

Facilitation technique research paper examples

[Business](#), [Strategy](#)



Synopsis of the technique

The technique requires guidelines that guide the facilitator on how the procedure works. The first is to learn the facilitation process and explain how it works (Bryson, 2012). The second step is to modify the process according to the needs of the group. The facilitator should also make the participant feel at ease to share and ensure that they are all participating. Finally, the facilitator should congratulate the members whenever possible. An example is the snow card technique (Schwarz, 2009).

Situations where method is useful

This method is most popular in situations where the meeting involves a large group of people and where the solution is not necessarily urgent (Bryson, 2012). It explores all possibilities and ensures that all members participate. It is also very forgiving in situations where there are many topics to be covered (Bryson, 2012). Multivoting also avoids group division and everyone is entitled to their own opinion without the pressure of agreeing with other as in other situations.

Necessary materials

This facilitation technique uses brainstorming but with a synthesizing step. Each individual requires a large self-stick note also known as the snow card and a pen to write all the ideas. Then a wall is required to stick them all up for the tallying (Schwarz, 2009).

Step by step instruction

Steps that characterize this method are easy to follow. First is to identify a facilitator, a group of about five to nine individuals, and identify the issue being discussed (Schwarz, 2009). Second is to have the group members brainstorm quietly. Third is to have participants identify their five best items and put them on the snow cards that are then collected (Bryson, 2012). Similar ideas are put in clusters and identified in different colors. When all the items are on the board, categories are organized logically and if the group members are satisfied, SWOT analysis is performed and a decision is made.

References

Bryson, J. M.,(2012). Strategic planning: a guide to strengthen and sustain organizational achievement.

Schwarz, M., (2009). Strategy workshops facilitating and constraining strategy making:

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