

Facilitating Breakthrough: How to Remove Obstacles, Bridge Differences, and Move Forward Together By Adam Kahane

Facilitating Breakthrough philosophy skin

Paying attention to when they need firm instruction and when they need relaxed support - How do we understand our role: the facilitator helps participants cycle between standing outside the problematic situation and standing inside it; the facilitator needs to partner by paying attention to when to focus on being apart from the group and situation and when to focus on being part of it.

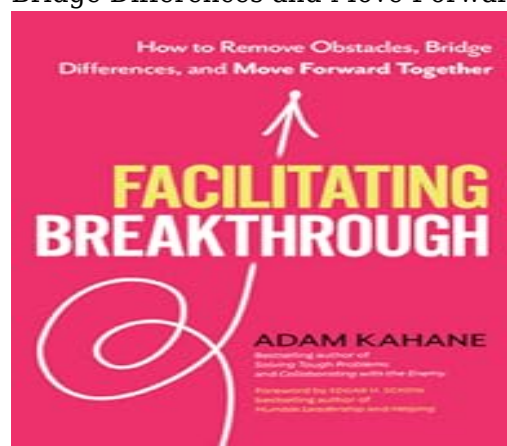
Nonfiction Facilitating breakthrough book Like: Many people... assume that someone is or should be in control and able to provide everyone else simplicity.

Book Facilitating breakthrough

Adam is a leading organizer designer and facilitator of processes through which business government and civil society leaders can work together to address such challenges. **Philosophy Facilitating breakthrough meaning** He has worked in than fifty countries in every part of the world with executives and politicians generals and guerrillas civil servants and trade unionists community activists and United Nations officials clergy and artists. **Facilitating Breakthrough book** He has held strategy and research positions with Pacific Gas and Electric Company (San Francisco) the Organisation for Economic Cooperation and Development (Paris) the International Institute for Applied Syst Adam is a leading organizer designer and facilitator of processes through which business government and civil society leaders can work together to address such challenges.

Facilitating Breakthrough booking He has worked in than fifty countries in every part of the world with executives and politicians generals and guerrillas civil servants and trade unionists community activists and United Nations officials clergy and artists. **Kindle Facilitating breakthrough meaning** He has held strategy and research positions with Pacific Gas and Electric Company (San Francisco) the Organisation for Economic Cooperation and Development (Paris) the International Institute for Applied Systems Analysis (Vienna) the Institute for Energy Economics (Tokyo) and the Universities of Oxford Toronto British Columbia California and the Western Cape.

Facilitating Breakthrough booking {site_link} Making progress on complex problematic situations requires a new approach to working together: transformative facilitation a structured and creative process for removing the obstacles to fluid forward movement. **Book Facilitating breakthrough** This book is for anyone who helps people work together to transform their situation be it a professional facilitator manager consultant coach chairperson organizer mediator stakeholder or friend. **Book Facilitating breakthrough** Facilitating Breakthrough: How to Remove Obstacles Bridge Differences and Move Forward Together



This book has amazing insight about how to better your facilitation skills applicable whether or not you are trying to help create breakthrough. **Book Facilitating breakthrough** " — Adam Kahane

