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Organizational Change: The Art & Science of Facilitation

Prerequisites: None

Schedule: 4.0 Hour Session

Course Objectives

This workshop is part three of a four-part series designed to help organizations successfully implement organizational change. This course provides an overview of the facilitation process and how to use it as a tool to lead organizational change. Participants will be introduced to various facilitation tools and how and when they should be applied in the organizational setting. They will have the opportunity to engage in several hands-on experiences allowing them to better understand the skills and process for using facilitation as a tool to lead cultural change.

*(**Note: Individuals may register for this course, even if they are not interested in the full series.**)*

In order for organizational change to be successful, skilled facilitators must lead the process. Human resource and organizational development professionals are often called on to initiate and/or implement a cultural change process within the organization and help their colleagues within the organization, as well. The key to effective cultural change is building consensus and commitment. A skilled facilitator helps an organization gather group insights and create action plans to support agreed upon organizational goals and objectives. This workshop is designed to help facilitators prepare for their role as organizational change agents as part of their organization's strategic planning and implementation processes.

Key Topics:

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| 1. What Strategic Planning Facilitation IS and what it is NOT? | 5. The Language of Strategic Planning Facilitation |
| 2. The Role of the Facilitator in Organizational Change | 6. The Science of Cultural Change Facilitation |
| 3. Strategic Planning Sessions: Content vs. Process | 7. The Facilitator's Process Tools |
| 4. The Core Practices of a Facilitator as Change Agent | 8. The Art of Facilitation – It's All About YOU! |
| | 9. "Mini" Mock Facilitation |

About the Speaker

Angelina Corbet serves as facilitator, consultant, coach, and trainer in service to individuals, partners and groups who want to live intentional lives. Angelina has provided strategic planning facilitation services for public, private and not-for-profit organizations since 1997. In addition, Angelina has taught Strategic Planning and Facilitation for the Charlotte Chamber of Commerce, Executive Service Corps., firstround.org, and the University of North Carolina at Charlotte. Prior to founding The Mobius Company, Angelina was Senior Vice President, Director of Human Resources & Infrastructure for Broadway & Seymour. Angelina has an MS in Business Policy from Columbia University as well as an MS and BS in Education.