

Facilitation

According to the dictionary, to facilitate is to “make easier.” CenterPoint consultants are trained in a variety of facilitation methods make important conversations easier. These conversations may address topics such as ethics, leadership, merger, diversity, reorganization, succession planning, or a host of others. Organizations find many benefits when meetings are facilitated by a skilled professional who has no vested interest in the outcome. Third party facilitators enable organization leaders to participate fully in the discourse without also having to manage the conversation.

CenterPoint consultants are known for their ability to work with diverse groups, for respecting the knowledge of group members, and for innovative approaches.

Appreciative Inquiry

Appreciative inquiry is an approach to organization change that has been used successfully in small and large change projects with hundreds of organizations worldwide. It is based on the simple idea that organizations move in the direction of what they ask questions about. For example, when groups study problems and conflicts, they often find that both the number and severity of these problems grow. In the same way, when groups study high ideals and achievements, such as peak experiences, best practices, and noble accomplishments, these phenomena, too, tend to flourish. Thus, appreciative inquiry distinguishes itself from other change methodologies by deliberately asking positive questions to ignite constructive dialogue and inspired action within organizations.

Open Space Technology

Open Space Technology is a simple method for running productive meetings, with five to 2000+ people, and a powerful way to lead any kind of organization, in everyday practice and ongoing change. Open Space technology is based on the idea that the circle is the fundamental geometry of open human communication and the fact that the most productive work and most energy at meetings happens at coffee breaks. Open Space Technology participants plan the meeting's program onsite based on the issues of importance in that time and place. Voluntary self-selection is key to Open Space Technology in the sense that each individual is responsible for their own learning and input into the meeting.

Future Search

The purpose of Future Search is to explore possible agreements between people with divergent views and interests and to do consensus planning with them. It brings together at one time and, literally, in the same room, everyone who has an interest in the issue to be

discussed. It is future-oriented, helping organizations and communities to agree on what they want and on their future goals. The process allows people to understand and explore what is happening in the larger environment, understand the need for change, co-create the future together, and formulate action plans.

Technology of Participation (ToP®) Group Facilitation Methods

ToP® Group Facilitation Methods enable highly energized, productive, inclusive, and meaningful participation from all participants. ToP® methods allow groups to be responsive to change and more creative in implementation.

ToP® Focused Conversation Method

ToP® Focused Conversation Method provides a setting and a context for meaningful communication. It is used to facilitate group conversations and discussions which allow members of the group to share diverse perspectives in a non-confrontational manner. Using this method can help people in a group share insights and creativity on a common topic, issues, or experience. It creates an opportunity for people to broaden their perspectives and may also reveal the existing level of consensus within the group.

ToP® Consensus Workshop Method

The ToP® Consensus Workshop Method is used to facilitate group consensus-based decisions that respect the diversity of perspectives within the group, inspire individual action, and move the group toward joint resolve and action. The Consensus Workshop creates consciousness about new relationships between ideas and acknowledges the level of the group's consensus at any given moment.

ToP® Action Planning Process

ToP® Action Planning Process is an approach to short-term planning for an event or project that already has group agreement or consensus. This facilitation process clarifies and delineates the task, and aligns the creativity, capabilities, interests, and resources of the group. The group decides necessary actions, roles, and responsibilities; the process builds group trust, support, enthusiasm, and consensus. An implementation timeline is created to accomplish actions and coordinate assignments.



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