WHAT WE’LL COVER TODAY

1. Career development

2. Learning and evolving your facilitation practice

3. Lessons learned and challenges
WHAT IS FACILITATION?

Engaging others toward a goal
WHAT IS A FACILITATOR?

A guide that engages the group in learning and a process to achieve their goals
You are not just a facilitator, you are an artist.
WHAT IS YOUR AGENDA?

Intention
Attention
Responsibility
The beginning of my journey
THE WAYS WE LEARN FACILITATION

1. Workshops or training
2. Shadowing or co-facilitating
3. Being a participant
4. Facilitating on the fly
UNDERSTANDING THE THREE DOMAINS OF COLLABORATION
THE LEARNING JOURNEY WE ARE ALL ON

- **ground zero and becoming aware**
  - (unconscious incompetence)

- **developing skills and tools**
  - (conscious incompetence)

- **expanding learning and practice**
  - (conscious competence)

- **cultivating the craft**
  - (unconscious competence)
Art is not what you see, but what you make others see.

Edgar Degas, French impressionist
GROWING SOLUTIONS TO ENVIRONMENTAL JUSTICE IN ATLANTA

A group of stakeholders with deep roots in Atlanta’s underserved communities come together to create America’s largest urban food forest.

THE CHALLENGE

Not a defined reason to collaborate or a single problem to solve

Participants came into the project with vastly different needs

Highly sensitive cultural contexts

Opportunities were endless, but stakes were high

THE OUTCOME

Clarifying the single project that they could rally behind

Revealing diversity biases that were addressed head-on

Deepened trust and rapport

The creation of the Brown’s Mill Food Forest, the largest free Food Forest in the United States

The Brown’s Mill Food Forest simply wouldn’t have existed without Laura. She was able to bring us together and commit to taking action on this very important project.

Mario Cambardella,
Former Urban Agriculture Director | City of Atlanta
LESSONS LEARNED

- Cultural context matters
- Not every process will work every time
- Engage the convener early
- It’s okay to make mistakes
KEEPING FORESTS

Keeping Forests is a diverse coalition of partners from across multiple sectors working together to conserve the natural, economic, and cultural value of southern forests.

THE CHALLENGE

23 million acres of southern forests will be lost by 2060

Threatened by increased population and urbanization

Eighty-six percent of the land is in the hands of private landowners, including families

Solutions required the engagement of diverse and prominent partners from all three sectors

Finding solutions at a landscape scale requires gaining the trust and commitment of partners to stay the course to achieve a 40 year goal

THE OUTCOME

Celebrating the 5th year of the partnership

Building a culture of collaborative leadership and dialogue that has maintained engagement from a group of 40+ partners

Partners are now able to think at a systems-level without feeling a loss of their organizational missions or identity

Implementing strategies that are changing markets and building awareness of the importance of southern forests

Laura understands what collaboration really means, how it has to be managed, and the power behind it if it’s done right.

Scott Davis,
Executive Director | Keeping Forests
LESSONS LEARNED

- Transformational change requires transformational thinking
- Milestones create momentum, momentum sustains engagement
- Facilitators shouldn’t always be neutral
- Relationship matters above all else
THREE NEXT STEPS

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1-833-815-5434

OR VISIT

www.lauracalandrella.com/newsletter

HOW WILL LEADERSHIP CHANGE IN A POST-PANDEMIC ERA?

Hint: the definition is the same, but our commitment is more important than ever
THREE NEXT STEPS

Intention
Attention
Responsibility
WITH GRATITUDE

Laura