

Workshop Facilitation

We conduct highly interactive workshops that enable all participants to work together for growth, development and change. Our facilitation approach is based on our belief in the wisdom of individuals and groups and their capacity to resolve, build, challenge, shape and grow. We do not view a workshop as a one-off event but we partner with the client to ensure the session is an integrated part of the organisation’s or department’s change journey— see *Fig (i)* below.

Unique features of our workshops include:

- Preparation of a detailed session plan for sponsor’s endorsement with the design focused on what we need participants to **Think, Feel and Do** by the end of the session
- Discovery ‘conversations’ before the session to inform the activities which will be most appropriate and add best value on the day
- A wide variety of facilitation activities which get everyone involved, produce results and provide some fun away from the day to day routine; the participants will remember their workshop experience with us!
- Workshop activities include, but are not limited to, Full Circle, RACI Planning, ‘Dotocracy’, World Cafe and Speed Dating
- Prompt follow up (within 2 days) of workshop outcomes and a proposed ongoing support plan to ensure agreed plans and/or ideas are followed through

“I very much appreciate the work that Career People Australia (CPA) did for us at the recent team planning day for RMIT. Our ambition is to build a high performing team and we realise gaining full support and engagement from our team is critical to do that. CPA’s role in engaging every single team member prior to our planning day and then leading discussions has led to some very tangible outcomes.”

Damien Thomas
Director Research Translation
Research Innovation and Entrepreneurship
RMIT University

Fig (i): Our ‘IPO’ Approach to Workshops

