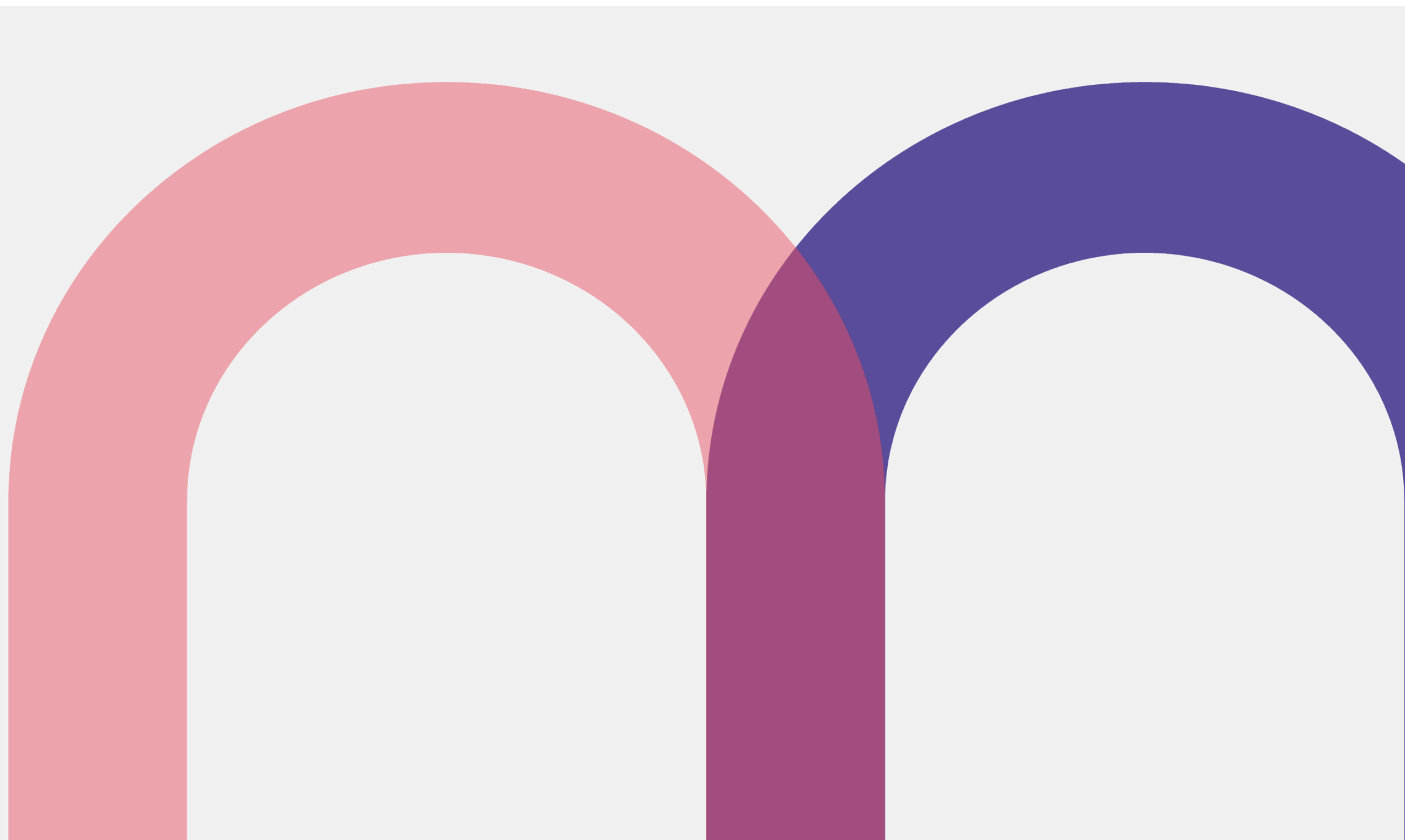# Top 10 ideas for
POWERFUL DIGITAL FACILITATION

Howspace

Digitalization is renewing consulting and learning business

We have experienced that as we are living in a global economy, people want to be able to work as easily and happily in the virtual world as they do in the physical. Digital facilitation is at the core of working at Howspace and we have discovered a whole new world of possibilities for the facilitators, trainers, and consultants. Learning experiences from areas of learning, coaching, co-creation, communication, and facilitation have formed into **new facilitation methods that enable real change and growth.**

Now it's time to share with you the **Top 10 benefits digitalizing your facilitation** will deliver for **you — and your clients**.

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Howspace

TOP 10 IDEAS FOR POWERFUL DIGITAL FACILITATION

1

Working beyond workshops

Facilitating the workshops is fun and invigorating. Often the outcome still is that all the **learning and new ideas leave to the workshops and are not connected in the daily work** for participants.

Digitalizing your facilitation enables you to engage your groups in new and exciting ways that enable real change and growth. By combining the use of virtual workspaces alongside physical workspaces you can work with your groups before, during and after workshops. People can get to know each other before attending.

