

FACILITATION

Open Space Facilitation

This cutting edge methodology brings together the wisdom and experience of your people and releases their energy and creativity to solve a problem or uncover an opportunity. The Open Space approach works wonders when your organization...

- has a major, complex issue to tackle (e.g. Becoming more customer-focused, Getting to market faster, Implementing a major change)
- must move forward quickly to take practical action on it
- needs to draw from the perspectives of, and get buy-in from, a diverse group of people
- has, or anticipates having, conflict on its hands around the issue
- is genuinely open to empowering its people, utilizing their input and trusting that they will deliver solid, practical ideas and courses of action
- will commit to act upon the ideas generated and utilize the enthusiasm and commitment generated amongst the participants to make results happen

The process begins with your organization defining the issue, creating the theme, setting any budget limitations or other boundaries and inviting the participants. Then at the event, once our facilitator has set the scene and explained the essentially self-regulating process, your group is unleashed to discuss and tackle aspects of the issue that they feel strongly about. Open Space runs on two fundamentals: passion and responsibility. Passion engages the participants and responsibility ensures that the deliverables occur.

Typical outputs from an Open Space meeting, in the form of a written report generated by the end of the session, can include ideas, insights, related issues consolidated, priorities identified, proposals, initial action plans laid out, and enthusiastic task groups created from amongst the participants.

The event can last anywhere from 1 day (raise and discuss key issues only) to 2 1/2 days (generate a set of proceedings that includes prioritized issues, recommended initiatives and names of participants committed to implementing the various action plans back at work.) The Open Space methodology works well with groups of from 10 to 1000 participants. There simply is no more efficient way to bring a wide group of people together to address a complex issue and converge on focused action.



"Your method of facilitation and free reign gave a very real world meaning to a lot of common sense issues. The environment which you created provided a very positive learning experience, and I enjoyed how you shared your knowledge with the group."

Douglas Barrett, Transportation Manager, Irving Oil Refinery

SAMPLE OF OVER 250 CLIENTS SERVED:

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WE ARE A LEADERSHIP DEVELOPMENT FIRM DEDICATED TO HELPING OUR CLIENTS GET GREATER RESULTS BY LEVERAGING THE TALENTS OF THEIR SENIOR LEADERS, MANAGERS, AND TEAMS.

We offer training workshops, facilitation services, keynote presentations, and executive coaching that help managers generate consistently high performance by (1) fostering commitment and accountability in their employees and (2) building productive teams.

Our clients include organizations from the corporate, public, and not-for-profit sectors, as well as associations. They know Fulcrum for programs that:

- Present cutting edge concepts and practical techniques,
- Apply interactive adult learning approaches and
- Energize people to deliver superior results

Fulcrum Associates Inc. was founded in 1988. We are a continental firm, headquartered in Northern Virginia, with an operation in Toronto. For projects large or small we are able to draw on the talents of a select number of highly professional associates, each heading a successful independent practice, who deliver programs tailored for today's organizations.



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

His leadership training and 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.

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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