



Wolpack Facilitator Best Practices

Dr. Ginny A. Baro, PhD, MBA, MS, CPC



Our Journey

Setting the foundation for successful facilitation

The ABC Facilitation Framework

Call to Action

Tools to Leverage

Check-Ins, Group Coaching and Q&A

Learning from each other!





Setting the Foundation



Our formula for success

Be present, remove distractions, cameras on

Be a “safe” listener — what happens in Vegas stays in Vegas!

Be honest and vulnerable

Be generous — share your insights

Be open minded/hearted

Be curious

Connection Mingle

Breakout:

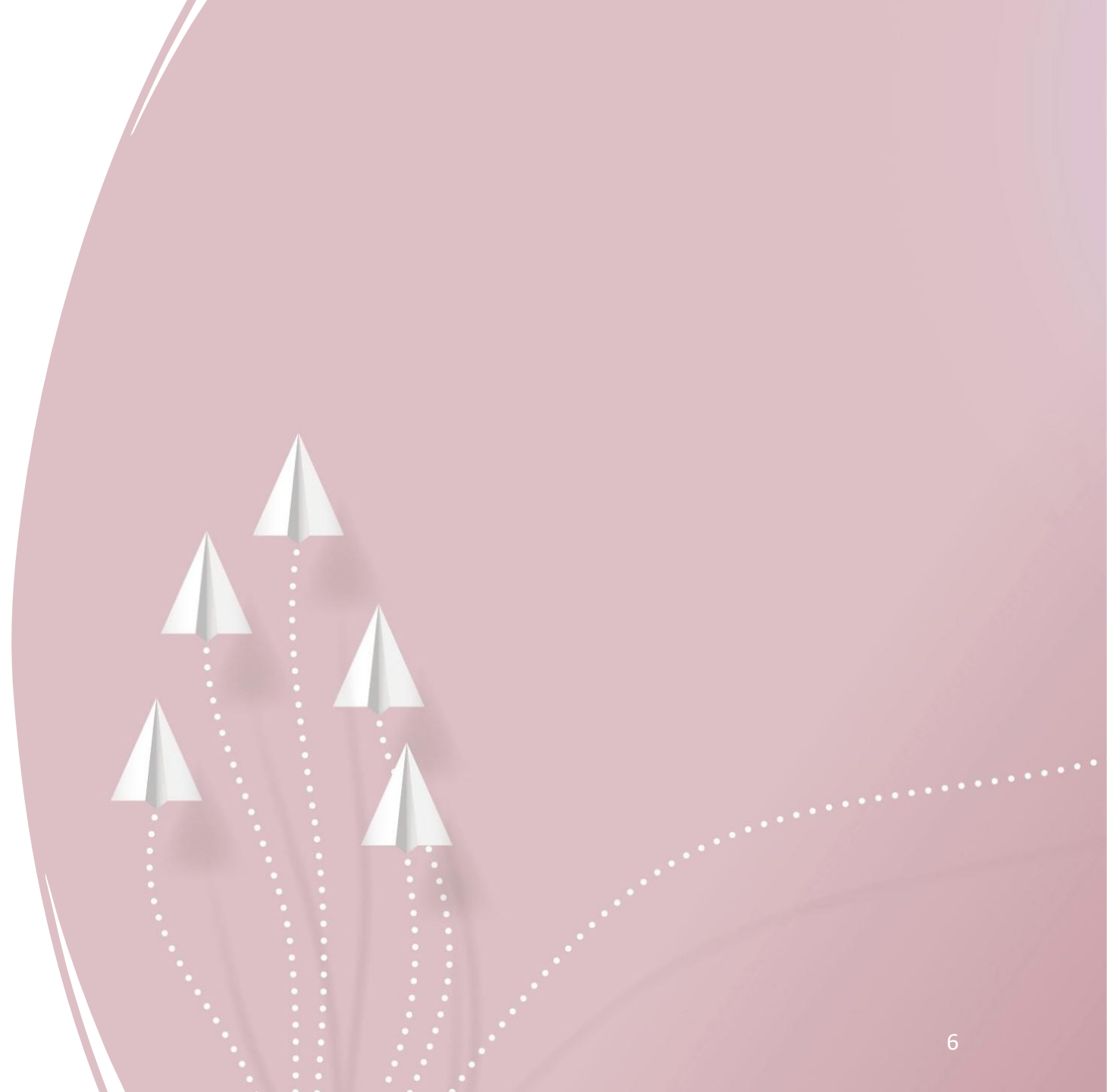
**In 1 minute, share your name
and what you look forward to
the most as a Wofpack
facilitator?**

After 1 min, switch!



What are you
looking forward to
the most as a
Wolfpack facilitator

Comment in the Chat



Key Benefits for Facilitators



Professional Development: Improve communication, leadership, and organizational skills

Expand Your Network: Establish new industry relationships, creating future opportunities

Personal Growth: Learn and gain different perspectives from others' experiences and challenges

Enhance Your Personal Brand: Increase your visibility and reputation within your industry

Mentorship Opportunities: Share your knowledge and experiences, make a positive impact on members' development

Sense of Purpose and Fulfillment: Influence an empowering community for women to grow and contribute to their success

As facilitators,
when you ask
**empowering
questions**, you
don't have to do a
“heavy lift.”

