



"The FoCuSeD™ Facilitator"

eNewsletter by Gary Rush, CPF

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

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New Class

FoCuSeD™ Facilitating Teleconferences

See our class description on page 3.

Attend the IAF North America Conference in Chicago, Illinois

April 20 – 23, 2010.

The Art & Mastery of Facilitation



IAF North America Conference Week April 20-23

Wow! 25 Successful Years!

On February 25, 1985, Millie and I formed our consulting business – MG Rush Systems, Inc. We remained a business through MG Rush Systems, MG Rush dba Miracles Restaurant, and now MGR Consulting.

In The Beginning

In January 1985, I resigned from my job in New Jersey giving 2 months notice. The following week, Millie supported my decision and resigned from her job so that she could work with me. So, in February 1985, our consulting business emerged focusing on IT productivity, productivity measurements, project estimating, and facilitating.

I advertised to the 250 or so contacts I knew from the IBM user group – GUIDE. I contracted with one insurance company in their Development Center working to make the company IT department more productive (actually, in 1985, it was called the MIS department, but that's for another article). I had a number of clients ask me to help them with productivity measurements. Other clients asked me to facilitate "JAD" sessions. After a while, more clients were interested in facilitation and asked if I could train them to become session leaders.

In the spring of 1985, there were very few choices for session leader training – especially in the IT industry, so I pulled together materials that I had developed previously to train session leaders where I had worked, and added new materials based on workshops that I had facilitated to create a session leader training program called FAST (Facilitated Application Specification Technique) coined from an article written by me for *ComputerWorld* in October 1985. Our first class took place in Arlington, Texas in September 1985.

Facilitation Grows

In December 1985, I began working with a client to develop a custom session leader training program for their people to help with their merger. They asked me to

Continued on page 2...

The FoCuSeD™ Facilitator Academy – the 1st Holistic Facilitation Technique

Gary Rush's 5-day highly interactive class teaches the "how to" with an understanding of the "why" to perform as an effective Facilitator. It's the most complete, most comprehensive, and most effective facilitation class available, providing detailed training on the concepts of *Holistic Facilitation*. 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. **Read more...**

The FoCuSeD™ Facilitator Academy

Our next available public class date:

February 8 – 12

2010 Public Class Dates*

February	08 – 12
April	12 – 16
June	14 – 18
August	09 – 13
October	18 – 22
December	06 – 10

*All Public classes are held in Chicago.

*Gary Rush, CPF teaches all of our classes.

25 Successful Years! Continued

incorporate structured analysis and strategic planning workshops.

I spent 1986 rewriting my materials incorporating structured analysis, data modeling, and strategic planning. I also changed the manual style to use the structured style taught by Information Mapping. This was also the first time that I began using the term "*Facilitator*" as opposed to "*Session Leader*". Our facilitation program was growing and maturing and we were now living in Michigan.

We moved to Illinois and continued to train facilitators and facilitate. Our business dropped productivity measurements and IT productivity and focused strictly on facilitation and facilitator training.

Facilitation Changes

In 1994, I was introduced to the International Association of Facilitators (IAF). Their first conference was scheduled for January 1995 in Denver. I announced the conference and Susan Nurre, an alumnus of our training, picked it up and advertised it in her newsletter, "*The Facilitator*". Two weeks prior to the conference, the number of attendees doubled because of our announcements! At that conference, I joined the IAF and have been a member ever since. 300 facilitators met with some who focused more on process, such as JAD and FAST facilitators, encountering some who focused more on "soft" skills, such as ToP™ facilitators. For me, attending this conference was an exciting discovery.

Throughout the rest of the 1990's, facilitation grew. New techniques emerged and others evolved. By 2000, facilitation was becoming more of an industry. The term "Facilitator" was more understood in business – certainly more than in 1985. Instead of 3 companies providing facilitator training for structured facilitation, there were now 100's. We were training whole departments to be facilitators. Facilitation was now mainstream.

Maturity

In the beginning of the millennia, facilitation and an understanding of its value had finally gotten to the point where I didn't have to sell the concept any more. I had to sell my services more because I now had competition, but that was good for me and for the industry. We continued to grow our business, focusing strictly on facilitation and facilitator training. It almost seemed as if we had discovered

everything regarding facilitation by 2003. In 2004, that changed.

A Sabbatical

In 2004, I switched my business from facilitation to restaurant owner with Millie's support, becoming MG Rush dba Miracles Restaurant (read "*Pursuing Dreams*"). As most of you know, cooking is one of my passions, but the restaurant wasn't what I had envisioned and it was destroying my family. This lasted until the spring of 2005 when we closed the restaurant and in July 2005, we returned, reinstating our business and renaming it MGR Consulting.

The Comeback

When I refocused our business on facilitation in 2005, I brought with me lessons learned from experiences with our restaurant. I spent months rebuilding our business and myself. I researched, read books, studied, and attended workshops. That expanded my business and perspective because I was now looking at all types of facilitating – not just IT facilitation. Ultimately, that led me to create FoCuSeD™. After 20 years in business facilitating and training facilitators, I was finally beginning to see how all of the disciplines had come together to create this profession we call "Facilitation". Not only did I develop FoCuSeD™ as the culmination of what I learned, but also we found demand for facilitation skills in other areas – project managers, business analysts, and others who needed to interact with people and get people to work together. Facilitation was now expanding.

