



# Handling Groups in Action

## The Use of Distinctions in Facilitation

Dale Hunter, Anne Bailey and Bill Taylor

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What do you do when the group you are facilitating gets stuck, caught in a loop covering the same old ground, is unable to agree on anything, is working too slowly, is unfocused, or encounters one of the many problems that can get in the way of reaching a conclusion?

This book by the authors of *The Facilitation of Groups* presents a fresh approach for the experienced facilitator. It focuses on the key skill of noticing what is missing in a group's interaction and finding a way of introducing the missing elements or 'distinctions' while the group is in action. It explores a number of these distinctions including:

- purpose and culture
- powerful listening and speaking
- fearlessness and ruthless compassion
- intuition
- affirmation and celebration
- safety and trust
- intentionality
- emotional competence
- completion

and offers ways to generate them. Each distinction is described and then suggestions and processes are given to help generate it in the group.

### Contents

Zen Story; Introduction; What are distinctions?; Purpose and culture; Safety and trust; Being-with and intimacy; Powerful listening and speaking; Intentionality; Power-with; Fearlessness and ruthless compassion; Emotional competence; Intuition; Completion; Affirmation and celebration; Authentic community; Ethics; Transformation; Group learning; More about distinctions; Common questions; Bibliography; Index.

### About the Author

Dale Hunter, Anne Bailey and Bill Taylor are experienced facilitators and writers. They are the authors of *The Zen of Groups*, *The Facilitation of Groups* and *Co-operacy*.

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