

Philosophical Facilitation

Philosophical Facilitation is the use of discussion, critical analysis, reflection, and interpretation to better understand anything from systems, roles, values, ideas, aims, and identities. As an educator, scholar and researcher, I have over 30 years of training and experience in facilitating, research, public speaking, professional and leadership development.

As an experienced adult learning facilitator, I lean into interactive and dynamic learning experiences that include, but not limited to, peer to peer learning protocols, real-time practice and feedback communication loops, experiential learning, and reflection. I practice an 80/20 rule that intentionally cultivates learning spaces that allow the adult learners to do the heavy cognitive lifting (80%), while the facilitator frames and provides context then leans into powerful and authentic learning modalities that are tailored and specific to the audience's needs and expectations.

I have facilitated small and large groups such as a weekly conference for over 100 educators to a large national conference with several hundred adult learners. With experience as a live and virtual facilitator, I am able to meet adult learners where they are or need to be. Whether it's a few hours to several weeks or months, I can tailor facilitation to the appropriate cadence to ensure maximum learning for your company, organization, group or individual.

Utilizing a tool called "[action mapping](#)", **an instructional design method created by Cathy Moore that's meant to streamline and simplify the design process**, I can design any type of professional or leadership development and/or training that cultivates maximum growth and performance that leads to increased motivation, productivity and success for the individual, team, and organization. I also lean into the *7 Habits That Transform Professional Development* as outlined in Elena Aguilar and Lori Cohen's book: [The PD Book \(2022\)](#).

As I am a Certified Facilitator of LEGO® SERIOUSPLAY® Method, I use the power of the Lego® brick as a thinking tool in my facilitation. In a recent [Wall Street Journal](#) article (2022), they discuss how the use of Lego in the workplace has been the subject of multiple studies that show how communicating through the bricks can help companies develop problem-solving skills, improve communication and overcome creativity challenges. There is further research on how it helps work-related stress and anxiety. All necessary components of a safe and healthy facilitation learning environment.

Believing in the native american proverb: **Tell me, and I will listen; Teach me, and I'll remember; Involve me, and I will learn**", I deliberately and intentionally foster facilitation that is aligned to what the adult learners say they need and want to enhance and build to their leadership growth, development and practice. This may include failing forward or as Yoda so eloquently stated, "the greatest teacher, failure is". As one of the most important components of my facilitation is to nurture safe and inviting learning spaces that organically lead adult learners to curiosity, self-discovery, action planning, and accountability, which promotes how learners will use this learning to transform their practice as a leader.