



## Results Based Facilitation: The Foundation of Meeting Fundamentals

Results Based Facilitation is needed because many meetings end up wasting time, energy and talents of individuals with good ideas and a desire to act on them.

Results Based Facilitation, also known as RBF, “is an approach to convening, designing, participating in, and facilitating meetings to get results”.<sup>1</sup> RBF’s aim is to be able to have **conversations** that lead to **decisions, commitments, and actions** and ultimately to **results - one meeting and one conversation at a time**. RBF integrated and applied in your daily life can create meetings that are steps along the way to realizing results that can only be achieved by people **working together**. RBF skills are useful in the roles of convener, participant, and facilitator.

It is by applying the meeting design, skills, and behaviors that the convener, facilitator and participants are able to move to action. The practice of RBF skills enables groups to:

1. Define and accomplish the meeting result(s) they (the group) want to achieve;
2. Work toward the predetermined meeting results, or flexibly adopt different meeting results;
3. Know at the end of the meeting how much progress has been made toward the meeting results; and
4. Know if over time, the achieved meeting results lead to actions and results in the organizations, neighborhoods, and communities of interest to the participants in the meetings.

Have you ever:

- Sat through a meeting frustrated and bored?
- Gritted your teeth in a meeting to keep from screaming, because people keep having the same circular conversation over and over again?
- Done everything you could to avoid going to a meeting because you know your time would be much better spent doing your own work in your own way?
- Checked out during a meeting and doodled, used your PDA, or day

### Why does it work?

Through evidence-based practice, Results-based facilitators are learning that the following underlying hypotheses are producing results :

- Hypothesis 1: The work of meetings occurs through conversations and can be thought of as a series of conversations that create meaning and movement to action and results.
- Hypothesis 2: Group conversations can be designed, prepared for, and flexibly

---

<sup>1</sup> Jolie Bain Pillsbury, Theory of Aligned Contributions and Results-Based Facilitation Handbook

supported by someone with a set of listening and speaking skills.

- Hypothesis 3: A facilitator or meeting leader who holds a neutral role, working in support of the group is a key element of success.

## What are the benefits of using RBF skills

If you have to have people working together to address urgent and important issues then you need a way to have productive meetings that lead to:

- Stronger relationships,
- Clearer communication,
- Active participation,
- Shared learning,
- Exciting insights,
- Creative problem solving and robust solution development,
- Helpful conflict resolution,
- Effective decision-making,
- Commitment to action, and
- Follow-through on commitments to action that produce results

The foundation of RBF approach is a commitment to results and accountability for results. It offers a disciplined way of thinking about how to get from talk to action that helps people understand the issues and make informed, committed choices about what to do. <sup>2</sup>

### **RBF Certification:**

Certification allows you to be part of a network and cutting-edge resources. You move through levels 101-401 by practicing while being coached, reading, an examination and documentation of your real meetings.

### **Contact:**

[www.tenconversations.com](http://www.tenconversations.com)  
[www.rblconsortium.com](http://www.rblconsortium.com)

### **Do you recognize this?**

- Groups don't make effective decisions, but instead they struggle and spin and come up with a decision that no one in their heart of hearts thinks is a good idea just because people are experiencing meeting fatigue and will say "yes" to just about anything.
- Groups don't achieve a greater understanding of each other and deepen their relationships, but instead get angrier with each other and discouraged that their problems can ever be solved.
- Groups don't contribute their insights, energy and talents to a common goal, but instead shut down emotionally and intellectually and distance themselves from each other and the work.
- Groups accept the desires and decision of the few who promote their solution or agenda rather than put forth and explore ways to meet their own interests.

<sup>2</sup> Mark Friedman: Results-based Accountability Framework