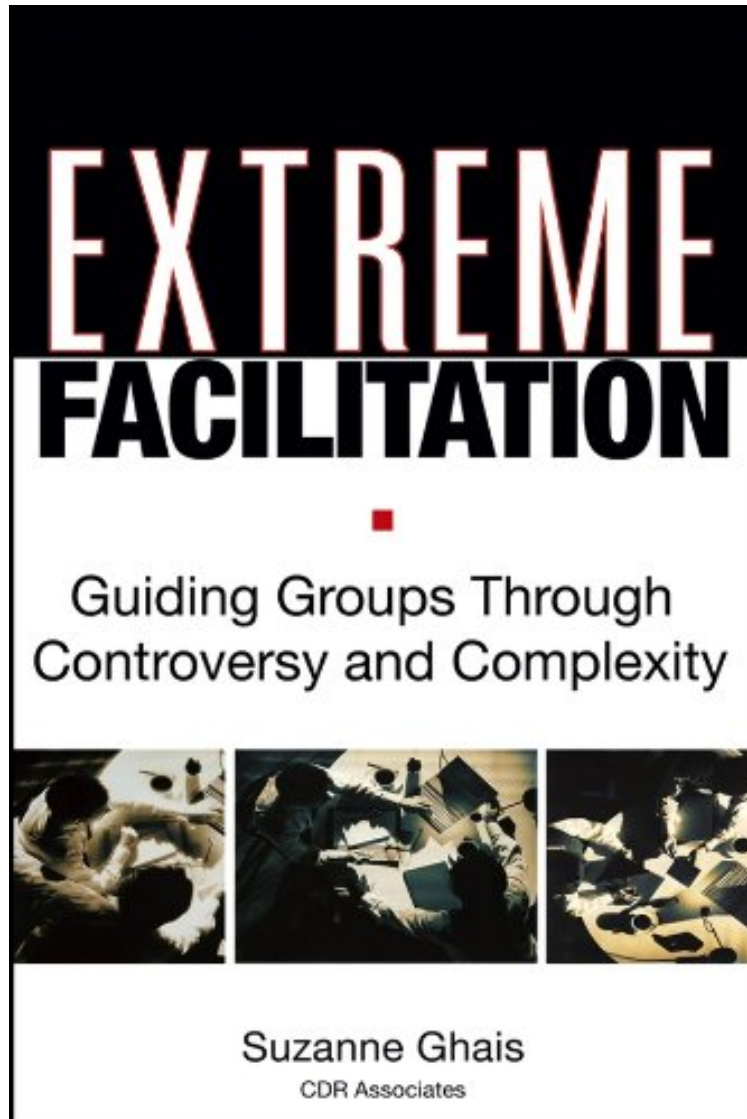


(Download pdf ebook) Extreme Facilitation: Guiding Groups Through Controversy and Complexity

Extreme Facilitation: Guiding Groups Through Controversy and Complexity

Suzanne Ghais

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Suzanne Ghais : Extreme Facilitation: Guiding Groups Through Controversy and Complexity before purchasing it in order to gage whether or not it would be worth my time, and all praised Extreme Facilitation: Guiding Groups Through Controversy and Complexity:

0 of 0 people found the following review helpful. Best book on facilitation!By Melissa WongI highly suggest any facilitator, manager, mediator read this book! It gave me a new way of looking at facilitation and group dynamics. As an experienced OD professional, I was able to apply what I learned immediately. It's a must read for anyone who is

