

# Get to know your Community Facilitators

Six trained Community Facilitators are available to work with local nonprofit or community-based organizations in the south Wood County area. Different methods and skills are used to help individuals and organizations create awareness, understand perspective and overcome obstacles.

To request a Community Facilitator, go to [www.incouragecf.org](http://www.incouragecf.org).



*"As a Community Facilitator, I have the opportunity to engage with individuals from diverse backgrounds and help them to work together to reach positive outcomes, remaining impartial while keeping discussions moving and on track."*

~ **Kathy Alft**

Kathy has worked for both the Town of Grand Rapids and Wood County Health Department, where she now serves as accounting supervisor. She has been active with area nonprofits, including United Way of Inner Wisconsin, and now as a community facilitator for In courage Community Foundation. In addition, Kathy was recently elected as a supervisor for the Grand Rapids Town Board.



*"It is important to me to utilize my gifts and talents within the community I live. Being a Community Facilitator provides opportunities for me to give back to the community in a practical way. I believe it is making a difference."*

~ **Dale Arendt**

Dale is president of The Arendt Group, specializing in training, facilitation, strategic planning, and coaching. Locally, Dale has been active with Opportunity Development Center. In addition, he has facilitated numerous strategic planning and goal-setting sessions for several area nonprofits.



*"Adaptive leadership training has made me more effective in the groups and activities I am involved with. In both my professional and volunteer work, the tools and skill sets I've gained helped me recognize and utilize others' talents to develop teams and work towards solutions."*

~ **Jill Donahue**

Jill has worked at Renaissance Learning in the Content Development Dept. for 15 years. Recently, she earned her teaching license in Secondary Sciences Education. Her community involvement includes serving as board member and treasurer of SWC 2000 and serving on a school board subcommittee for instructional improvement, in addition to being a Community Facilitator.



*"Successful work skill sets include deep empathy for others, servant leadership, and adaptability to conflict, change, and building consensus. Advanced Leadership training has sharpened those skills, increased my awareness for helping my community, and helped me focus on making a greater difference."*

~ **Gus Mancuso**

Gus has been a high school administrator for 29 years, most recently at John Edwards High School. He has been active both locally and at a state level, serving as president of the Wisconsin Interscholastic Athletic Association and the School Administrators' Alliance. Locally, he was a Family Center charter member and served as president of that organization.



*"I enjoy working in my community, helping to facilitate change, discussion and growth to help participants move from resistance to truly embracing the learning. Adaptive leadership skills are necessary for changing how people interact and succeed."*

~ **Heather McKellips**

Heather is president of Highland Training & Development which focuses on facilitation, instructional design and development, and soft skills. In the community over the past three years, she has been very active with the Speak Your Peace program, helping train thousands of area residents on the Nine Tools of Civility.



*"Being a Community Facilitator allows me to use the skills I was trained in to advance a common, positive and enriched community for all of south Wood County."*

~ **Jean Young**

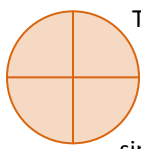
Jean serves as assistant regional chief for Wisconsin Department of Corrections. Her extensive nonprofit experience includes: Wisconsin Rapids Sunrise Rotary, Wisconsin Correctional Association and Wisconsin Jail Association and In courage Community Foundation. She is an elected official, serving as Alderman on Wisconsin Rapids' City Council, currently in the position of City Council President.

# Improved skills. Stronger community.

Resilient, thriving communities foster leaders who can bridge groups and cultures. By strengthening networks among communities, we improve our local economic growth and opportunities.

Many of these networks are built using adaptive leadership skills. The Advanced Leadership Network, created with support and investment from the Ford Foundation, includes six trained Community Facilitators who are available to work with local nonprofit or community-based organizations in the Nekoosa, Pittsville, Port Edwards, Rome, Rudolph, Vesper and Wisconsin Rapids areas. Community Facilitators use the following skills and models to provide knowledge and guidance that will help strengthen organizations.

## Four Quadrant Analysis<sup>®</sup>



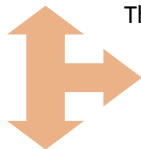
This tool helps identify options or ideas to address a complex and challenging problem. It creates an excellent joint problem-solving process that can help a single team or both parties invent more creative, “out of the box,” options.

## To Hold in Trust<sup>®</sup>



Moving from building rapport to developing trust involves a deep awareness of the process of Holding in Trust<sup>®</sup>. This concept investigates what it means to be responsible for something (or someone) that one doesn't own or control.

## Ladder of Inference<sup>®</sup>



This tool is designed to help one party stand in the shoes of another party to understand that perspective, whether agreed with or not.

## Three-stage Model for Change



This tool provides an overview of the three phases of change, outlining common emotions and responses. It helps participants understand and facilitate organizational change.

## Seven Element Model of Conflict Resolution and Negotiation<sup>®</sup>



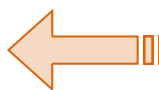
This model provides the foundation for proactive negotiation. The multi-purpose negotiation process helps define what a successful negotiation is, to achieve and execute the strategy for success. Participants also learn to analyze and understand why the negotiation succeeded or failed.

## Integrated Model of Leadership<sup>®</sup>



This model unites *technical skills* (those used to solve clear cut problems with predictable solutions) and *adaptive skills* (those used to address complex issues requiring collaboration with groups and individuals). This tool balances these two skill types to instill the kind of broad (inner) awareness used to achieve excellent (outer) performance.

## History Timeline<sup>®</sup>



This tool creates a common understanding of the past, builds trust, and opens communication.

These tools have been utilized in our community to help understand and appreciate historical perspective, build greater municipal collaboration, and bridge cultural gaps.

incourage  
community foundation