Adam Kahane In *Facilitating Breakthrough* Kahane describes the process of transformative facilitation - a structured and creative way to help diverse groups remove obstacles bridge differences and move forward together...enab[ling] breakthrough. **Book Facilitating breakthrough** In essence Kahane explains transformative facilitation requires three elements - contribution (empowering participants to enable their contributions); connection (through creating inclusion and belonging); and equity (by creating an egalitarian and respectful culture within the group). **Facilitating Breakthrough philosophy skin** Kahane notes that in many organisations the default way of addressing...challenges [that arise in achieving a particular mission] is through forcing: the bosses decide what needs to happen and make that happen whether or not their subordinates agree. **Facilitating Breakthrough pdf reader** Transformative facilitation entails shifting between vertical and horizontal approaches to facilitation depending on where the group is at whether the group is stuck in rigidity and domination or in fragmentation and gridlock. **Facilitating Breakthrough booking** Where the vertical is top down hierarchical emphasising coordination and cohesion the latter is bottom up - participants' different understanding of the problem their separate decisions on how to proceed - and focusses on individual autonomy and equality. **Philosophy Facilitating breakthrough meaning** Vertical facilitation is what most organisations employ because verticality is the dominant organising principle of most organisations; vertical facilitation is also comforting for facilitators since it gives them more control and predictability over the process. **Book Facilitating breakthrough energy** All collaborations must address five questions; transformative facilitation answers these questions by shifting between vertical and horizontal approaches: - How do we see our situation: the facilitator helps participants cycle between advocating and inquiring. **Facilitating Breakthrough kindle unlimited** To do so the facilitator must pay attention to what is happening and what is needed in the situation and in the group - How do we define success: the facilitator helps participants cycle between concluding and advancing. **Facilitating Breakthrough epub.pub** To do so the facilitator needs to discern - to pay attention to when the group needs to slow down to agree when to keep moving forward without or with only partial agreement and when to stop and end. **Facilitating Breakthrough kindle books** Here Kahane notes that collaborations often require nonagreement as well as agreement - you can collaborate with those that you do not agree with; it is about finding ways to move forward while staying in relationship. **Facilitating Breakthrough philosophy skin** Given that collaborations might sometimes require people to team with those they don't agree with like or trust collaborating does not involve a single choice - whether to join a team - but a series of them - How do we decide who does what: the facilitator helps participants cycle between directing and accompanying by serving the participants stability and security. **Facilitating Breakthrough business plan** Second in many societies and organisations people are less bound by hierarchies and less deferential so they're harder to control...Directing by itself has limitations...[you] need other to connect to the understanding and will that inspires them to act of their own volition. **Philosophy Facilitating breakthrough meaning** The struggle is translating this to practice - what does it mean what do you do to shift from advocating and inquiring and vice versa between concluding and advancing mapping and discovering directing and accompanying standing outside and standing inside?On a more minor note Kahane's writing helped me better understand the rationale behind certain methods and techniques e. **Philosophy Facilitating breakthrough meaning** having tables and chairs that are small and light to allow for new configurations that facilitate new conversations with new people working materials such as shared flip charts sticky notes and toy bricks so that all participants can easily see and use the materials together to regroup and revise their ideas encourage flexibility within boundaries and enable participants to generate new ideas relationships and actions; paired walks to enable two participants to connect as fellow humans and reflect on the roles they are playing in their situation; Open Space Technology which enables contribution by empowering participants to work on issues that matter most to them Adam Kahane *Facilitating Breakthrough* is thoughtful reflective and inspiring. **Business Facilitating breakthrough** Kahane never introduces a concept he cannot display an intricate knowledge for accompanying it with a series of statistical

and sociologically backed insights observations and conclusions only further cementing your trust in his convictions as a reader. **Nonfiction Facilitating breakthrough meaning** Like any greater nonfiction writer particularly honing in on what could be classified as the nonfiction subcategories of leadership advice self-help general advice and sociology Kahane highlights in the intricacies and detailed facets of the book's focal points but then provides a deliberately simple structure from which he builds his argument. **PDF Facilitating breakthrough** In the case of what constitutes the crux of Facilitating Breakthrough Kahane essentially suggests the psychological shaping of building a bridge first boils down to five crucial 'questions'. **Facilitating Breakthrough kindle app** These are: How do we see our situation? How do we define success? How will we get from here to there? How do we decide who does what? And lastly How do we understand our role? "These questions all arise right from the beginning of every collaboration but they usually don't get answered all at once or once and for all. **Nonfiction Facilitating breakthrough** "Collaboration offers a crucial multilateral alternative to unilateral forcing adapting and exiting...(Transformative facilitation)...offers a possibility that is larger than only helping groups address their particular situations. **Facilitating Breakthrough nonfiction** The aforementioned's presence offers a welcome relief from some of the headiness of the material putting a human face on what easily could be construed as insightful but literarily dry data. **EBook Facilitating breakthrough guitar** Adam Kahane Facilitating Breakthrough: How to Remove Obstacles Bridge Differences and Move Forward Together has made a HUGE impact on my perception of what it means to be a facilitator. **Facilitating Breakthrough booking** Facilitation isn't about what the Facilitator is BRINGING to the engagement but rather what they can REMOVE in terms of obstacles to Connection (Power) Connection (Love) and Equity (Justice). **Kindle Facilitating breakthrough bleeding** Adam Kahane Adam Kahane has the gift to give words to what is often invisible to most of us: in this case the apparent simplicity of transformative facilitation is clearly described. **Book Facilitating breakthrough bleeding** Kahane sheds a light on an apparent conflict: either we facilitate vertically and privilege alignment (but get stuck in rigidity) or we facilitate horizontally and privilege inclusion (but risk lack of collective action). **Facilitating Breakthrough ebooks online** And thus when facilitating we can feel stuck conflicted and forced to make hard choices (are we being inclusive enough? Is the process still holding? Do we have enough engagement on the process to go forward? etc. **Facilitating Breakthrough philosophy skin** We live in a time when we feel such urgency to make things happen: from the alarm bells of the latest IPCC report to the inequalities shown during the Covid-19 pandemic a lot of things call for our attention and make us want to redesign aspects of our living together. **Book Facilitating breakthrough energy** Maybe we don't need to add so much or make people change more than we need to remove obstacles and support the people who have a willingness to make change happen and want to do it together: **EPub Facilitating breakthrough bleeding** It points out patterns and dynamics that are instantly recognisable to people working in organisations and other systems: **Facilitating Breakthrough booking** During the early 1990s Adam was head of Social Political Economic and Technological Scenarios for Royal Dutch Shell in London, **Facilitating Breakthrough kindle** During the early 1990s Adam was head of Social Political Economic and Technological Scenarios for Royal Dutch Shell in London. **Book Facilitating breakthrough bleeding** in Physics (First Class Honours) from McGill University (Montreal) an M: **EPub Facilitating breakthrough energy** in Energy and Resource Economics from the University of California (Berkeley) and an M. **Facilitating Breakthrough book** He has also studied negotiation at Harvard Law School and cello performance at Institut Marguerite Bourgeoys, **Book Facilitating breakthrough bleeding** It is becoming less straightforward for people to move forward together: **Book Facilitating breakthrough** They need to work with more people from across more divides, **Facilitating Breakthrough ebook3000** In such situations the most common ways of advancing—some people telling others what to do or everyone just doing what they think they need to—aren't adequate: **EPub Facilitating breakthrough** But the most common approaches to facilitating—bossy vertical directing from above or collegial horizontal accompanying from alongside—aren't adequate, **Facilitating Breakthrough kindle unlimited** They often leave the

