

## Facilitation Services

Meetings and teamwork are far more effective when the group leader is a skilled facilitator. The Institute for Human Services (IHS) can provide expert facilitation services for your most important meetings, and we can train and coach your agency's leaders and staff to develop their own expert facilitation skills.

### When Might You Want an External Facilitator?

It is almost impossible to be an active participant in an initiative and facilitate at the same time. Having an external facilitator frees participants to focus on the purpose and content of the meeting without the distractions of managing both the meeting and the group.



### What Is Facilitation?

Good facilitation enhances the group process to help achieve desired goals. Skilled facilitators will create a safe and collaborative meeting environment so that all participants feel comfortable contributing their thoughts and ideas. Facilitators help groups fully assess and understand all the issues, explore and resolve disagreements and conflicts, and reach consensus in decision making – all of which enable groups to meet their goals.

### How IHS Can Help

IHS staff members are highly skilled facilitators with years of experience working with all types of groups in the child welfare and other human services fields. We will work with you to ensure that your meetings can achieve their intended purpose.

We can also train your agency's leaders and staff to develop their facilitation skills, combining individualized or small group learning with one-on-one coaching and co-facilitation of meetings, to promote optimal skill development. IHS is uniquely equipped to help your organization achieve its mission.

### IHS can provide facilitation services in many environments, including the following:

- Organizational assessments
- Strategic and operational planning sessions
- Board or leadership team meetings
- Negotiating through tough disagreements and conflicts
- Coordinating interagency collaboration efforts
- Facilitating family meetings to achieve case objectives
- Navigating the normal but complex stages of group development so groups can become high-functioning teams

**Contact us at 614-251-6000 or [info@ihs-trainet.com](mailto:info@ihs-trainet.com) and we'll help you determine the best path forward to achieve your organization's goals.**