Managers as Facilitators: A Practical Guide to Getting Work Done in a Changing Workplace (Paperback)



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Reviews

A high quality pdf and also the typeface used was exciting to see. it absolutely was writtern really properly and useful. I am quickly could get a delight of looking at a composed pdf. (Justina Kunze)

MANAGERS AS FACILITATORS: A PRACTICAL GUIDE TO GETTING WORK DONE IN A CHANGING WORKPLACE (PAPERBACK)



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BERRETT-KOEHLER, United States, 1999. Paperback. Condition: New. 1968th ed.. Language: English . Brand New Book. Offers a practical, effective program to help transform leaders and managers in all types of organizations into skilled facilitators Teaches managers the facilitation skills they need to help their organizations improve productivity Includes real-life examples from manufacturing, telecommunications, health care, education, retail and other service businesses, and government and other non-profit organizations Today s managers are confronted with increasing pressure to produce more with fewer resources. In this pressure-packed environment, managers are finding that the old direct-and-control model simply does not work. People need more freedom to make decisions, respond quickly to their customers, and work together more effectively. Successful managers have learned how to use the role of facilitator to help people exercise this freedom to produce the results needed by their organizations. Managers and leaders who need to be successful in this new role. Weaver and Farrell show managers how to use themselves in new ways, capitalize on group dynamics, and build effective work processes. They explain that to become a successful facilitator, one must recognize and use the four key elements of the facilitation model: 1. Task: Facilitators are clear about the work that groups must complete; task drives the actions of effective facilitators. 2. Self: Facilitators learn how to use themselves to help groups complete their tasks; facilitators do this by both using their own personal thoughts and feelings as a barometer for groups and modeling the types of behavior expected from others. 3. Group: Facilitators help groups understand the difference between normal interactions and those that are a problem; facilitators also help groups capitalize on conflict, rather than be...

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