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
- Lightening 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