

Hi ladies,

I put this together for a quick - be on the same page - note since we are in this together so quickly. I believe in team work and believe that every person can bring a very special part to this meeting. Some of you may already know how to facilitate so I would love to hear some feed back that we can share with each other. But for now this will get the ball rolling for how I do it.

Once again ladies I can't say thank you enough, I look forward to sharing this journey with you.

Lisa

How to facilitate:

Being yourself is the most important thing you can do, only you can be you!

Here are a few things to help you through facilitating, so keep in mind that even if these things are the norm, it doesn't mean that one size fits all.

A facilitator is someone who encourages discussion without inserting their own views or opinions. The ladies have to talk about it so don't talk for them (put your words in for them when they struggle with words). Use the silence as a tool. They will say "I don't know the word" or they may stumble with a word, when this happens just say "It's ok, let it come out." The key is encouraging them to use their words, so just wait for it, it will come – it's about them, their families, and their husbands. Using their own words will help them to feel heard.

(Empathy)

This is the ability to identify with or understand how someone is feeling or their situation without having experienced what they have.

(Sympathy)

This is the ability to understand or identify with someone because you have experienced a similar situation or experience.

Remember community, a common unity, we have a community of common unity, because what we have been through together. We may not know the horrible pain of losing a spouse, this is where empathy comes in. We can't take away their pain or completely understand it, but we can do our best to love that person wear they are at in all their emotions. Sympathy comes in because we have shared in this experience of losing a fellow officer and all the emotions that come with it.

Touching: Is wonderful and encourages but make sure it is safe for the other person. Most people want a hug, a touch around the shoulder, a hand on their leg to say hey I'm here. But there are a few who have back grounds of touch not being positive. So here are some things to look for.

People who are afraid of touch - Are they closed up, arms crossed, leg's crossed, leaning away? Are they behind a table/chair keeping something between the two of you? Honor their space. You can always ask if they would like a hug or ask them "Can I cry with you?" (Look this person in the eye and sympathize through a soft voice, if you connect this way, most will reach out on their own.)

People who welcome touch - Are they leaning toward you, do they look at you, do you know them, have you connected with them, are they standing close to you? These people usually love hugs and feel better with them. It shows them you care!

So please touch if you feel it right to do so, I trust you all to know, follow your heart!

Four simple keys to facilitation:

1. Ask open ended questions
2. Pause and allow time for reflection
3. Allow members of the group to encourage each other
4. Enter the discussion when the group gets off track or needs help reaching closure

Things to watch out for:

1. The person who dominates the conversation – ask others to share their thoughts
2. The person who corrects others as they share – encourage everyone that they have the right to feel the way they do, even if it is different than someone else
3. The person who doesn't share anything at all – they might need some one on one attention after the meeting is over

When in doubt trust your heart!