

MESSAGE FROM THE MASTERS FACILITATOR GUIDE

fa·cil·i·tate /fə-sil-ə,tāyt/ *verb*

1. make an action or process easy or easier
2. help move a person forward
3. allow participants to do the talking and learning

As a facilitator, your role is to provide the materials and the environment for discovery *vs.* teaching where you are the content expert. In fact, you can participate with your team if you like. The key is to allow your team the freedom to learn as they explore the MESSAGE FROM THE MASTERS series.

Log-in to the MASTERS VIDEO page on the website to access all the videos. You can sort by Top Producer, Platform Artist and Business Leader to customize what to watch OR watch them in the order listed. As a bonus, each Master Video includes a HANDOUT with reflection questions to support you in facilitating the lessons learned.

Reflection Questions can be offered as:

- a journal exercise for private reflection
- a partner share 1:1 or in small groups of 3
- a large open group discussion (can be difficult to facilitate)

Offer all of the above as time allows. Example - each guide has 4 questions:

- choose 1 question for personal reflection
- choose 2 questions for partner sharing
- choose 1 question for group discussion

Preparation:

- Watch video and review reflection questions BEFORE facilitating with your team
- Create a clean, comfortable environment where everyone can see + hear the video
- Copy handouts / edit as needed
- Provide a pen or pencil for note taking
- Consider watching more than one video and host with popcorn and “movie” treats

CONT

Time:

- Allow 30-40 minutes per session based on the size of your group and video length
- Note: group discussions take more time than personal reflection so plan accordingly

Session Format:

- Introduce the Master and why you chose to share their video with your team
- Deliver handout and pen/pencil to note taking
- Watch Video
- Give direction for personal reflection question
- Divide team into small groups for partner sharing as time allows
- Close with one lesson learned that the team is willing to practice this week

PRO TIP

- 20% of any group is positive.
- 20% of any group is negative.
- 60% of any group is sitting on the fence and will follow the 20% with the loudest voice.
- Give your attention to the TOP 20% and raise the standard for everyone.

ESTO TIP

- Each Master is asked ... "how did your career begin?"
- The answers are relevant to any career path. Replace the word hairdresser with esto or artist or engineer or plumber.
- The lessons learned are applicable to everyone at any age or stage along the journey.

Have fun. There are no right or wrong answers. Just lessons learned along the way.

Need help? Send me a note: cyndidesoto@gmail.com

Urgent? Call me: 206-790-6867

LIFE'S A JOURNEY. ENJOY THE RIDE.