

Trainer

Tuesday @ 9:32am

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consultant



Writing the book...



Team closed the book....They take charge of success!

What Is a Facilitator?

Trainer

Tell
Teach
 Guided by material
 Sponsored by HR dept
 Share information
 Controls agenda
 Chaos is a problem
 Hugs the shore
 Event driven
 Book open
 Outcomes are predictable
 Uses instruments to measure
 Leader of group
 Limits input to material
 Trust=material
 Directs a teaching process
 Content specific
 Time and content are concerns
 Measured by ability to present



Facilitator

Ask
Listen
 Guided by process
 Sponsored by line management
 Provokes thinking
 Creates adult learning environment
 Understands chaos
 Blue water sailor
 Relationship driven
 Closes book
 Outcomes unknown
 Outcomes measured
 Member of the group
 Limits input to needs of group
 Trust=process
 Manages a learning process
 Process specific
 Processes and systems are concerns
 Measured by success of others



Consultant

Question
Assesses
 Guided by assessment
 Sponsored by executives
 Participates in thinking
 Uses own agenda
 Thrives on chaos
 Navigator
 Strategy driven
 Writing book
 Outcome=strategy
 Identifies things to be measured
 Expert to the group
 Limits input to area of expertise
 Trust=experience
 An information resource
 Application specific
 Outcomes are concerns
 Measured by what he knows

