The IAF Core Competencies used when assessing CPF candidates stood the cultural test. Regardless of the cultural differences – which we saw in all of the candidates, the competencies proved valid.
- People can and will adjust in the name of working together. One instance was an exercise that required participants to touch each other's shoulders – safely, but still touch. A Jewish woman and an Islamic man were paired up (*not on purpose, it just happened*). Both of their fundamental religions and cultures forbid men and women from touching other than when

Continued on page 2...

The FoCuSeD™ Facilitator Academy

Gary Rush's 5-day highly interactive class on "how to" be an effective Facilitator. It's the most complete and comprehensive facilitation class available. It helps build your skills and confidence. It develops Collaborative Leaders. With FoCuSeD™ you get JAD, FAST, and more bringing a holistic approach to structured facilitation.

Gary's Upcoming Presentations:

- IAF Europe
Groningen, The Netherlands
October 2 – 5.
- Project Management Institute (PMI) Global Congress
Denver, CO
October 20.
- International Institute of Business Analysts (IIBA)
Milwaukee, WI
October 21.
- Midwest Facilitator Network (MFN)
Chicago, IL
November 7.
- IAF North America
Vancouver, BC
April 20 – 25, 2009

Attend the IAF North America Conference in Vancouver, British Columbia, Canada

April 20 – 25, 2009.

The FoCuSeD™ Facilitator Academy

Our next available public class date:

October 13 – 17

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.

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Website - www.mgrconsulting.com • Forum - www.mgrconsulting.com/forums/index_vba.php

We have moved back to Chicago!

As of July 1, 2008, our new address is: 3023 N. Clark Street, Suite 178, Chicago, IL 60657
Our telephone, fax, and email remain the same. We are thrilled to be back in Chicago – close to family and friends.

MGR Consulting is an Endorsed Education Provider (EEP™) for the International Institute of Business Analysis (IIBA™).

The FoCuSeD™ Facilitator Academy and Data Modeling Made Easy classes confer education credit to attendees who are members of IIBA pursuing their Certified Business Analysis Professional (CBAP®) certification.

Reflections on a Conference, Continued

married. When told that they had to touch each other's shoulder, they looked at each other, smiled and did. Both they and the rest of the participants were surprised by their willingness to momentarily forgo their beliefs in the name of working together.

- I visited the Cradle of Humanity and saw the oldest human fossils. What amazed me is that all humans come from the same origin. We share 99% of the same DNA, yet we still focus on the 1% difference that keeps us separate as a species. Perhaps one day, we will focus on the 99% and learn to get along more as one human race.

Facilitator Lessons

One reason that I continue to attend the IAF conferences is that I learn something valuable at every conference – facilitation tools that I will use and incorporate into my practice. To share a few:

- An effective way to present Ground Rules is environmental – Sun and Rain. It was presented as:
 - Do: **S**uspend, **U**nderstand, **N**urture
 - Don't: **R**eact, **A**ssume, **I**Nsist
- A hit exercise by Bettye Pruitt, Philip Thomas, and Dr. Minu Hemmati. They asked the groups to defend which one was most effective in affecting change, the Individual, Relationships, Structure, or Culture (4 aspects in affecting change). After a controlled debate, it became clear that everyone had their biases, but that for lasting change, all aspects were critical and that each situation required beginning with one and

moving to the others. *The example used was Nelson Mandela (an individual) initiating change by taking a stand, supported by Willem De Klerk (creating a relationship) who changed Apartheid (affecting Structure) and forced society to change in South Africa (changing Culture). One sustains the other.*

Observations

In discussions and sessions regarding facilitation and the future of the profession, we found that:

- The profession is growing around the globe.
- **Facilitators are passionate about people**, continued learning, and growing the profession.
- There is no one-way to facilitate and many different styles and techniques are required and that flexibility in agendas and processes is required to be an effective Facilitator.
- IAF conferences are special because the attendees freely share their ideas and what they have learned. *(This made an impression on those who had attended other types of conferences and were first-time attendees at an IAF conference.)*

When in the Naval Academy, we were taught that a "professional" was not someone who did a job but someone who lived their profession. A professional is in the role whether at work or at home. A professional continuously learns in order to grow. Therefore, Facilitation is not something you just learn to do – a Facilitator is something you become. ☺☺

MGR Consulting FoCuSeD™ Advanced Class

November 4 – 5, 2008

Spend 2 days with Gary to broaden your facilitation skills. This highly interactive class introduces "The FoCuSeD™ Facilitator Guide" as well as provides new tools for the experienced Facilitator. You will learn and practice "how to" integrate the emotional group cycle along with the workshop process to build a product – the essence of FoCuSeD™.

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The FoCuSeD™ Facilitator Academy

Class Description

Gary Rush's 5-day highly interactive class on "how to" be an effective Facilitator. It is the most complete and comprehensive facilitation class available. It helps build your skills and confidence. It develops Collaborative Leaders. Until *FoCuSeD™*, facilitation techniques have been either about structure or group dynamics. With *FoCuSeD™*, you learn to proactively plan the emotional group cycle along with the workshop process to build a product. Gary believes that theory is needed and teaches it to provide a background. He teaches specific "how to"; he provides detailed facilitation and process tools and as an IAF CPF Assessor, he covers the *IAF Facilitator Competencies* and what students need to do to achieve them. 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*).

"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 is a comprehensive reference manual in which Gary shares his step-by-step process so that students can replicate his practices. 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"*.

MGR Consulting – Products and Services

Our Courses

iIBA™ Endorsed Education Provider

PMI Project Management R.E.P. Institute

MGR Consulting is a PMI Global Registered Education Provider (R.E.P.) as well as an IIBA Endorsed Education Provider (EEP). Our core classes confer Professional Development Units (PDU's) to attendees who are certified Project Management Professionals (PMPs). *The FoCuSeD™ Facilitator Academy* and *Data Modeling Made Easy* classes confer education credit to attendees who are members of IIBA pursuing their Certified Business Analysis Professional (CBAP) certification.

Core classes are:

- *The FoCuSeD™ Facilitator Academy*
- The MGR Consulting *FoCuSeD™ Advanced Class*
- *FoCuSeD™ On...*
- The *FoCuSeD™ Leader*
- *Data Modeling Made Easy*
- *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.)

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MGR Consulting – Products and Services

**See our web site –
www.mgrconsulting.com**

For additional Information on:

- "It's Time to Get **FoCuSeD™**"
- Products and Services
- Course Descriptions
- Keynote Presentations
- 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 may have.

Join the GFC Forum

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

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

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

Note: Call Gary to find out how we can help your organization become a *Collaborative Organization* through our training – **The FoCuSeD™ Facilitator Academy** and **The FoCuSeD™ Leader** – consulting, and facilitating.

Gary Rush, IAF Certified™ Professional Facilitator (CPF), CPF Assessor, and IAF Chair, heads **MGR Consulting**. Gary has been facilitating since 1983 and training Facilitators since 1985. In 1985, Gary created *FAST* – a structured facilitation technique. In 2007, Gary created **FoCuSeD™** – a revolution in structured facilitation – a revolution from *FAST* – the **1* Holistic Facilitation Technique**. Gary's facilitation technique is used widely around the globe. His alumni are amongst the most successful and influential Leaders. They often tell us how much his class has changed their lives.

In 1985, Gary founded MG Rush Systems (*with which he is no longer associated*). Gary ceased operating MG Rush Systems in June 2004.