

### **Facilitative Leadership Fundamentals**

1. Use strong listening skills including paraphrasing, summarizing, reflecting, and questioning.
2. Encourage and generate participative discussion in groups.
3. Help stimulate creative thinking through brainstorming and other idea-generation processes.
4. Stimulate strategic consideration of alternatives and informed decision-making of appropriate choices.
5. Manage contrasting perspectives and opinions that might result in conflict among members of a group.
6. Intervene with individuals and groups without taking total control of the situation.
7. Design meeting processes to accomplish a wide range of goals and objectives.
8. Draw out others' opinions in an objective and nonjudgmental manner.
9. Support teams in various stages of group development.
10. Help individuals and groups reflect on their experiences and capture relevant learning.
11. Lead or design inclusive group processes that honor individuals' different learning & participation styles.
12. Help shape more powerful and strategic questions for exploration.

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