

Group Facilitation

Honoring Commitments:
Aligning Priorities and Addressing
Community Needs



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Group Facilitation Service

Facilitation is a team-based preventive process in which a neutral third-party facilitator, works closely with participants to identify topics that might stand in the way of optimal progress and success, according to established or future strategic and operational objectives.

This dispute prevention and resolution method promotes the early identification of potential sources of conflict, which may initially be expressed in the form of frustration, discontent or disappointment, and the appropriate manner in which conflict escalation can be avoided and resolved in a fair, timely and cost-effective manner.

What to Expect

Facilitation allows each participant to learn and practice problem-solving skills and techniques that can be later applied to everyday matters which, in the long-run, can compound and create annoyances, antipathies, resentment and perpetuating conflicts with the potential outcome of contributing to a breakdown in team focus and spirit.

Special Case Management

Where necessary, the topics of forgiveness¹, good-faith², honesty³, and daily peacemaking⁴ habits are discussed and actively practiced during the course of a facilitation session. The following metrics may also be assessed before or during the course of a facilitation session, for the purpose of detecting and preventing conflicts:

Metric	Workplace Application
Adaptation	How well the team handles change, stress, and shifting priorities together.
Partnership	The level of shared responsibility, collaboration, and mutual support.
Growth	Individual and collective development resulting from overcoming challenges.
Affection	Psychological safety, mutual respect, warmth, and genuine care among peers.
Resolution	The speed, efficiency, and fairness with which disagreements are settled.

1 **Forgiveness:** Ability to move past previous grievances to remove emotional roadblocks.

2 **Good Faith:** Ability to assume positive intent from all parties to build a foundation of psychological safety.

3 **Honesty:** Ability to create a safe space for radical transparency without fear of retaliation.

4 **Peacemaking:** Ability to embed small, actionable communication behaviors into the team's routine to prevent future escalation.

Intake Process

A pre-facilitation questionnaire is distributed to executives and organizers, or designated staff members, for the purpose of better understanding and meeting the organization or community's specific needs, objectives and expected outcomes.

Facilitation is directed toward helping participants understand how they can actively take measures to prevent, resolve or avoid the escalation of conflicts that contribute to a breakdown in group or community dynamics, thereby creating a fertile ground for social and economic stressors, potential adversity and hardship.

Targeted Areas of Prevention

To achieve this, the process is designed around key targeted areas of prevention. Facilitation sessions are ideal for working through or debriefing the most complex, delicate disputes that business, employment and labour communities face in their daily operations.

We guide executives and their teams through high-impact or pressing issues, including:

- Human rights, consultation, and workplace accommodation;
- Occupational health, safety, and cross-jurisdictional mobility;
- Funding frameworks and discretionary budgeting policies;
- Public, private, and individual employment contracts.

Operational Objectives

To maximize impact and deliver measurable success, our facilitation framework is anchored by the following strategic pillars:

- **Proactive Communication:** Equipping teams with proactive communication tools to neutralize systemic friction before it escalates into overt workplace conflict.
- **Inclusive Alignment:** Cultivating inclusive, structured group environments that elevate diverse perspectives and align cross-functional teams with shared institutional goals.
- **Sustainable Collaboration:** Embedding sustainable, high-performing collaboration frameworks that reinforce institutional trust and psychological safety daily.

Intended Public and Process:

Audience: General public

Language: The group facilitation service is open to all business communities in both English and French. If a community prefers to use an Indigenous or other native language, interpretation or translation services can be arranged.

Duration: 1 or 2 Day Work Sessions—including breakout and interactive sessions.

Post-Session Consultation: Consultations are optional and at your discretion.

Cost Overview:

Professional Facilitation Fee: \$1,890 CAD per day.

Travel expenses: The ticket price does not include standard business travel, meals, and lodging expenses for the facilitator(s) during preparation and on-site delivery.

Cancellation Timeline and Fees:

30+ Days Notice: Full refund minus a \$150 administration fee.

15 to 29 Days Notice: 50% refund, or a 75% credit toward a future workshop.

14 Days or Fewer Notice: Non-refundable. No credits will be issued.

How to Request this Service:

Organizations can retain our facilitation services through a straightforward four-stage process:

1. **Inquire:** Submit a request to secretariat@praxis-forum.com outlining your team's timeline and specific dispute prevention or resolution requirements.
2. **Scope:** Collaborate with our neutral third-party facilitator to define the operational objectives, targeted areas of prevention, and key stakeholders.
3. **Onboard:** Formalize the service contract and initiate the pre-facilitation questionnaire.
4. **Execute:** Deploy our neutral third-party facilitator to deliver targeted, high-impact group sessions aligned with your corporate or institutional goals and values.

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