

Free!

# The Facilitator's Dilemma

A Process for Reflective Practice



**Free on-line session, only for those who have attended facilitation training with Rhonda  
Thursday 8 July 2021 7:00 – 8:30 pm Melbourne time  
Register now – this is small group work and limited places available**

## Has a facilitation situation ever kept you awake at night?

- Perhaps you didn't know how to handle it, Do you wonder if you "did the right thing".
- Perhaps you were between a "rock and a hard place", needing to make an in-the-moment decision with no external advice.
- Perhaps you had run out of options or all options seemed problematic.
- Perhaps there was another way to handle that tricky situation but you don't know what that could have been.
- Perhaps something didn't work and you're still wondering what went "wrong" and why.
- Perhaps it's a live dilemma for you right now.

What if you could gain a deeper understanding of the complexities and nuances involved through a proven, structured reflection process with trusted peers?

Rhonda has adapted The Facilitator's Dilemma process from the Harvard Leadership Dilemma. It uses the case study method to enhance reflective practice. We'll explore challenges faced when facilitating complex situations. It's a form of peer learning that taps into the diverse perspectives and wisdom of others. The structured approach and the atmosphere of thoughtful enquiry helps provoke thought and provides fresh insights.

The Facilitator's Dilemma promotes meaningful dialogue. It is designed to develop insight and discernment. It taps into the conscious and unconscious collective wisdom of the group as participants jointly reflect on complex situations and dilemmas we face as facilitators. As the group reflection develops, participants synthesise different elements of the dilemma as they make sense of the decision and critical choice points and build upon others' contributions. They pose questions that help the "dilemma holder" to weigh up pros and cons of different actions. In the process all group members take a deep dive into the complexities we face as facilitators.

## APPROACH

After a brief and relevant warm-up activity, you'll be introduced to The Facilitators' Dilemma method which involves one member of the group presenting their dilemma. It needs to be something that still concerns that individual and for which they are seeking peer insights into the situation. Rhonda will undertake the role of a "facilitator" ensuring the process is adhered to and keeping strict time. Other group members provide the peer reflection. Afterwards we will debrief in relation to the method, Illuma's Holistic Framework of Facilitation and IAF Competencies and Code of Ethics.

The nature of the activity encourages trust as the "dilemma holder" is prepared to be vulnerable as when they open up about their problematic situation. The others need to listen intently. Agreement to Chatham House Rule is essential for all participants in this workshop.

## REGISTER NOW – Limited places available

Email [rhonda@illumiconsulting.com.au](mailto:rhonda@illumiconsulting.com.au)

The session will be repeated. Please make contact me to register future interest.

### Rhonda Sparks-Tranks

B.A. Certified Professional Master Facilitator.

Rhonda is the Director of Illuma Consulting in Australia. She has decades of experience as a trainer, facilitator and coach with major corporations and organisations around the world.

Her 2-day "The Essential Facilitator" workshop is aligned with the IAF's Core Competencies. This program has developed from its first inception in the mid 1990's. Since then, hundreds of facilitators have attended this program in its different iterations.

Rhonda also trains and mentors facilitators at a more advanced level. Her *Holistic Framework of Facilitation*© forms the basis of her facilitation training and practice.

"The Essential Facilitator On-Line" was designed in 2020 to as a response to the Covid19 Pandemic and is 5 sessions over 4 weeks with individual and small group work between sessions. It's ideal for anyone needing to facilitate collaborative meetings with positive outcomes – whether face-to-face, virtual, or hybrid. Leaders, consultants, SME's, project managers, and trainers wanting to learn process facilitation will all benefit from this program.

Next program is September 2021. Flyer available on website The 4-day Holistic Facilitation workshop is "resting" until after the Pandemic is over



**RHONDA SPARKS**  
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illuminating pathways for change

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