Begin with “What” “How” “Who”

What activities would be most rewarding?

How often should we meet?

Who can help us with that?

**Tap into the MASTER-MIND of
the group**

The 6 Human Needs

Everyone has them! Start using this perspective

Needs of the Personality

1. Certainty
2. Uncertainty
3. Significance
4. Love/Connection

Needs of the Spirit

5. Growth
6. Contribution



Six Human Needs 101

Drive our actions and behaviors

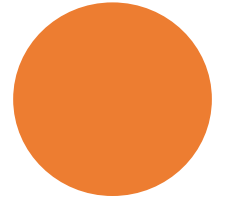
We walk around with six buckets, looking to fill our needs

We typically have two primary needs

Others' primary needs can be different from ours

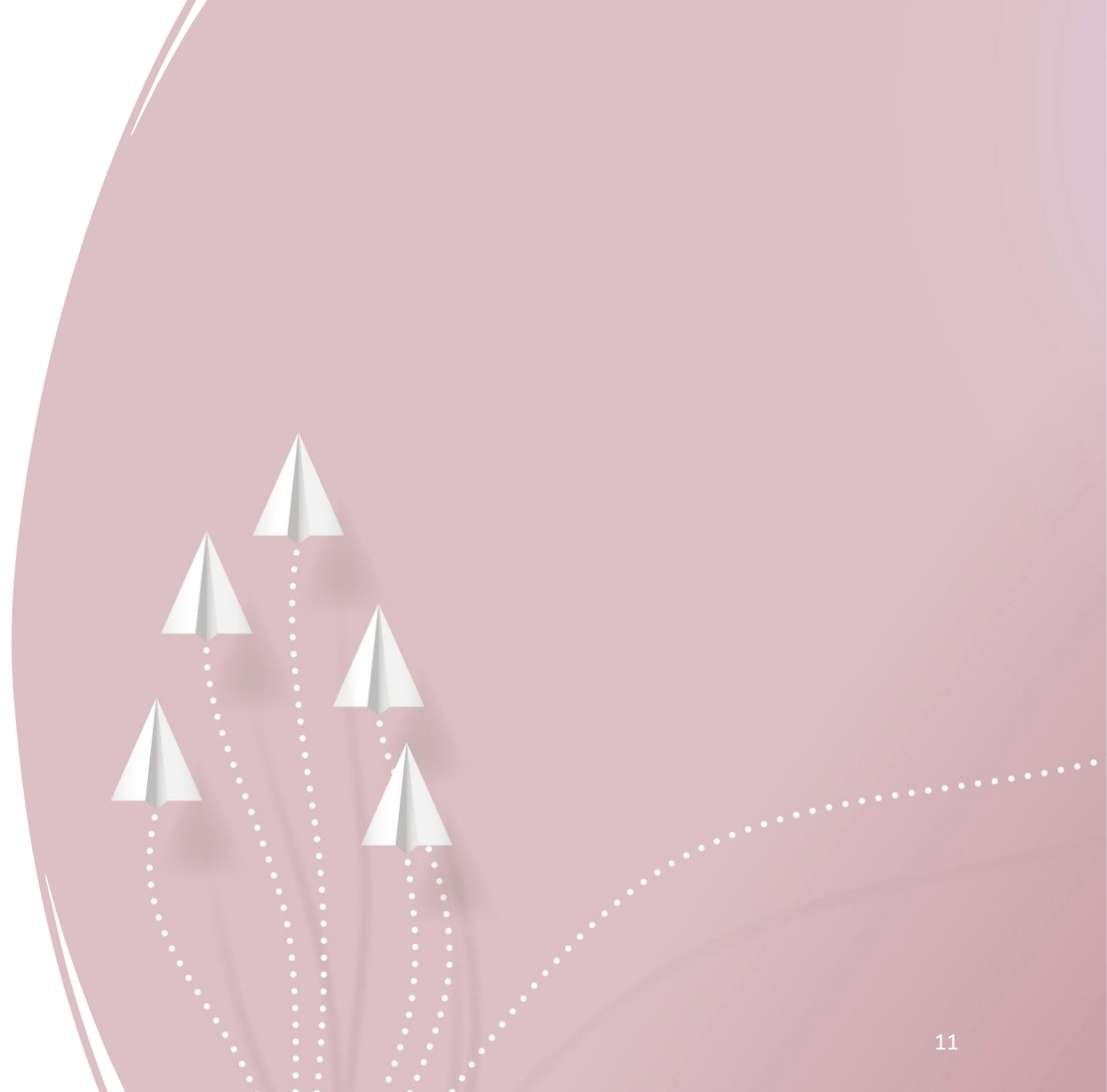
How can you increase engagement? Plan to meet their six human needs!

- ☑ Organize and plan activities that meet their needs for **certainty, uncertainty, significance, connection, growth, and contribution**



What is your #1 insight so far?

