# Organisational facilitation OFCL

Supporting workgroups to implement principles and practices for effective teamwork across organisational boundaries and professional specialisms.

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| **Guidance Notes:**Activities may include, but are not limited to:* developing and implementing team principles and practices for decision-making, prioritisation, problem-solving
* helping teams adopt new/contemporary working practices and behaviours including, but not limited to, specific agile methodologies, processes, tools and ceremonies
* helping teams plan and prioritise their workload based on their capacity and track record of working
* removing barriers or impediments to teams achieving their mission and objectives
* providing guidance and suggestions to support team members in adopting self-management and cross-functional working
* reviewing team effectiveness, identifying what went well, what could be improved, and what might be added or removed from their working practices.

Workgroups may be focused on project, product or process management or may be focused on specific problems or deliverables.Workshop facilitation tools and techniques form part of applying this skill, but are not sufficient. This skill describes a broader set of responsibilities. |

## Level 4

Facilitates a series of group activities or workshops in situations of complexity and ambiguity and competing stakeholder needs.
Designs a structured sequence of meetings, events or workshops to solve complex problems.
Understands required outcomes and outputs from teams and facilitates the team to deliver these.
Helps to improve team processes and performance in meetings, events or workshops.

## Level 5

Facilitates workgroups to deliver defined goals and outcomes.
Provides support, guidance and suggestions to workgroups and teams to learn collaborative problem solving and improve their team performance. Creates shared responsibilities and sustainable agreements with the team.
Implements and improves agreed team principles, practices, processes & ceremonies.
Recognises and works with the strengths and constraints of team dynamics.

## Level 6

Facilitates cross-functional leadership teams to deliver organisational goals and outcomes.
Designs repeatable, systematic or ad hoc team processes for decision-making, prioritisation, and problem-solving at the highest level. Guides leadership teams in developing shared responsibilities and making decisions that enable sustainable agreements.
Asks questions and raises awareness of leadership team performance. Provides suggestions to encourage teams to learn and improve how they work together.
Champions the development of self-organising workgroups across the organisation.