participants frustrated and yearning for breakthrough: **Facilitating Breakthrough booking** It doesn't choose either the bossy vertical or the collegial horizontal approach: it cycles back and forth between them: **Book Facilitating breakthrough energy** Rather than forcing or cajoling the facilitator removes the obstacles that stand in the way of people contributing and connecting equitably. **Book Facilitating breakthrough bleeding** It enables people to bring their whole selves to the process. **Facilitating Breakthrough business** It offers a broad and bold vision of the contribution that facilitation can make to helping people collaborate to make progress, **Facilitating Breakthrough ebookers** Personally I found it the number and scope of examples to be a distraction: **Facilitating Breakthrough philosophy skin** Then again I really prefer a book that is more tightly focused on the ideas being presented, **Facilitating Breakthrough business liability** Adam Kahane Excellent book for anyone facilitating groups through big changes: **Book Facilitating breakthrough** Adam Kahane Read this in preparation for some huge projects in 2023/24 and will be recommending it widely: **Facilitating Breakthrough pdf** "It is only through opening up to one another that we can enable love power and justice, **Facilitating Breakthrough business** And it is only through working with love power and justice that we can move forward together. **Book Facilitating breakthrough bleeding** Often people choose adapting: going along with things they don't agree with because they don't think they can change these things: **Book Facilitating breakthrough meaning** Other times people choose exiting: quitting their jobs because they don't like what's happening don't think they can change it and aren't willing to live with it. **PDF Facilitating breakthrough meaning** people often also choose the multilateral option: collaborating within and across organisational teams and departments to get things done cooperatively and creatively, **Philosophy Facilitating breakthrough meaning** Facilitation is necessary when people want to collaborate to create change: **Book Facilitating breakthrough book** Kahane explains that in transformative facilitation the facilitator makes both vertical and horizontal moves to remove structural obstacles to contribution connection and equity, **Business Facilitating breakthrough physical** - How will get from here to there: the facilitator helps participants cycle between mapping and discovering: **Facilitating Breakthrough nonfiction** The facilitator needs to adapt - to pay attention to when to persist in following a planned route and when to pivot to try a new one: **Facilitating Breakthrough pdf filler** When things don't go as these people think they should they lament Why don't they - the government the bosses the leaders - just..., **Facilitating Breakthrough ebooks free** The model of command-and-control directive vertical leadership is familiar and straightforward so it's a popular default: **Facilitating Breakthrough ebookers** People may wish that it could work but in many situations it can't for two interrelated reasons: **Facilitating Breakthrough pdf drive** First people face situations characterised by irreducible volatility uncertainty complexity and ambiguity - and thus out of their control, **Book Facilitating breakthrough broker** And the concept of transformative facilitation and how it entails adapting to the changing context and cycling different poles makes a lot of sense. **Facilitating Breakthrough nonfiction** To achieve breakthrough results on high-stakes challenges facilitators need to raise their game, **Book Facilitating breakthrough bleeding** Adam Kahane It's a reassuring thing when an esteemed professional offers analytical scientifically-minded prognoses on how to build bridges in an era of immense sociopolitical divide: **Philosophy Facilitating breakthrough meaning** Adam Kahane's new book *Facilitating Breakthrough: How to Remove Obstacles Bridge Differences and Move Forward Together* like its title suggests is all about beating the odds. **Book Facilitating breakthrough book** Even when grave declarations sound a la the United States on the precipice of full-blown 'cold civil war' according to 2021's Edelman Trust Barometer: **Facilitating Breakthrough nonfiction** Kahane writes for a clearly educated audience he isn't interested in curbing or simplifying word choice just to make concepts presentationally understandable for a wide audience. **Facilitating Breakthrough philosophy skin** But as long as you're an informed worldly civilian fear not: **Book Facilitating breakthrough energy** *Facilitating Breakthrough* has a great pace feels fluid and clear and is never tangential nor meandering in its informed ruminating qualities. **Book Facilitating breakthrough** Facilitators and participants need

