

Testimonials for facilitation

"I thought that you did a magnificent job controlling the workshop on Tuesday! Thank you for the structure, flow and facilitating - even if some took advantage of the breaks more than others! This was a very necessary session and I thought the commitment and 'honesty' was invaluable - many thanks again ... and referee the group again!"

Mark, Senior Manager Economic Affairs

"The brief provided was to conduct/ facilitate four Focus Groups for HQ staff. To ensure that the objectives of the Focus Groups were achieved Debbie was engaged early on in the process and provided good advice and recommendations which ultimately helped shape and influence how Phase 1 of the Project was planned and executed. She not only met but exceeded the brief, this was evidenced by documenting the output from the Focus Groups, providing recommendations on how best to shape Phase 2 and presenting the key take outs of the to Audit Senior Management. Debbie had a knack of being able to put the participants at ease, building an environment where the participants wanted to contribute, and kept track of time to ensure the objectives of the Focus Groups were achieved. She was also effective in playing back and summarising the discussion points to confirm her understanding and those of the participants and also provided wrap ups at the end of every Focus Group."

Jason, Programme & Projects Audit Manager

"Did the session meet your expectations? Yes and more... session highlighted a few issues within our team dynamics that I wasn't aware of and can now work on..."

Did the facilitator meet your brief? Yes... Session was well prepared and aligned to deliverables I wanted to achieve..."

What did you like about the way the session was facilitated? Informal style and company experience made it easy for the participants to get involved... Flexibility to adjust the session to the outcomes during the session... was really helpful and helped me realise where the key focus area's were..."

Arthur, Global Head of Service

"As is normal with team building session they tend to change mid facilitation and I felt Debbie handled this very well and re-aligned us back to the topics.

What did you like about the way the session was facilitated? Open and receptive, inclusive behaviour and brought the different team styles together.

Debbie was excellent and really did a great job of managing peoples expectations around the day, she has a strong ability to 'reel people in' to get the session back on track which was greatly appreciated."

Des, Global Projects & Programmes Audit Manager

"What did you like about the way the session was facilitated? The flexibility of approach. We had to adapt 'on the fly' given the wide range of capabilities and levels within the team. This meant that sections and approaches needed to be shuffled to get what we needed. The open approach to facilitation, making sure that people felt included and that serious subjects weren't too complex or overbearing. Debbie provided good insight and expertise in shaping and then managing the two days. The workshop was difficult in terms of needs and attendee understanding, but Debbie responded very well to make sure we flex to those needs whilst not isolating individuals."

Peter, Technologies Manager, Applied Research