

Uncover the Secrets to Tackling Advanced Dysfunction in Meetings



Meetings are an essential part of collaboration, decision-making, and problem-solving in any organization. Yet, no matter how experienced you are as a facilitator, dysfunction seems inevitable—whether it’s someone dominating the conversation, participants showing up late, or team members sitting silently in hopes of dodging responsibility. However, there’s another layer of dysfunction that often lurks below the surface, and if left unchecked, it can significantly hinder productivity and damage team dynamics.

In our latest blog, [Below the Surface: Dealing with Advanced Dysfunction](#), we dive into these more subtle, yet equally destructive forms of dysfunction.

Here’s what you’ll gain from reading:

- Insights into identifying and addressing hidden agendas that undermine group trust.
- Methods for overcoming groupthink to encourage diverse ideas and critical thinking.
- Strategies to ensure balanced participation, so no one voice dominates the conversation.
- Techniques to maintain focus and direction, keeping meetings on topic and efficient.
- Practical ways to address resistance to change, fostering openness to new ideas and approaches.

These issues may seem daunting, but with the right facilitation skills, they are entirely manageable. Let's face it, meetings are not going away—let's make them as effective and engaging as possible.

Read Our Latest Blog Post



If you facilitate any meetings or workshops, you are already familiar with the most... [Read More](#)



Diana Gurwicz, CMF®
INIFAC Board Chair

We're excited to announce an upcoming webinar hosted by **Diana Gurwicz**, author of the blog. Diana will delve deeper into this critical topic, sharing practical strategies for facilitators to address dysfunction and transform meetings into productive, collaborative spaces. Don't miss this opportunity to learn directly from an expert!

Date: November 7, 2024

Time: 6:00 AM PST | 8:00 AM CST | 9:00 AM EST | 3:00 PM CET | 10:00PM SGT

[Register here](#)

Unlock The INIFAC Advantage

Why Certification Matters for Seasoned Facilitators

In today's fast-paced and interconnected world, effective facilitation is more critical than ever. Organizations across industries seek skilled professionals who can guide groups towards consensus, drive innovation, and achieve tangible, expected results.

As a seasoned facilitator, you already possess valuable experience and expertise. However, in a competitive market, differentiating yourself and showcasing your commitment to excellence is essential. This is where INIFAC certification comes in.

The International Institute for Facilitation (INIFAC) is the global leader in advancing facilitation practices and setting the gold standard for professional certification. With rigorous and comprehensive assessments, INIFAC certifications validate your knowledge, skills, and dedication to the field of facilitation.



Download Your Free Guide

Discover how INIFAC certification can elevate your facilitation career. Download our free PDF, "The INIFAC Advantage," to learn:

- Why certification matters for seasoned facilitators.
- How INIFAC certification sets you apart in a competitive market.
- The rigorous standards and comprehensive assessments behind INIFAC certification.

Don't miss out on this opportunity to enhance your professional credentials and open new doors in your facilitation career.

Download Now and start your journey towards becoming an INIFAC Certified Facilitator® today

[Download](#)

We are proud to highlight one of our esteemed INIFAC board members



Hedvig Mosvall is an experienced L&D professional with focus on leadership, culture and team development and extensive knowledge in coaching, team coaching, facilitation, training and learning facilitation. She has held positions as Head of Learning & Development, Quality Manager, Training Manager and as a consultant for organisations from a variety of industries. She has designed, implemented and delivered a range of learning & development programmes as well as having worked as leader for small to medium teams.

At present, working as a Senior Learning & Development Manager at Spotify, heading up the L&D Center of Excellence for Team, Leadership and Skills Development globally.

Hedvig Mosvall, CMLF®

International
Development in the
European Market

hedvig.mosvall@gmail.com

She is a Certified Facilitator by IAF (International Association of Facilitators) since 2012, Certified Master Learning Facilitator® by INIFAC (International Institute of Facilitation) and ICI Coach as well as certified in a range of tools like CCT (Cultural Transformation Tools from Baretts Values Centre) TTI Insights, Lencioni 5 Dysfunctions of a team and GDQ.

Her academic background is hospitality – HR, business and quality management with work experience from Australia, Switzerland and Sweden.

DO YOU WANT TO DISTINGUISH YOURSELF
AS A LEARNING FACILITATOR?

The INIFAC "Certified Learning Facilitator Certification" is right for you!

INIFAC
INTERNATIONAL INSTITUTE FOR FACILITATION

in partnership with **LORENSBERGS**

SEPTEMBER 16, 2024
10:00 AM EST | 4:00 PM CET

In the recent INIFAC webinar, hosted by Hedvig Mosvall in partnership with Lorensbergs, participants delved into the value of obtaining a Learning Facilitation Certification. The session explored how this certification can enhance careers by empowering professionals to create impactful learning experiences, guiding self-learning, and utilizing group processes and adult learning theories.

Key highlights included:

- How certification boosts skills and career advancement in learning and development.
- The personal and professional growth that comes with becoming a certified learning facilitator.
- Practical advice on certification processes, eligibility, and exam preparation.

**WATCH
WEBINAR**

COMING SOON... CERTIFIED FACILITATOR LOGIN AREA

FOLLOW US ON SOCIAL:

Want to lead meetings that inspire action and get results? Follow INIFAC on social media for insider tips, expert advice, and practical tools to elevate your facilitation game.



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