

## The Effective Facilitator PowerView™ Profile

**Congratulations!** **18** individuals from your company have completed *The Effective Facilitator* (“EF”) post-training assessment that was designed to help them reflect upon: 1) **how** they are using the most critical skills from *The Effective Facilitator*, 2) **what** the business impact is associated directly with their use of those skills, and 3) **where** additional focus could maximize the impact of *The Effective Facilitator*

This **PowerView™ Profile** provides an aggregate summary of these valuable insights at a company level. In addition, everyone who completed an assessment will receive a **MyView™ Profile** to allow for visibility of insights on an individual basis.

### Summary: Quantifiable Reported Business Impact

At the end of the assessment, each participant was asked to share information about one meeting or a series of meetings where they **successfully** used *The Effective Facilitator* skills and principles since attending the workshop. In the boxes below, you will see a Summary of all reported quantifiable impact from **12** success stories. **To see each individual story, please refer to the Success Story Appendix.**

#### Fewer Meetings

9 Number of avoided meetings since EF

1.1 Average length of avoided meetings (hrs)

76 Total number of attendees impacted

82 Total productivity hours gained

**\$2,606 Est. Productivity Value\***

#### Shorter Meetings

8 Number of shorter meetings since EF

.67 Average meeting hours saved

94 Total number of attendees impacted

87 Total productivity hours gained

**\$8,089 Est. Productivity Value\***

\*Calculated using salary estimates reported by survey participants

#### Better Results

\$50,000 Increased Revenue Reported

\$0 Cost Savings or Margin Improvement

\$102,000 Reported Time Savings and/or Increased Productivity Value

**\$152,000**

#### Impact on Success

# 76%

Of the facilitators in this report say that their use of *The Effective Facilitator* skills made “**significant**” or “**all the difference**” on the success of these meetings

#### Total Reported Business Impact:

# \$162,695

Reported in **12 Success Stories** where participants reported having either Fewer Meetings, Shorter Meetings or Better Results as a result of using *The Effective Facilitator* skills and principles.

## Skill Application: 7 Key Behaviors

### *The Effective Facilitators Influence on 7 Key Behaviors:*

# 70%

Of the respondents in this report say that the 7 behaviors listed to the right have made a “significant difference” or “all the difference” on the successful outcomes of their sessions

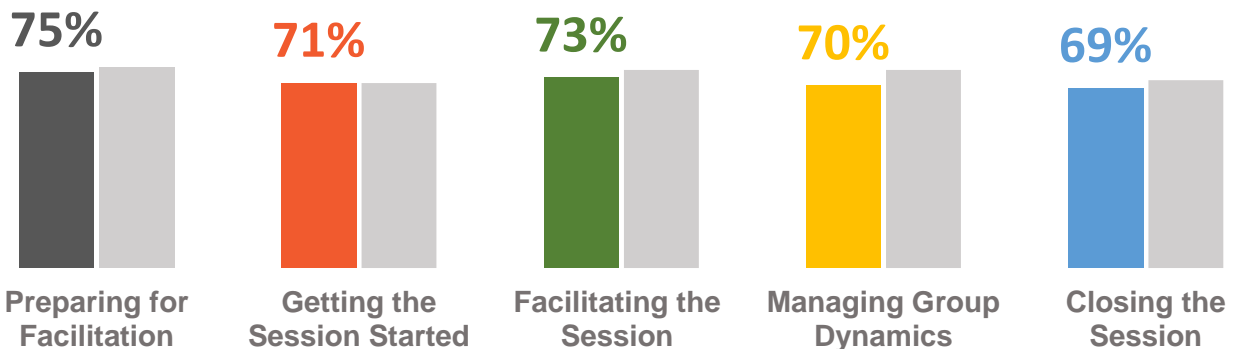
- Create a **SOLID AGENDA/PROCESS**
- **ENGAGE** and **FOCUS** the audience early
- Keep participants **PRODUCTIVE**
- Keep **ENERGY LEVELS** high
- **PREVENT OR RESOLVE** Dysfunction
- Gaining **GROUP CONSENSUS**
- **GAIN COMMITMENT** to Decisions

## Overall Effective Facilitator Skill Application

### Overall Skill Average: 72%

This means that, on average, your participants are successfully applying the 22 key skills about **72% of the time**. In the graph below, the 22 key skills are divided into 5 categories: *Preparing, Getting Started, Facilitating, Group Dynamics & Closing*. On pages 3 & 4 of this report, you will see a breakdown of each skill and their corresponding scores.

