

Facilitation Center Helps Officers Think Outside the Box

Build relationships
Define action
Generate solutions
Make progress
Reach consensus



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Old habits are hard to break. Policies that have been in place for decades that just aren't working anymore are hard to redesign with fresh ideas. Finding new ways to stretch exhausted budgets is never easy.

Sometimes it takes a new way of thinking to get it done.

That's just what Eastern Kentucky University's Facilitation Center is all about. Recently, the Department of Criminal Justice Training's Leadership Development Section decided to introduce facilitation training as part of its Criminal Justice Executive Development Course. It is a style

that fits well with the role CJED provides for Kentucky's law enforcement leaders.

"CJED is heavy with discussion about the future of policing," said Leadership Development Training Instructor Alvina Maynard. "These leaders are transitioning from operational to strategic roles of responsibility in their departments. They're going from working within the structure of their department to being the leaders that shape that structure and culture.

"These problem-solving techniques will help CJED graduates work through challenges in a methodical way, which encourages creativity and open-mindedness while maintaining focus," Maynard continued.

HOW FACILITATION CAN HELP

The Facilitation Center became a part of EKU's College of Justice and Safety in 2003, said Stefanie Ashley, a facilitation services specialist at the center. Since then, the staff with a combined 30 years of facilitation experience has conducted various types of trainings and occupational analysis, as well as facilitated meetings for both the university and other clients across the country.

"Our role as a facilitator is to be a neutral party that guides the process of a meeting and not the content," Ashley said. "The participants are the experts and we create space and time for them to share their ideas and thoughts in a creative, productive