

# Austin High Performance Facilitation



**THE AUSTIN  
COMPANY**

CONSULTANTS  
DESIGNERS  
ENGINEERS  
CONSTRUCTORS

## WHAT IS FACILITATION ?



When applied to businesses and organisations, *facilitation* means *helping people work together in groups and teams*. Any group that has a task to accomplish can benefit from facilitation.

It is generally recognised that the one constant for any organisation is change whether restructuring, expanding, contracting or meeting new market opportunities. Often these types of change mean altering or constructing new facilities.

*We have developed a facilitation process to help you introduce new facilities more smoothly – from developing the brief to completion of the project.*

## WHAT WILL FACILITATION DO FOR ME FROM THE START OF A PROJECT ?

Usually all the individuals involved in developing and using future premises expect to be consulted before you brief your designers. We can facilitate this through team meetings in which individuals discuss their views, develop and communicate new ideas and participate in order to reach a consensus.

We can help you ensure that everyone involved:

- engages in the process, policy and strategic approach
- has the same understanding of requirements
- considers what the level of change is
- understands what the change means to them as individuals and teams.

*The end result of this process is a clear brief for your designers. They can then focus on the task of assimilating the correct information and providing solutions that are relevant and successful.*



## WHAT WILL FACILITATION DO FOR ME THROUGHOUT THE PROJECT ?



Changes to facilities are often complex because they involve a wide range of experts. Your multi-disciplinary project team needs to work together effectively, otherwise the end results suffer.

All groups or teams have common problems to overcome such as misunderstandings, conflict, uneven contribution, and power struggles.

Typically they will have difficulties in reaching agreement, maintaining commitment and delivering promised follow-up actions.

*Our facilitators focus on results, sequencing tasks logically, communicating effectively and maintaining your project team's energy and effectiveness. They reduce common difficulties by delivering a neutral process.*

## WHAT YOUR FACILITATOR DOES FOR YOU

Our facilitators are experienced designers and managers. They have fundamental skills and personal characteristics which are vital if the process is to work well. They understand the principles of adult learning, group dynamics, decision making and consulting processes. Most importantly they deliver from a neutral standpoint.

The Facilitation Process consists of:

- *Analysing information* about your requirements and work context to determine the best way forward
- *Designing meetings* with appropriate structures, decision processes and events to ensure success
- *Nurturing positive group dynamics* to enable teams to do their tasks
- *Encouraging timely follow-up action* for meeting records and results.



*We review the quality of our delivery throughout the process to ensure that we continually adapt to your needs and enhance your team performance as a result.*

## WHO BENEFITS FROM FACILITATION ?

Everyone involved in the process can benefit:

- Your people perform better as individuals and within teams
- Your teams develop through exploring ideas
- Your organisation accepts change more easily.

The end results can include:

- Better working relationships
- Reduction of expensive changes during design and construction
- The optimum accommodation for your employee and business needs.

### If...

- You want to maintain a good reputation for consulting appropriately with your staff
- You want that all-important good working relationship with your designers
- You want to save the costs of errors and changes in your building specifications

... then please contact us and ask about Austin Facilitation.

Contact  
details



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