You can also use digital tools to gather participants' expectations and outcomes beforehand. During and after the workshops you can ask participants to share success stories and set challenges. As a facilitator, you can be with your groups for as long as it takes to achieve the outcomes and have a **real connection on daily work.**

2

Making it easy to debrief & share

Facilitators often love to get people discussing and sharing their stories. All the facilitators are common with Learning Cafés, Gallery walks and Future backwards. They also love finding new ways to debrief and share what participants in their workshops have learnt.

Digitalization makes sharing thoughts and documents easier. Every discussion can be co-ordinated in the same place, in real time. Everyone's ideas, thoughts, and comments can be shared and accessed by participants, and if appropriate, seen and discussed openly throughout the organization.

3

Transparent collaboration

Every facilitator dreams of being able to bring **large numbers of people together to collaborate** on projects, change initiatives and learning programs. Technology has made it possible to **facilitate transparent collaboration throughout the biggest organizations** and across communities.

Digital tools enable facilitators to create structured, staged processes which support and enable collaboration that can be made visible to everyone in an organization. Teams can connect with each other's thoughts and ideas, and leadership teams can be part of discussions. Adding phases and adapting to others' comments is possible both in individual and team level.

4

Involving large group of people

Individual facilitators tend to work with the groups of 20–30 people. Digitalizing the facilitation methods has made it **possible for facilitators to work with hundreds, if not thousands of people.**

Whether the process has done face-to-face or virtual, simultaneously or respectively, the facilitator can **move big groups of people.** There is no need to use a phased approach. Everyone can be involved, **all at the same time** and all the participants become responsible for documenting and debriefing each other.

5

Collaborative prioritisation & decision making

Using digital tools takes **brainstorming, 'liking', voting, prioritizing and decision making to a whole new level**. Everyone can be involved in the conversations that matter, and also in prioritization and decision making before, during and after workshops – only within minutes.

Everyone can quite literally be involved in the decisions that shape organizations and their growth. Even in the big, blended organizations, the decisions can be done real time and the knowledge of the participants can be shared and heard immediately.

6

Granularity
of time

No matter where you are in the world or what time of the day or night it is, participants and facilitators want to be able to **join in the process when needed.**

Every facilitator is familiar with the challenges of scheduling meetings and workshop days with people who already have their calendars packed full. It takes a lot of energy and time to find space in people's diaries to get together for workshops and meetings.

In digital facilitation 2 or 3 minutes a week can be enough. Real time is replaced with "in time". Meetings become unnecessary and irrelevant when facilitators digitalize the process of collaboration. Digital facilitation not only **saves everyone's time**, but also ensures everyone has the opportunity to participate.

7

Storytelling on a grand scale

Facilitators can work with thousands of people to create shared stories. Hundreds of people are involved in big conversations and debates whilst capturing the stories for others to read, hear and watch.

Even in the biggest organizations there is no need to create multiple small processes at the same time anymore. Workshops, change and learning processes can become **'two way learning' journeys and co-creation experiences.** Discussions, ideas and stories can all be gathered in the same digital space, making analysis and insight creation so much easier.

Stories can be captured and analyzed from many different perspectives, whether that be individuals, teams, or organization structure... What ever is needed.

8

Visualizing discussion

Being able to capture and visualize what has been said is really important to facilitators. **Digital tools make it possible to visualize both quantitative and qualitative content.** Tools can now capture people's views and choices, as well as their words and phrases.

We don´t need a classroom to digitalize the world. The only requirement is that every participant has a mobile device. There is no need for big upfront investments for facilitators or organizations. All you have to do is create the digital experience for people to become involved in, so everyone has the opportunity to be heard.

9

Change happens conversation by conversation

As we all know change happens through conversations.

Incorporating digital tools into change and learning programs helps organizations to **be aware of the conversations and thoughts shared in team meetings**. Digitalizing brings these discussions into the daylight.

In this kind of situations of changing the organization culture the role of facilitator changes to **helping leaders develop their skills in facilitating conversations and team discussions**. They enable facilitators to help leaders to develop because every conversation is visible and therefore it's actually possible to 'see' what's been said.

The power of storytelling

Last but not least, is the power of connection. **People love to connect with stories.** Telling stories has always been an effective way to build communities and enable learning. Digitally supported facilitation move from being individual, standalone experiences to **coherent, meaningful stories that everyone in the organization is part of.**

Stories help us make sense of our world and engage with, and become part of, the community we work in. Recent theories around organizational development strongly suggest that using co-created stories helps organizations enable their employees to become more empowered and committed to their purpose and strategy.

Digital facilitation gives **every participant a possibility** to be an active and essential **part of a co-created story.**

Howspace is a digital facilitation platform that helps you deliver powerful organizational change initiatives, learning programs, and workshops.