To determine how your participants scored in comparison to others, see graph below. *The Effective Facilitator* benchmark (IN GRAY) includes *all* participants who have completed this assessment after participating in *The Effective Facilitator*.



For more information on specific Skill Application, see pages 3 & 4.

**What now?** On an aggregate basis, you can take a look at where the participants have noted their top challenges (See Challenges by section - top of page 3) and you can examine where they are falling short in the specific skill scores (See pages 3 & 4). In addition, we recommend working with each participant to review their MyView Profile and examine the same insights on an individual level.

## Focus & Support: Top Selected Skill Challenges by Category

Listed under each section is the skill that participants selected most often as their greatest challenge.

### Preparing

Identifying **PROBABLE ISSUES** that could impact the session

### Getting Started

Creating **EXCITEMENT** within participants about purpose and product

### Facilitating the Session

Giving clear instructions using **PeDeQs** format

### Group Dynamics

Using **LEVEL 3 ENERGY** to engage participants

### Closing

Appropriately **ASSIGNING ACTIONS** for timely follow-through

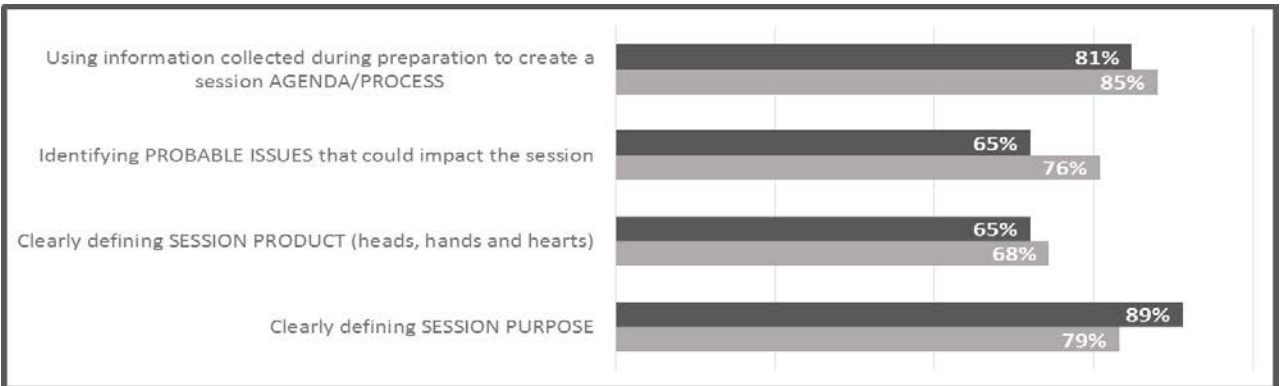
## Skill Application: How often is each skill being *successfully* applied?

We use our PowerView rating scale to gauge your participant's effective use of each skill in comparison to all others who have taken this assessment after attending *The Effective Facilitator*. When you see an average score below, think in terms of: "How often the respondents are successful at applying each skill."