The Future

You don't need to be a full time Facilitator to benefit from facilitative skills. We are facilitating and training in a wider variety of cultures and incorporating what we learn from those experiences. We see facilitative skills as a core competency in many jobs, roles, and life in general. Facilitation is something that can be done at any age. Facilitative skills benefit us no matter what we do, so perhaps a 50th anniversary isn't out of the question.

In the mean time, I will continue to incorporate what I learn, sharing it with others. I enjoy meeting all of my clients and all of my students – you have made this journey enjoyable and worthwhile. I look forward to many more years and wish each of you much success in your life and in your work. 🙏

Core Classes

The FoCuSeD™ Facilitator Academy Gary Rush's 5-day highly interactive class teaches the "how to" with an understanding of the "why" to perform as an effective Facilitator. It is the most complete, most comprehensive, and most effective facilitation class available, providing detailed training on the concepts of *Holistic Facilitation*. It helps build your skills and confidence. It develops *Collaborative Leaders*. **Read more...**

Until *FoCuSeD™*, facilitation techniques have been either about structure or group dynamics (see "It's time to get *FoCuSeD™*").

"Best session I've had in 30+ years of classes!"

Michael, Project Manager & Facilitator (*The FoCuSeD™ Facilitator Academy* alumnus)

FoCuSeD™ On...

Gary Rush's 3-day highly interactive class teaches "how to" successfully use *facilitative skills* and tools necessary to drive the overall business management strategy into the product solutions so needed for business success – achieving support and commitment from their stakeholders. It guides you, enabling you to plan the people side along with the process side to successfully accomplish a task. **Read more...**

New Class!

FoCuSeD™ Facilitating Teleconferences

Class Abstract

Gary Rush's 1 ½ -day highly interactive class teaches "how to" conduct effective and productive teleconferences to collectively achieve a goal or accomplish a task.

Why? We have more and more meetings that are teleconferences or videoconferences. These meetings are the way of the future. Unlike face-to-face meetings, you have to approach teleconferences differently. **Because** These teleconferences can be very productive, when properly facilitated. **How?** This class gives you effective *facilitative skills* that enable you to conduct highly effective and productive teleconferences enabling you to manage people and conflict – the good, the bad, and the ugly. **Read more...**

This class is available **on-site** anywhere in the world. Please contact Gary for additional information, pricing, and scheduling.

Attendees Receive

"FoCuSeD™ Facilitating Teleconferences" by Gary Rush, CPF

About MGR Consulting



We have been in business since February 1985 when Gary founded MG Rush Systems, Inc. Gary ceased operations of MG Rush Systems, Inc. in June 2004 to become a restaurateur. In June 2005, after a one-year absence, Gary returned re-instating his company MG Rush Systems, Inc. and changing the name to MGR Consulting, Inc. Millie (M) and Gary (G) Rush are now MGR Consulting.

We are a recognized leader in the field of facilitation, training, leadership, strategic planning, and data modeling. Our core classes give you effective leadership, business, and interpersonal skills.

We are uniquely qualified to assist you in understanding, managing, and implementing facilitated workshops supporting your methodology in your organization. We are experts at engaging participants and guiding them to consensus. Our primary job is to get a group of individuals to form as a team, learn to communicate, and achieve a goal or accomplish a task.

Our core classes also provide effective "soft" skills – facilitative skills to Project Managers, Business Analysts and others who want to become successful collaborative leaders and successfully improve communication to achieve commitment and support from stakeholders – so needed for business success. It enhances whatever you do wherever you go in business and in life.

*We are a PMI Global Registered Education Provider (R.E.P.) and an IIBA Endorsed Education Provider (EEP). **Read more...***

About Gary Rush, CPF

Gary R. Rush, IAF Certified Professional Facilitator (CPF), Founder and President of MGR Consulting attended the U.S. Naval Academy. He has managed projects since 1980, been facilitating since 1983, and training since 1985. He is a recognized leader in the field of facilitation, Facilitator / Facilitative Skills training and continues to be the leading edge in the industry by continuing as a practicing Facilitator.

As a Facilitator, Gary facilitates many types of workshops. He is uniquely qualified to assist you in understanding, managing and implementing facilitated workshops supporting your methodology in your organization. He is an expert at engaging participants and guiding them to consensus. His primary job is to get a group of individuals to form as a team, learn to communicate, and achieve a goal or accomplish a task.

*As a Trainer, Gary is amongst the most successful and influential Facilitator Trainers in the world. He teaches *The FoCuSeD™ Facilitator Academy* and *FoCuSeD™ On...* He teaches specific "how to"; he provides detailed facilitation and process tools and, as an IAF CPF Assessor, he covers the IAF Facilitator Competencies. His alumni are amongst the most successful and influential leaders. They often tell us how much he has changed their lives.*

*In 1985, Gary created FAST. In 2007, Gary created *FoCuSeD™* - a revolution from FAST. It is the most complete, most comprehensive, and most effective facilitation class available, providing detailed training on the concepts of *Holistic Facilitation*.*

*Gary has implemented his facilitation technique in some of the largest companies and government agencies. His clients are many of the Fortune 500 companies. His facilitation technique is used widely around the world. **Read more...***

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