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## Agenda

- Community Building
- The Facilitative Leader
- Facilitating Coalition Development
- Managing Conflict and Building Consensus
- Collaborating with Coalition Partners
- The Collective Wisdom



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## Community Building

### One Word Check-In

- Introduce yourself
- Share 1 word about being a prevention leader



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## Turning the Tide:

## The Harmonyville Prevention Journey



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## Being a Prevention Leader...

- 01** Leaders play a vital role in navigating the complexities of diverse perspectives, goals, and interests within the coalition, ensuring every voice is heard, and every contribution is valued.
- 02** Leaders also play a crucial role in engaging community stakeholders, from local authorities to non-profit organizations, ensuring their active involvement and investment in prevention initiatives.
- 03** Leadership in substance misuse prevention is about empowering communities, unifying diverse groups, and leading the charge toward a healthier, safer, and substance-free society.

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## Facilitative Leadership Unpacked

Emphasis on Collaboration	Empowering Team Members	Problem-Solving Approach
Effective Communication	Focus on Goals and Outcomes	

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## Characteristics of Effective Facilitative Leaders



**Emotional Intelligence:**  
Able to understand and manage their own emotions and those of others, ensuring effective communication, conflict resolution, and relationship management.

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**Active Listening:**  
Pay careful attention to others' words, ask clarifying questions, and restate information to ensure understanding.

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**Clear Communication:**  
Convey information and expectations clearly, transparently, and respectfully, ensuring everyone is on the same page.

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**Characteristics of Effective Facilitative Leaders**



**Problem-Solving Skills:**  
Facilitate the process of identifying issues and brainstorming solutions, guiding the team towards effective decision-making.

**Empathy:**  
Show genuine concern for team members' perspectives and well-being, fostering a supportive and inclusive environment.

**Adaptability:**  
Adjust to changing circumstances and needs, ensuring the team remains focused and effective in achieving their goals.

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**Characteristics of Effective Facilitative Leaders: *Their Role in Coalition Building***



**Fostering Collaboration:**

- Create a platform for all members to unite and work towards common goals.
- Ensure every voice is heard, and every member feels valued and included.

**Building Trust:**

- Demonstrate reliability, transparency, and integrity.
- Make members feel secure and confident in the coalition's leadership and direction.

**Navigating Diversity:**

- Navigate the diversity of coalition stakeholders effectively.
- Respect and leverage differences for the coalition's benefit, turning diversity from a potential obstacle into a valuable asset.

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**Characteristics of Effective Facilitative Leaders: *Their Role in Coalition Building***



**Goal Setting and Achievement:**

- Guide in setting clear, achievable goals.
- Work with members to ensure goals are met, keeping the coalition focused and motivated.

**Communication:**

- Ensure effective and transparent communication among coalition members.
- Facilitate open dialogue and timely information sharing.

**Capacity Building:**

- Enhance the skills and capabilities of coalition members.
- Ensure the coalition is robust, resilient, and capable of achieving its objectives.

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**Total Score Ranges:**

**6-11: Emerging Leader**  
You are in the early stages of developing your facilitative leadership skills. Consider seeking additional training, mentorship, and opportunities to practice and enhance these essential leadership characteristics.

**12-17: Developing Leader**  
You have a foundational understanding and capability in facilitative leadership. Continue to refine your skills, actively seek feedback, and implement strategies for improvement in specific areas.

**18-23: Proficient Leader**  
You demonstrate strong facilitative leadership skills. Keep honing your abilities, staying adaptable, and ensuring you maintain a focus on continuous learning and growth.

**24-29: Accomplished Leader**  
You exhibit excellent facilitative leadership skills. Continue to lead by example, mentor emerging leaders, and explore advanced leadership development opportunities.

**30: Masterful Leader**  
You excel in all aspects of facilitative leadership. Continue to innovate, inspire, and contribute to the field of leadership, sharing your expertise and insights with others.

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**Facilitating Coalition Development**

Setting coalition goals and objectives

Engaging coalition stakeholders

Building trust and establishing a shared vision

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*"Goals are the magical and transformative power of the mind; they energize our innermost desires and bring them to life."*

- Steven Redhead.



## Setting Coalition Goals and Objectives

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*Engagement is the Fuel that Makes Things Go!*



## Engaging Community stakeholders

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- Inclusive Decision Making
- Clear Communication
- Recognition and Appreciation
- Provide Opportunities for Growth and Contribution

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## What It Looks Like in Practice



### Regular Check-Ins and Feedback

Conduct regular check-ins with members, seeking their feedback, insights, and suggestions, and responding constructively to their inputs.

### Collaborative Problem Solving

Engage members in collaborative problem-solving and decision-making processes, ensuring that the collective intelligence and expertise of the coalition are harnessed in navigating challenges and opportunities.

### Foster a Culture of Mutual Support

Cultivate a culture of mutual support, respect, and cooperation within the coalition, ensuring that members feel supported, valued, and connected.

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## Building Trust and Establishing a Shared Vision

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## How to...

### Build Trust

#### Consistency and Reliability:

- Demonstrate consistency and reliability in actions and decisions to establish trustworthiness.

#### Open Communication:

- Maintain open, honest, and transparent communication, ensuring that members feel informed, heard, and respected.

#### Acknowledge and Address Concerns:

- Promptly acknowledge and address members' concerns and issues, showing responsiveness and consideration.



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**What It Looks Like in Practice**

**Regular Interaction**

- Engage in regular interactions with members, building relationships and understanding.

**Feedback and Adaptation**

- Seek feedback from members and show willingness to adapt based on their inputs, reinforcing the trust in leadership.

