

Unleash the Power of Your People

Computers in Libraries

March 21, 2012

Facilitation Styles

- Appreciative Inquiry – Discovery (what works), Dream (what is possible), Design (plan to make the dream come true), Destiny (follow through)
- Birds of a Feather – small group discussing a common topic
- Dotmocracy or Multi-Voting – brainstorm, then vote
- Fishbowl – 4-6 people discuss a topic surrounded by a larger circle and people cycle through
- Knowledge Café – small groups discuss, then come together, and discuss as larger group; no reporting
- Lightning Talks – short, less than 10 minute, presentations
- Open Space Technology – completely group organized gathering
- PechKucha – 20 slides for 20 seconds each

Build Team Players

Invest in the ideas of your people – make it important by giving it priority with time and rewards.

Celebrate successes with real rewards and sincere praise.

Be willing to make mistakes and learn from them.

Be a place where people learn.

Be a place where people feel comfortable making suggestions, disagreeing, and experimenting.

Give people a reason to care about the organization.

Build Better Individuals

Encourage new leaders – make room for them and disperse responsibility.

Encourage the passions of your people – know who is an expert in what and let them teach others.

Encourage new teachers – almost anyone can teach or mentor someone else.

Encourage new ideas – be a place that implements new ideas often.

Encourage learning every day – priorities get time within the organization.



Mob Rule Learning: camps, unconferences, and trashing the talking head

By Michelle Boulé

Cyber Age Books, 2011

<http://wanderingeyre.com/mob-rule>

Twitter: @wanderingeyre