

## FACILITATION

# Facilitation for Whole Departments

Does your department or unit periodically go off-site together for a day or so to build group cohesion, address specific challenges or opportunities, learn some new skills and perhaps in the process have some fun?

Fulcrum will customize and facilitate a team meeting for your group to make your day away both productive and memorable. Depending upon your goals for the event, we have the resources to help your group...

- Have a high energy, engaging group experience with some fundamental learning embedded in
- Learn specific skills (e.g. communications, teamwork, responding to change, dealing with conflict)
- Learn one another's personality style and how to work productively with the differences
- Reduce "silo" mentality
- Improve the way sub-units interact, collaborate and hand off work product
- Craft a shared mission, vision, and values
- Identify concrete ways to enhance relationships with other departments, customers, stakeholders, etc.
- Build group cohesion and team spirit
- Celebrate a successful and/or challenging year

We meet with you in advance to identify what you want your participants to know and be able to do, as well as how you want them to feel at the end of the session.

Regardless of what outcomes you decide on, our twin goals will be to:

1. Enhance the capacity of your unit to deliver the results you expect from it
2. Provide you with a solid return on your investment in the event



*"Your practical insight and expertise regarding management and leadership issues, theories, practices and application were evident throughout your time with us."*

Garry H. Cubitt, M.S.W., Chief Administrative Officer The Regional Municipality of Durham

**SAMPLE OF OVER 250 CLIENTS SERVED:**

American Institute of Certified Public Accounts  
Art Gallery of Ontario  
Bell Canada)  
Burger King  
California Institute of Mental Health  
Carfax  
Caribbean Tourism Organization  
City of Toronto  
Continental Airlines  
The Federal Judicial Center  
Hewlett-Packard  
Honeywell  
Hunton & Williams (law firm)  
Lockheed-Martin  
National Association of Convenience Stores  
North York Branson Hospital  
Royal Bank of Canada  
Sunkist Growers  
Zurich Insurance

Fulcrum Associates is a leadership development firm dedicated to helping our clients leverage the talents of their managers and teams for significantly superior results.

Fulcrum offers facilitation services and executive coaching that help managers—mid-level to executive—generate consistently high performance by (1) fostering commitment and accountability in their employees and (2) building productive teams.

Fulcrum Associates was founded in 1988. We are headquartered in Northern Virginia, with a presence in Toronto. Over three decades we have worked extensively with clients on both sides of the border. These include organizations from the corporate, public, and not-for-profit sectors, as well as associations.



IAN COOK, MILR, CSP IS A SEASONED PRESENTER, GROUP FACILITATOR, AND LEADERSHIP COACH.

His leadership coaching addresses the so-called *outer game* of leaders' behaviors, decisions, and competencies as well as their *inner game* of assumptions, beliefs, and ingrained thought patterns that ultimately determine their success.

Ian facilitates team building for leadership teams, limited life teams, and whole department events.

He is the author of: *Would They Call You Their Best Boss Ever? Practical Tips and Insights for the Successful Manager*

Ian began his independent practice in 1988, following seventeen years of corporate experience in both the high tech manufacturing and transportation industries.

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