



The Essence

The desire to organise is as natural to human beings as sleeping and eating.

We seek out others to achieve that which we cannot manage alone. We want the thrill of creating the future together.

In spite of this, it seems all too often our organisations are places where the potential we sense is unable to be realised.

It's time to create something different because today's complex interconnected world demands it... Because it's the only way to ensure a sustainable future... because we want to.

"I didn't expect to learn so much and to grow so much as a facilitator this week." – Barbara Graves, experienced independent facilitator

Phoenix Facilitation – who we are

Hamish Brown: Auckland

The designer of the Phoenix approach to facilitation, Hamish has a special interest in leadership. He has spent many years training people in facilitation skills throughout New Zealand and internationally.



Marilyn Hunt: Wellington

Marilyn has worked as a Facilitator, and trainer of facilitators since 2000. Her extensive background in project planning and process improvement backs up her interpersonal work with individuals, teams and organisations.



Peter Lawless: Nelson

Peter has an enormous depth of experience as a facilitator, and in enabling organisations to develop strategies to deal with the future. He has over 20 years of experience in the environmental and conservation management sector.



Andy Shaw: Auckland

Andy's interest and passion is in supporting people to reach their true potential in all areas of life. Since 1998 he has worked as a consultant primarily in the areas of leadership, facilitating groups, values and personal development.



Tanya Mogg: Auckland

As a professional group facilitator, Tanya's work covers a broad range, from strategic planning to working solely with the interpersonal dynamics in teams to support them to develop a cohesive, high-performing team.



The Foundations of Facilitation

Create and lead effective Teams

Creating Something Different

Many of us who work in organisations have a sense that more is possible than is currently being achieved. We know our organisations can be more effective. We know that constant change and development are necessary to operate successfully in a changing market and we know that people in our, us included, are capable of so much more. Why then is it so hard to create something different – to create an environment where all that potential is released?

Phoenix facilitators see organisations as learning systems and have the skills and personal capacities to enable people to work together.

Phoenix Facilitation offers in-depth training that enables you and your colleagues to improve productivity in any group situation.

“The workshop was inspiring, challenging and progressive. In short, it met everything I was looking for in a facilitation programme and exceeded expectations. I'll definitely be recommending it to others.” - Carol Howard, change agent and director of Blackbirds Three

“I got far more than 3 days' worth of 'stuff' out of the course and I know I will be thinking about what the course has taught me from now on, and I will be recommending the course to others.” – Corinna Bennett, MPI Biosecurity

The Foundations of Facilitation

This three day programme provides an understanding of the theory and processes of facilitation. It gives you the facilitation skills to improve how groups work. This is a practical and experiential workshop that builds on the skills and understanding you already have. It is suitable for facilitators of all levels of experience who want to apply facilitation in their work and lives.

At the end of this three-day training programme you will understand how to:

- Develop working partnerships as a facilitator.
- Create and sustain a participatory environment.
- Assist a group to work purposefully and achieve useful outcomes.
- Facilitate the process of healthy group development.
- Understand and work with conflict creatively.
- Differentiate clearly between personal and social development and understand how these processes interact in groups.
- Develop the personal qualities required for effective facilitation.

“Of most value to me was learning about the “Model of Facilitation” – Purpose/Process/People, and the importance of each part. I've learnt so much and have been inspired to continue this training. It has been an appetiser and I have enjoyed the 3 days immensely.” – Margaret Te Hiko, Maori Strategy, TEC

The Participants:

This workshop is for leaders and managers who want to create more empowered, resilient and effective organisations by applying facilitation tools and methods. Those attending participate fully over the three days and must be open to opportunities for both personal and professional development.

Course Fees:

The investment required is \$2000 (GST inclusive).

Enrol now:

To register for the next course or for further information visit our web page www.phoenixfacilitation.co.nz

This programme is the entry requirement to our eight month programme in advanced group leadership. It includes.

People, Systems & Change (3 days)

Explores the relationship of the individual to the system and how to create collaborative and collegial relationships. It provides the tool kit and mental models to undertake systemic diagnosis, intervention design and change planning.

Group Dynamics & Leadership (4 days)

Examines role development and theory, and how it relates to facilitation. It develops participants' capacity and functioning with groups, and enables them to produce effective relationships and outcomes in a wide range of groups.