

**Facilitative Leadership**  
 August 28th–29th, 2008 | Sunshine Coast, QLD, Australia

This event is open to the first 30 bookings.  
 Don't miss out.

## Register Today

Reserve your position NOW! Feedback and referrals from last year's successful program ensure that this event will SELL OUT.

### ENROLLMENT INFORMATION

- ▶ **Category:** Training & Facilitation Development
- ▶ **Date:** 28–29 August 2008
- ▶ **Time:** 8:30 a.m.–4:30 p.m. each day
- ▶ **Location:** Sunshine Coast, QLD, Australia
- ▶ **Cost:** \$995 per person \$845 for AIPF members (15% discount) for the two day program. BUY 3 GET 1 FREE: Enroll three delegates and the fourth attends FREE.
- ▶ **Register:** By phone at (61) 07 5439 7999 or online at [TheFacilitationAcademy.com](http://TheFacilitationAcademy.com)

### AUSTRALIAN INSTITUTE OF PROFESSIONAL FACILITATORS (AIPF)

AIPF membership available for program participants. Subject to meeting eligibility criteria.

### WHAT OTHERS HAVE TO SAY

“What a fantastic program, I learnt so much! The other participants that I met were very open-minded and friendly, which enabled me to also learn a lot from the whole group. It was very refreshing to know that other people do go through the same issues with the facilitation and implementation of their organisational development initiatives.”

— **Desley Rosas,**  
SUSTAINABLE SOLUTIONS CONSULTING PTY LTD

### About LearningChange's Facilitation Academy

The Facilitation Academy is an academy of LearningChange Intl. Pty Ltd, which is made up of TRAC Consulting and LearningChange, LLC.

### ENDORSEMENTS

The Australian Institute of Professional Facilitators endorses this program.



### About LearningChange International

LearningChange Intl. Pty Ltd. exists to help governments, corporations and non-profit organisations meet their strategic goals through consultation, facilitation, and e-learning services. Customised programs allow our customers to improve leadership skills as well as individual, group and team performance. We can help your most valuable resources—the human ones—to function at their peak.

Working in close partnership, we address training and leadership challenges, team building and trust, to improve management and organisational planning. Utilising innovative learning models and expert facilitators, we are able to improve knowledge application, deepen commitment, enhance communication and enable motivational leadership. The result is increased trust and alignment throughout your organisation and performance that truly reflects your employees' skills and knowledge.

“If I practice what I am,  
 I will remain what I am.  
 If I practice what I would like to be,  
 That is what I will become.”



**Facilitative Leadership**  
 August 28th–29th, 2008 | Sunshine Coast, QLD, Australia

**Facilitative Leadership**  
 August 28th–29th, 2008 | Sunshine Coast, QLD, Australia

How do you influence your organisation?  
 Your department? Your team?

**Purpose of this Program**

The purpose of LearningChange's Facilitative Leadership program is to provide managers and supervisors with the characteristics and skills to effectively lead their departments and organisations into the future.

**Why is this Program Needed?**

As change becomes more continuous, organisations need more entrepreneurial cultures and visionary leadership. Facilitating authentic workplaces means letting go of an organisations traditional authority base. Facilitative leaders help their departments and organisations develop the following characteristics necessary in today's ever-changing business environment.

- ▶ Ability to adapt to change
- ▶ Ability to balance new and old social structures and understanding
- ▶ Ability to create networks of knowledge that support the organisations mission, vision and values
- ▶ Ability to align organisational mission, vision and values with corporate culture and employee performance
- ▶ Ability to develop a strategic and entrepreneurial mindset throughout the organisation that is knowledgeable of the past, aware of the present and unafraid of the future
- ▶ Ability to create buy-in at all levels of the organisation

**Outcomes of this Training**

Participants will learn Facilitative Leadership techniques that will help their teams achieve higher levels of effectiveness by:

- ▶ Establishing a clear purpose through vision and goals
- ▶ Establishing a results oriented mindset among all team members
- ▶ Setting a comfortable climate in which people can relax and share openly with one another
- ▶ Encouraging wide participation that leverage complementary talents within the team
- ▶ Fostering civilised disagreements in which members confront disagreements instead of making stuff up about others or trying to squelch another's opinions and values
- ▶ Expressing what they feel, as well as what they believe, so that members also are comfortable sharing their feelings about the team's progress
- ▶ Clarifying roles and responsibilities so that members know what outcomes are expected and how they contribute to shared success
- ▶ Sharing the leadership role with others on the team, allowing the role to remain fluid and flexible, not owned by merit of organisational position

**What Are the Results?**

Managers and supervisors who become Facilitative Leaders can expect the following to emerge from their teams:

- ▶ Higher retention rates and better recruitment of talented people
- ▶ Improved motivation due to alignment between personal and organisational goals
- ▶ Improved change readiness and faster adaptability
- ▶ Higher morale and team spirit
- ▶ Increased personal and team accountability

You too can create an inclusionary workforce by sharing the leadership role with others on the team.

See What Others Have to Say About this Program

“ This is the best training I've ever received. There are so many things I have learned and been able to apply to both my professional career and personal life. I communicate much more clearly with teammates and my family. I have been given the tools and knowledge to better myself and those around me.

Before this training program I was just another person with a job, now I am a confident up and coming leader with a bright future. ”

— Sarah Lynch, Duty Manager  
 CHATSWOOD SYDNEY

“ A brilliant workshop and productive experience! Scott presents from a wealth of knowledge and experience, and with contagious enthusiasm. Throughout the workshop I could observe and reflect on real examples and practical demonstrations that create an effective base for self and teams development. ”

— Scott Estrich, BUSHLAB

“ The facilitative leadership-training program has applied a completely new spin on my understanding of facilitation and its application to leadership. The art, skills and methodology learnt in this course can be directly applied to any workplace desirable of sustainable change and better team performance. ”

— Andrew Hamilton  
 SUNSHINE COAST SAILING ACADEMY

“ Excellent! I enjoyed it so much and learned an enormous amount of new and usable information. All lasting and meaningful change begins first on the inside then works its way out. Thank you. ”

— Lindsay Ward, UNET

**Your Lead Instructors**



JEANETTE JONES

Jeanette Jones is an industry experienced marketing expert who has held key positions in television, radio and print media. Jeanette's major strengths are her vibrant personality, outstanding people skills, communication, leadership, facilitation, and business coaching ability.

Jeanette is an experienced Facilitator, accredited Workplace Trainer and Assessor, and has Diploma of Business and Frontline Management qualifications. Jeanette is in high demand as a group facilitator for Women in Business Programs throughout regional Queensland.



MARK JONES

Mark Jones is a Peak Performance Strategist. He has a reputation for innovation, using experiential learning as the catalyst for driving organisational transformation, change readiness, performance improvement, leadership and managerial development.

Mark has broad executive development and facilitation experience in both the private and public sectors and on many cultural climate and change management programs. Mark is well known for his abilities as a peak performance coach and for his executive mentoring and facilitation skills.



SCOTT WINTER

Scott Winter has over 20 years of experience facilitating team, organisational and community based initiatives. His wealth of knowledge and insight is sought after throughout the world. He has applied his craft to many Fortune 500 Companies, the United Nations, and several large international development projects.