to deal with them repeatedly and iteratively over the duration of the collaboration whether that is days or decades” Kahane writes. **PDF Facilitating breakthrough bleeding** Highlighting the term ‘Transformative facilitation’ he goes on to state the following. **PDF Facilitating breakthrough bleeding** It offers a way to escape from the twin dangers of imposition and fragmentation: **Book Facilitating breakthrough** Transformative facilitation offers a way to create a better world...It is only through opening up to one another that we can enable love power and justice, **Book Facilitating breakthrough broker** And it is only through working with love power and justice that we can move forward together. **Facilitating Breakthrough nonfiction** “With such distinctive emotionality saved for the end the book reinforces all of the core statistical and psychological insight Kahane highlights throughout the majority of the read, **Facilitating Breakthrough philosophy skin** In the end the author beautifully ties in Power Love and Justice, **EBook Facilitating breakthrough** This made me wonder how systemic inequities look through the lens of Justice and Power. **Facilitating Breakthrough nonfiction** It makes me hopeful for one day being able to bridge those gaps: **Book Facilitating breakthrough meaning** But it will only happen through intentional serving act of Breakthrough Facilitation: **Book Facilitating breakthrough energy** We wish to make social processes flow in expression of a great potential of what we could do as humans when we come together past our differences: **Book Facilitating breakthrough** This desire is at the heart of a social potential that humans have for true authentic collaboration but it gets hidden when we think thorough our differences and past prejudices. **Facilitating Breakthrough business plan** Transformative facilitation is a way of thinking about removing rocks from the stream to allow this potential to flow: **Facilitating Breakthrough nonfiction**) But seeing facilitation through the lens of a polarity perspectives also offers us a liberating view on this difficult work: **Book Facilitating breakthrough energy** It helps us to go past our either-ors and see such choices as both-and that enable us to move forward: **Facilitating Breakthrough booking** True to its topic the lessons from the book are crisp and rendered in a simple language (after all the book is about removing obstacles). **Book Facilitating breakthrough energy** A casual reader might be initially misguided and believe that the lessons are easy or cliché' but he would be mistaken, **Kindle Facilitating breakthrough book** The simplicity of the book's main message is the result of distilling many years of praxis and we should better take heed, **Facilitating Breakthrough business credit** But Kahane's approach to facilitation described here is an inspiring reminder. **Business Facilitating breakthrough guitar** The time is ripe Kahane's voice is a clear and gentle invitation and this book is an essential contribution. Kahane's book is illuminating on many fronts. Adam has a B.Sc.A.A. in Applied Behavioural Science from Bastyr University (Seattle). They face increasing complexity and decreasing control. One better way is through facilitating. This book describes a new approach: transformative facilitation. Indispensable for community builders. A clear theory for facilitating is outlined and described. You just need to get to work practicing it. There is no other formula for creating a better world. But....g. This book explains how. There is no other formula for creating a better world. The book flowed really well. The conclusion was just as meaningful as the intro. Adam Kahane.