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***HELPING PEOPLE & NONPROFITS THRIVE!***

### **Fearless Facilitation Exercise**

*Use the following scenario to practice Fearless Facilitation skills. There should be a designated facilitator, who assigns at least three of the difficult meeting personalities by handing them out on a folded up piece of paper so everyone but the difficult personality is surprised. Have fun!*

#### **Board Meeting Scenario**

Board members are identifying and prioritizing issues to be addressed at annual board retreat:

- Board roles and responsibilities clarification
- A few board members do all the fundraising
- Initiating an annual gala dinner-dance
- Board-staff relationships
- Creating Board governance committee and particularly addressing the issue of inaugurating board terms and term limits
- Producing organization T-shirts

**Meeting Goal:** identify top three issues to address at retreat.

#### **Difficult Meeting Personalities**

- **Hijacker:** shifting meeting focus by introducing non-agenda topic
- **Naysayer:** focusing on problems without solutions
- **Loudmouth:** talking too much and for too long; interrupting other meeting participants
- **Paralyzer:** making the same point over and over; asking questions and making points that keep meeting stuck
- **Workaholic:** doing other work during meeting
- **Whisperer:** holds side conversations with other participants

***Debrief your practice session by asking what was challenging for facilitators, how difficult meeting personalities experience their roles, what everyone learned...***