

THE PERMISSION, PROTECTION AND POWER OF THE FACILITATOR

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How to create positive impact towards the maturity of the group, achieving synergistic processes that ensure the best and greatest results with the least social-emotional waste has its answer in the 3Ps of the Facilitator: Permission, Protection and Power.

Facilitation is a profession of help and support that has the purpose of enhancing the synergistic and co-evolutionary processes of groups, organizations and communities, promoting their learning and self-development capacities. The challenge is to ensure that the members of the group transcend their individualities and adopt the common goal of achieving the highest and best results, with the least possible socio-emotional waste.

In this way, with Facilitation, the group seeks to achieve empowerment, co-evolution and sufficient achievement towards its maturity through new knowledge, skills, perceptions and meanings that allow it greater proactivity and autonomy to resolve its issues, harmonize and "synergize" with others, balancing individual and group needs in coherence with the requirements of the context.

This process of growth of the group towards its maturity is full of obstacles that the facilitator must face with a deep respect for the group's life cycle, proposing and not imposing new behavioral and attitudinal practices, from the window of opportunity that the moment of the group required.

What are those pitfalls that hold back the group's co-evolution towards maturity? In general, these are archaic patterns of thought and behavior, generally not conscious, that do not correspond to the required patterns to achieve synergy. There are also emotional blocks (fears, rages, resentments) and the stories kept in the group constellation (loyalties, jams, entanglements) that take the forms of resistance to change.

Making the invisible visible and the unconscious conscious is the essential task of the facilitator to provoke the "realization" of the group, that is, promote the discovery of the "brakes" that prevent them from communicating better to decide and create together, to

flow from love, gratitude and commitment towards co-creation synergistic of the best results.

The question is: How to create a positive impact towards the maturity of the group, achieving synergistic processes that ensure the best and greatest results, with the least socio-emotional waste? In my facilitating experience of more than forty years, I have found the answer to this question in the practice of 3P (Permission, Protection and Power) practice that I acquired in my training as a Psychotherapist of Transactional Analysis.

The purpose of Transactional Analysis is for the person to "disobey" the Script of Life that keeps him tied to archaic programs that limit his freedom and autonomy holding back their potential for development. You want the person to re-decide autonomously the thoughts, attitudes, beliefs and emotions in connection with his authentic Self "Here and Now", by renouncing the old programs that limit him and impede his social-emotional growth. 3P messages by part of the Psychotherapist help the person achieve the purpose of it.

I find a great similarity between the existential re-decision process before described and that required by the group to advance towards the maturity of the synergistic processes.

How do permission, protection and potency operate when applied to the group process? Here is my application of these 3Ps to facilitating practice:

Permission: The group needs to feel that it is "allowed" to move towards new behavioral, attitudinal and mental patterns that are emerging, while unlocking emotions, loyalties and resistance. The facilitator models and reinforces in the group the validity of acting in a different way in front of the creative tension that arises from possible change so as not getting stuck in conformism, the past, or fear.

Protection: Leaving the comfort zone generates anxiety both in each person in particular and in the group as a whole. In this way, the "facilitating permission for group change" must be accompanied by messages of support that are transmitted to each member, and transmitting to the group: security and trust, showing acceptance, empathy and compassion towards the experience. Likewise, it is necessary to safeguard the conditions, to avoid putting at risk the physical, mental, moral and emotional integrity of the group.

Potency: Potency refers to the facilitator's ability to send timely messages that point to the knot that has the group stuck and impedes it from co-evolving synergistically. When we refer to "making the invisible visible and the unconscious

conscious,” we were just pointing to the power of the facilitator and his ability to read the hidden process of the group.

Here I have proposed the most significant ideas of how I have been using permission, protection and power in the field of Facilitation of Synergistic Processes. According to my experience, it will be your intuition and a deep respect for the needs of the group in its growth cycle that will set the tone for you to use these 3Ps of the facilitator effectively.

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