



iiChange[®] dialogue facilitation

WHO CAN USE IT?

Teams and organizations looking for a third-party moderator to lead discussions, brainstorming

WHAT'S IN IT FOR YOU?

- Clearer objectives, outcomes
- More focused discussions
- Authentic interaction
- Value from integrating diverse perspectives
- More creative solutions

**innovative
interchange[®]**
ASSOCIATES

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iiChange.com

Do you have an important meeting coming up—one in which you need your group to reach shared understanding around a specific goal or set of goals?

iiChange[®] Dialogue Facilitation can help focus your discussion, keep it productive, and get you the outcome you want. Our facilitation process is rooted in five deliberation and dialogue principles:

- Mutual respect
- Authentic communication
- Appreciation of diverse perspectives
- Imagining possibilities
- Habit transformation

Whether you're hosting a brainstorming session, a strategy session, a leadership team meeting, or a series of meetings with diverse participants, an iiChange facilitator can pull the best ideas out of the group. And when differences in perspective arise, the facilitator will help you use all of the ideas to build shared understanding and find new, creative possibilities. Your facilitator also can compile notes from and write summaries of your meeting.

Sometimes it helps to have an objective third party guide a group through a complex conversation—giving you, as a leader or manager, a chance to be just a participant or an observer.

iiChange[®] Dialogue Facilitation can turn an average discussion into high-powered, meaningful dialogue. Call us today to find out how.

about innovative interchange[®]

Innovative InterChange[®] is an independent consulting and facilitation company dedicated to providing clients with the latest skills for effective collaboration and rapid learning. With more than 45 years of research and experience behind us, we design and deliver workshops, based on current neuroscience research, that increase individual, group and organizational learning and innovation. Our exercises provide participants with tools and skills for increasing effective communication, collaboration, appreciation of diverse ideas, creative problem solving, and change management.

iiChange® facilitators



Kathy Hollingsworth
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Kathy is dedicated to helping others reach their potential by understanding their worth and using iiChange® skills and tools to enrich their lives. Prior to starting Innovative InterChange® Inc., she spent twenty-nine years in banking, including several years as president and CEO of National City Bank, Southwest.

Kathy earned a bachelor's degree in geography from Wittenberg University and an MBA from Case Western University



Heather Martin
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Heather has a passion for communicating important, compelling ideas and for helping people see and appreciate the value in diverse points of view. Heather joined Innovative InterChange® Inc. in January 2007 after nearly seventeen years as a professional journalist, including three and a half years as publisher of the Dayton Business Journal.

She has a bachelor's degree in English from Wittenberg University and a master's degree from Northwestern University's Medill School of Journalism.



Charlie Palmgren
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Charlie has spent more than fifty years developing leading-edge thinking tools and exercises to equip leaders and teams to develop sustainable mindset change. He's been an international consultant to top management and senior consultants and has written several books and articles on behavioral science and organizational development topics.

His master's in psychology is from Drake University, and his Ph.D. in applied behavioral science and organizational development is from Union Institute and University.