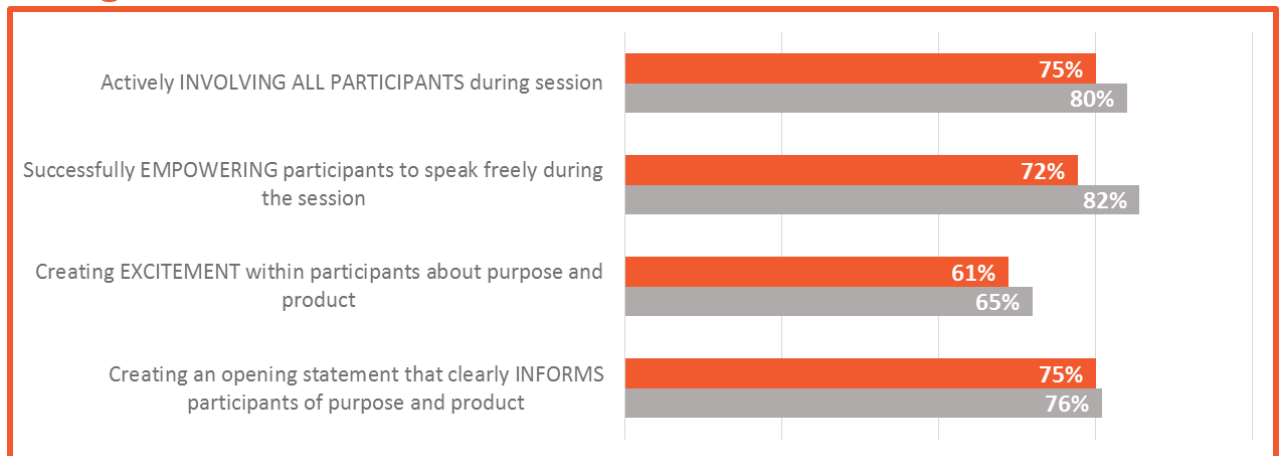
### Preparing For Facilitation



■ *The Effective Facilitator* Post-Training benchmarks

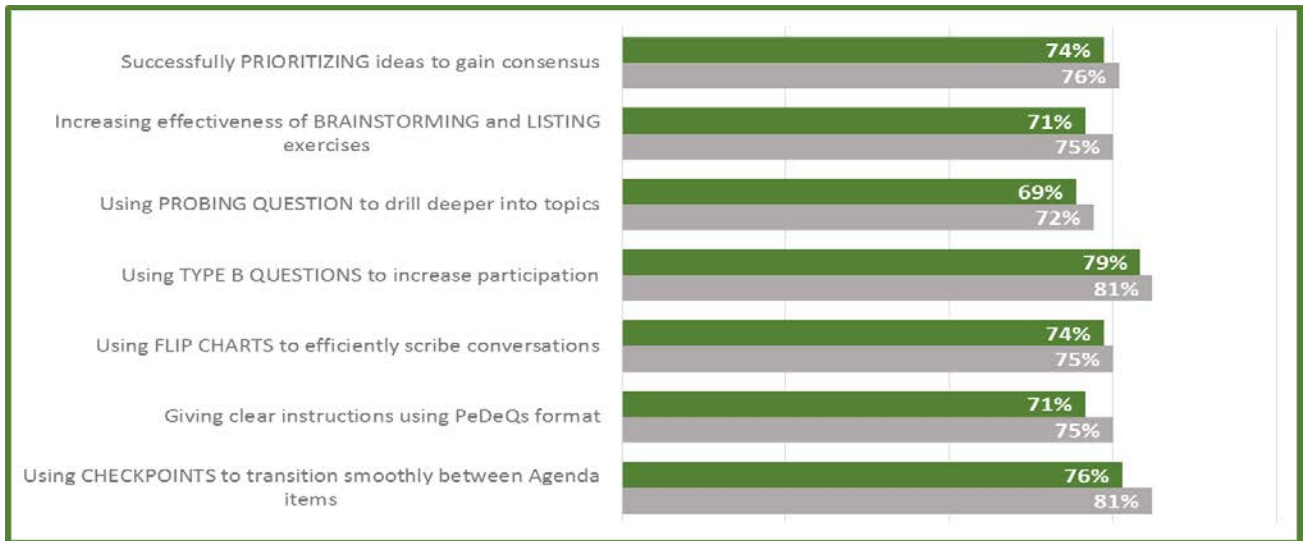


### Getting the Session Started

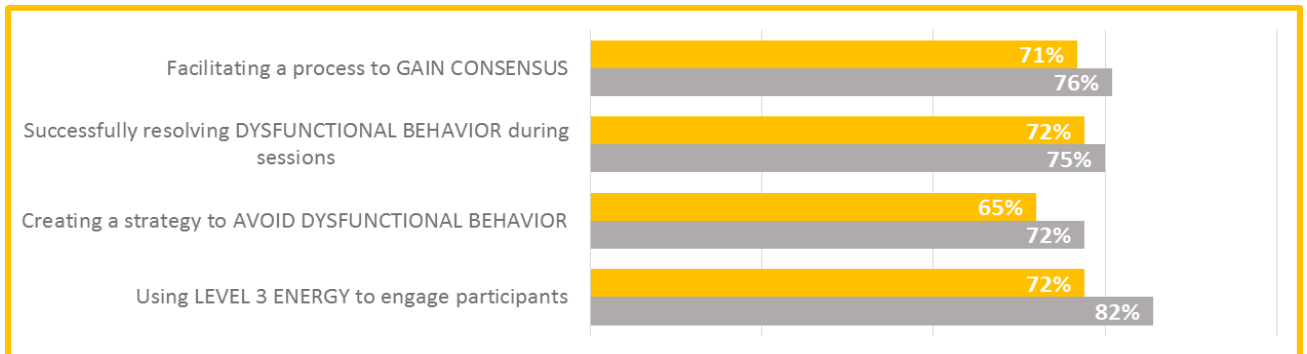


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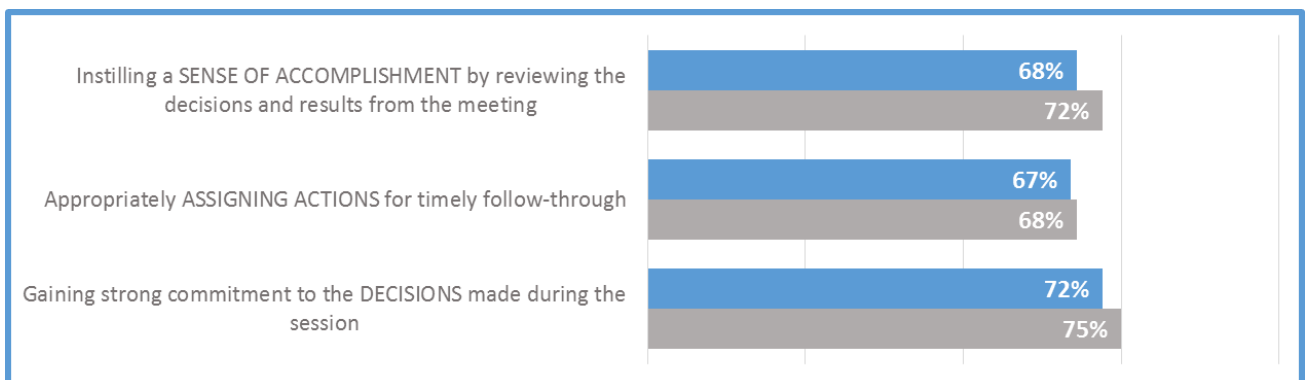
### Facilitating the Session



### Managing Group Dynamics



### Closing the Session



## Skill Application: Most Impactful Behavior Change

### Most Impactful Behavior Change

#### *Preparing Principles*

*53% of respondents report that these principles made the **MOST** significant impact on the positive outcomes of their meetings summarized above*

## Skill Application: Requests for Further Support

At the End of the survey, we asked participants to pick up to 3 items that would be helpful for additional support. Participants said:

40%	Participate in monthly webinars
33%	Peer-to-Peer Coaching
27%	Coaching from an Expert
27%	Assistance planning a session
27%	Feedback on a session I led
27%	Periodic face-to-face refresher
12%	Advanced facilitation course

Click [here](#) to discuss any of these items further