

Traditional Facilitation vs. Dynamic Facilitation

(www.DynamicFacilitation.com)

	Traditional Facilitation	Dynamic Facilitation
The thinking	<i>... is primarily decision-making.</i> There may be problem-solving, dialog, visioning, analyzing, brainstorming, etc., but the results usually arise from judging among options.	<i>... is primarily choice-creating.</i> People are creative and collaborative. Diverse comments are incorporated until there is a shift or breakthrough where all just know what to do.
The process	<i>... is static.</i> The group follows a linear agenda. ... e.g. analyze the situation, define the problem, brainstorm options, etc.	<i>... is dynamic.</i> The DF'er helps the group follow energy in a nonlinear way. It's OK to jump to solutions, express frustration, or shift feelings.
The issue	<i>... is solvable.</i> People choose the most important issue from among those that are solvable. Complex issues are broken into smaller, more manageable pieces.	<i>... is high-care.</i> The issue may be impossible-to-solve, emotional, complex, conflicted or personal. The process determines the "real" issue.
The facilitator	<i>... orients to the group purpose.</i> S/he helps people determine a purpose, agenda and guidelines of behavior. S/he is skilled at different techniques, interventions and exercises that help to build trust, analyze the problem, determine options, and make decisions.	<i>... supports self-organization,</i> S/he holds space for shifts and breakthroughs by helping people to face issues they care about and speak authentically. S/he keeps people safe and reflects what they are saying as individuals and as a group.
Participants	<i>... self-manage.</i> They are expected to restrain their passions and prejudice in favor of polite listening and thoughtful remarks. Diverse passionate views hinder agreement.	<i>... are authentic.</i> They speak what they really think, from the heart. The DF'er evokes the spirit of choice-creating. Diversity and passion make breakthroughs possible.
Results are	<i>... group decisions.</i> Consensus is often sought by addressing each person's concerns. Decisions are also made through voting or by the leader. Commitment and team spirit may be built separately.	<i>... unanimous choices.</i> Collective choices arise via shifts and breakthroughs. Also resulting are increased understanding, commitment to the result, personal growth, trust, and an empowered sense of "We."
The time required	<i>... is often more.</i> In this process there is often a greater sense of progress because the issues are smaller, someone is managing the process, and people can track each step.	<i>... is often less.</i> Progress may feel slower because the issue is larger and the process more chaotic. But looking back it's usually clear this process led to more progress faster.
A big benefit is	<i>... progress is managed.</i> People often feel more comfortable when they know the goals and interim steps and keep control.	<i>... can solve impossible issues.</i> This process generates breakthrough progress to difficult issues and the spirit of unity.
Relationship between the two:	<i>... DF should be primary.</i> DF should be used to bring to address the most difficult issue and bring clarity. Then if needed, traditional facilitation can be used to determine the plan of action.	