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# How to...

## Create a Shared Vision

**Collaborative Vision Creation**

- Engage all members in the process of creating the shared vision, ensuring that it reflects the collective aspirations, values, and commitments of the coalition.

**Clear Articulation**

- Clearly articulate the shared vision, ensuring that all members understand and resonate with it.



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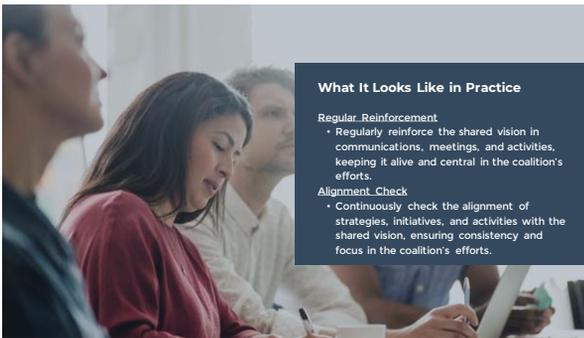
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**What It Looks Like in Practice**

**Regular Reinforcement**

- Regularly reinforce the shared vision in communications, meetings, and activities, keeping it alive and central in the coalition's efforts.

**Alignment Check**

- Continuously check the alignment of strategies, initiatives, and activities with the shared vision, ensuring consistency and focus in the coalition's efforts.

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 **Managing Conflict and Building Consensus**

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 **Techniques for Managing Conflict within Coalitions**

1 Conflict as an Opportunity    2 Open Dialogue

3 Mediation and Facilitation    4 Solution-Oriented Approach



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**Building Consensus and Reaching Decisions**



**Importance of Collective Agreement**

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## How – To...

Inclusive Decision-Making Process.

Clear Communication and Information Sharing.

Facilitation and Guidance

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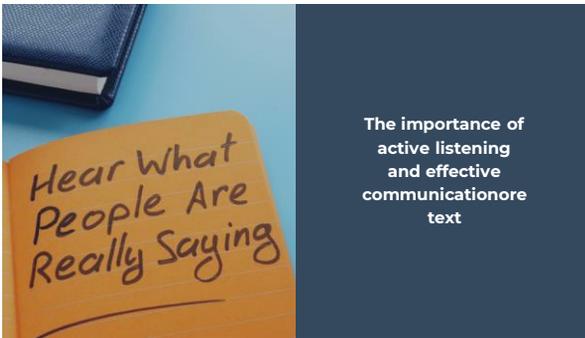
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**Strategies for Effective Collaboration and Coordination**

-  Collaborative Planning and Decision-Making
-  Clear Roles and Responsibilities
-  Regular Communication and Updates

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**Overcoming Challenges to Collaboration**

-  Identifying and Addressing Challenges
-  Training and Capacity Building
-  Flexible and Adaptive Approach

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**Strengthening Coalition Foundations**

- Robust relationships fortify the coalition's foundation, enhancing trust and collaboration.
- Strong bonds unite and bolster support within the coalition for impactful prevention efforts.
- Leveraging diverse skills and insights maximizes the coalition's collective impact.
- Solid relationships enhance the coalition's resilience, sustainability, and overall impact.

**Building Relationships and Partnerships**



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# Facilitative Leadership



The Collective Wisdom

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## Where do I get facilitation training?

- Prevention Training Services
- PTTC Network
- Karie Terhark Facilitation, LLC
- ASA Facilitation
- DJC Solutions

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## PERSONAL ACTION PLAN WORKBOOK

In this workbook, you will not only learn to develop your thoughts, but you will also unlock your full potential by envisioning what success truly means to you. Through a series of thought-provoking exercises, you will gain a deeper understanding of yourself, your strengths, and your limitations. But most importantly, you will reflect on what you have learned and commit to taking action toward your dreams. By the end of this workbook, you will be equipped with the tools and the mindset to conquer any challenge and achieve the success you deserve. Get ready to unleash your full potential.

<https://www.daveclosson.com/free-workbooks>

### YOUR FUNDAMENTALS

Take your planning process to the next level by setting clear parameters and focusing on your fundamentals. These are the non-negotiable elements and constraints that must be considered in goal planning.

So, what tough decisions are on your plate? What are the variables you can control, and what are the non-negotiables that you cannot control? Let your fundamentals guide you toward a well-executed plan that brings you closer to your goals.

**Example**  
 What: New product launch  
 When: March to August 2023  
 Where: Eastern United States (available markets)  
 How: Engage the customer through a trial subscription or content strategy  
 Why: Adding a new product to the product line

Your fundamentals

What

When

Where

How

Why

PERSONAL ACTION PLAN - PAGE 04

36

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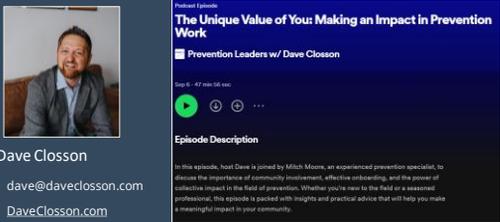
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**THANK YOU!**



**Personal details**  
**The Unique Value of You: Making an Impact in Prevention Work**  
Prevention Leaders w/ Dave Closson

Episode 6 - 47 min 58 sec

**Episode Description**

In this episode, host Dave is joined by Mitch Moore, an experienced prevention specialist, to discuss the importance of community involvement, effective onboarding, and the power of collective impact in the field of prevention. Whether you're new to the field or a seasoned professional, this episode is packed with insights and practical advice that will help you make a meaningful impact in your community.

Dave Closson  
dave@daveclosson.com  
DaveClosson.com

Prevention is Better Together!

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