looking to manage change. 23 of 23 people found the following review helpful. On a Scale of 1-5, This Book is a 10 By Michele Straube You don't generally think of books like this as "page-turners", but I could not put it down. In *Extreme Facilitation*, Suzanne Ghais has moved away from the cookbook (techniques-based) view of facilitation found in many other books and training materials, and has captured the core principles that underlie successful facilitation in extreme situations. For example -- there are no "difficult" people in a group; rather "difficult" behaviors reflect needs or interests that have not yet been identified or adequately addressed. Once these needs or interests are understood by the group and dealt with, the "difficulty" usually passes. I started reading the book while stuck on a process design for a complicated project. The book's direct and insightful approach unlocked my creativity and allowed me to trust my instincts -- ie, the book facilitated my own thinking in the same way that "extreme facilitation" empowers difficult groups to work together productively. Ms. Ghais' approach to the topic is transformative. Michele Straube, mediator/facilitator in Salt Lake City. 6 of 6 people found the following review helpful. As Good As It Gets By Fred I love this book! I teach facilitation have recommended *Extreme Facilitation (EF)* to my students. If you are an experienced facilitator, EF's insights will improve your practice; if you are a new facilitator or just thinking about learning the facilitator's skill set, EF will help you understand what the craft is all about; if you are a manager, or work with community/non-profit organizations, and have not used the services of a facilitator, EF will change your mind. *Extreme Facilitation* is important because once you know and use the facilitator's skills, you will save time, money avoid a lot of the pain involved in getting two or more people to work out their differences unite toward a common goal. Ms Ghais accurately demonstrates in words what a facilitator does and the benefits of using these skills. Her descriptions of the practice of facilitation, particularly of its role in conflict resolution, have a realness not found in many books.

Extreme Facilitation picks up where other books on the topic leave off to present a revolutionary method that helps large, unwieldy, adversarial, and apparently dysfunctional groups achieve consensus and reach objectives on divisive and contentious issues no matter how long the group has been struggling. Throughout the book, expert facilitator Suzanne Ghais shows how extreme facilitation - which puts on the emphasis on creativity, flexibility, and customization - can change how group members interact with one another and how participants view the issues even in the most challenging and exceptionally difficult situations. *Extreme Facilitation* covers the preparatory phases of the process, including assessment, convening, and contracting. Ghais also offers vital information on process design and tips for handling situations that many facilitators find particularly challenging.

From the Inside Flap *Extreme Facilitation* picks up where other books on the topic leave off, to present a revolutionary method that helps large, unwieldy, adversarial, and apparently dysfunctional groups achieve consensus and reach objectives on divisive and contentious issues no matter how long the group has been struggling. Throughout the book, expert facilitator Suzanne Ghais shows how extreme facilitation -- which puts the emphasis on creativity, flexibility, and customization -- can change how group members interact with one another and how participants view the issues even in the most challenging and exceptionally difficult situations. *Extreme Facilitation* covers the preparatory phases of the process, including assessment, convening, and contracting. Ghais also offers vital information on process design and tips for handling situations that many facilitators find particularly challenging. This groundbreaking book offers suggestions for the facilitator who must cultivate a strong presence, trustworthiness, and creativity, and have a clear understanding of the group's goals, needs, culture, and external conditions, such as pressures, requirements, and constraints. The extreme facilitator draws on a wide range of techniques that are driven by the needs of the group, not by the techniques themselves. To be truly effective, the facilitator must call on all of the group's physical, intellectual, emotional, intuitive, creative, and spiritual capacities. *Extreme Facilitation* will help both experienced facilitators and those new to the process become more confident and competent when faced with the most daunting challenges. From the Back Cover **BECOME AN Extreme Facilitator** "Extreme Facilitation is the next-generation book on facilitating successful meetings. Based on Ghais' extensive experience as a facilitator, from corporate boardrooms to unruly public meetings, the book presents highly useful approaches and strategies for unleashing the creativity of both facilitators and groups. *Extreme Facilitation* is a resource for both novices and experienced facilitators for designing customized meetings, bringing out the best in participants, and learning how to be centered under trying circumstances. I highly recommend it." -- Christopher Moore, mediator; author, *The Mediation Process: Practical Strategies for Resolving Conflict* "Provocative, realistic, and cutting edge! This book should be in the hands of policy makers and practitioners alike." -- John Paul Lederach, professor of international peacebuilding, Kroc Institute for International Peace Studies, University of Notre Dame; author, *The Moral Imagination: The Art and Soul of Building Peace* "Extreme Facilitation is essential reading for anyone interested in becoming a first-rate facilitator." -- Bernie Mayer, partner, CDR Associates; author, *Beyond Neutrality: Confronting the Crisis in Conflict Resolution* About the Author Suzanne Ghais is program manager at the internationally renowned conflict resolution organization CDR Associates. She has facilitated a wide variety of group processes in the organizational and public-policy arenas. She has worked with large and small corporations,

government agencies at all levels, industry and business associations, educational and health care institutions, and nonprofit organizations.