

Traditional Facilitation vs. Dynamic Facilitation

(www.DynamicFacilitation.com)

	Traditional Facilitation	Dynamic Facilitation
The issue	... <i>Is solvable</i> . Impossible issues are avoided. Or it's assumed that they can be broken into smaller pieces and solved. Define the problem first.	... <i>Is high-care</i> . The presenting issue may be impossible, emotional or conflicted. The "real problem" emerges as energy shifts.
The thinking	... <i>is primarily decision-making</i> , along with problem-solving, creative problem-solving, visioning, deliberation, dialogue, negotiation, etc. Some measure of psychological distance is maintained.	... <i>Is primarily choice-creating</i> . People face a difficult issue authentically, creatively and collaboratively evolving what's best for all. The process transforms feelings, perspectives and attitudes.
Facilitator	... <i>is a guide to achieving the purpose</i> . S/he helps people keep to the agenda and agreed-to 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>evokes self-organizing change</i> . S/he holds space for shifts and breakthroughs by helping people to face problems and speak authentically. S/he uses charts to keep people safe from judgment and to see what they are saying as individuals and as a group.
Participants	... <i>self-manage</i> . They are expected to restrain their passions and prejudices in favor of being polite and thoughtful. Diverse passionate views hinder agreement and decision-making.	... <i>are authentic</i> . They are encouraged to speak from the heart what they really think. The DF'er evokes the spirit of choice-creating. Diversity and passion make breakthroughs possible.
The process	... <i>is static</i> . The group follows an agenda ... e.g. analyze the situation, define the problem, brainstorm options, select the best, etc.	... <i>is dynamic</i> . The DF'er helps the group follow energy in a nonlinear way. It's OK to jump to solutions, speak frustrations, or yell "aha!"
Results are	... <i>group decisions</i> . Consensus may be sought by addressing each person's concerns. Failing consensus, decisions are made through a vote. Commitment may need to be built separately.	... <i>Unanimous choices</i> . These choices are often win/win breakthroughs. The process yields commitment, understanding, personal growth, trust, and an empowered "We."
Time required	... <i>Is usually more</i> . The focus on smaller issues means more concrete issues whose progress can be tracked. So this approach can feel like it's going faster.	... <i>Is usually less</i> . Progress may feel slower because the issues are bigger and less well defined and the process is more chaotic. But a breakthrough can be all-encompassing & instantaneous.
A big benefit is	... <i>this process fits within the existing paradigm</i> . People keep the same identity. Progress can be managed.	... <i>this process can be transformational</i> . Using it we can solve all the problems at once.
Relationship	... <i>These are complementary</i> . e.g. DF should be used in an ongoing way to bring clarity on the most important issues and shift the culture. Within this new context traditional facilitation can be used to solve problem and plan actions.	