Comment in the Chat





The ABC Facilitation Framework

Always start with a fun icebreaker

Be engaged and encourage participation

Contribute to each other

2024

The ABC Facilitation Framework

Always start with a fun icebreaker

Create a positive, light-hearted vibe

Raise the energy level!

Help members get to know each other:

What are you celebrating today?

What's your favorite book and why?

What's a fun fact about you? Would you rather?

What's your proudest accomplishment?

Mix it up! (uncertainty)



The ABC Facilitation Framework

Be engaged and encourage participation

Prepare to create a welcoming and inclusive environment (use your Checklist!)

Cultivate trust, collaboration, and mutual respect

Foster active listening - ensure all voices are heard

Solicit feedback regularly for activities, topics, etc.

Ask open-ended questions (what, how, who?)

Create polls to get feedback without judgment

Check-In regularly (every 2 – 3 sessions): Wolfpack
Member Check-In tool



The ABC Facilitation Framework

Contribute to each other

Create and share agreeable guidelines for engagement

Encourage sharing knowledge, resources, and experiences

Provide structured opportunities for members to connect:

Virtual/in-person networking events

Create smaller group breakout sessions

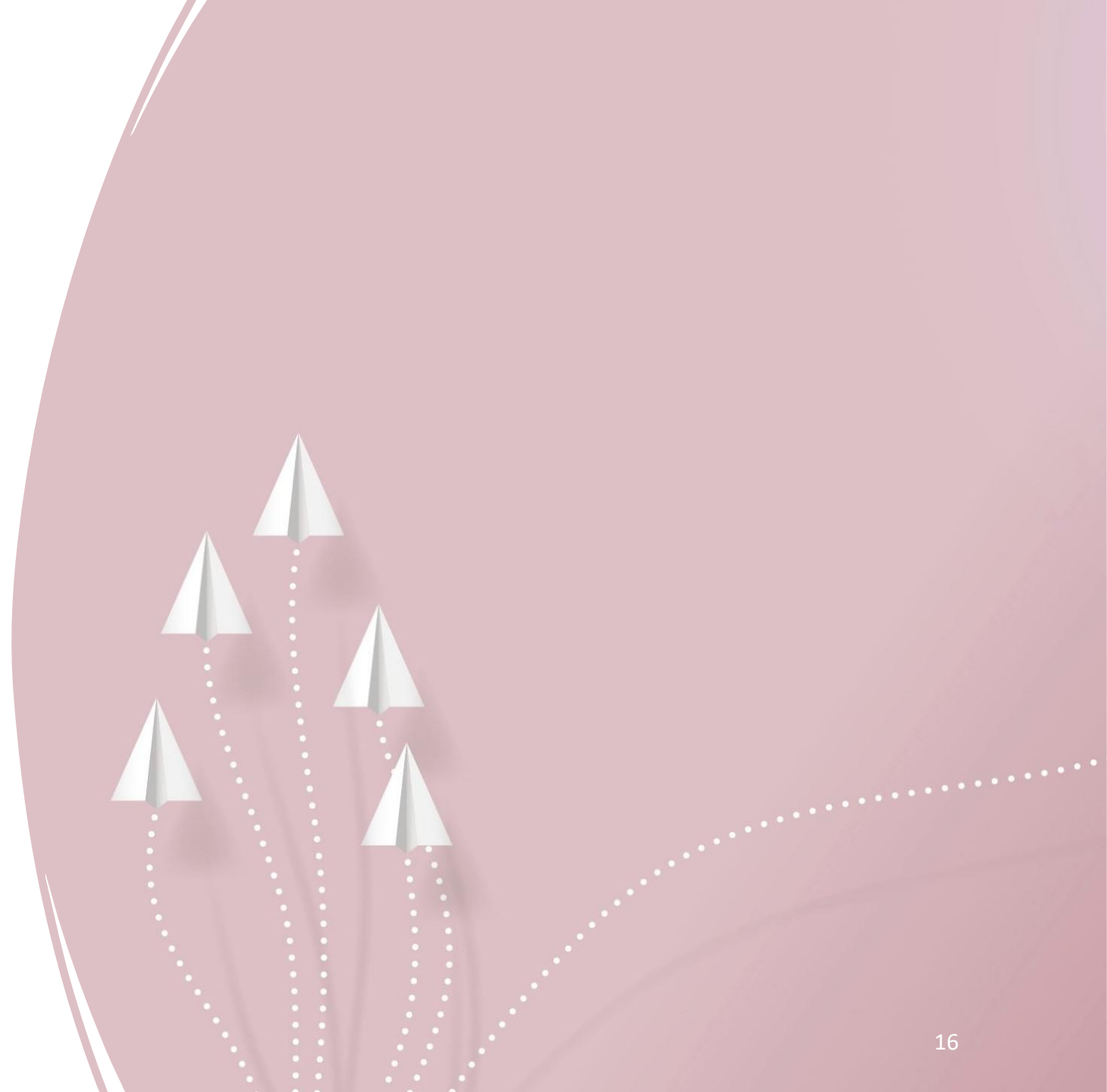
Assign breakout tasks that require collaboration

Leverage the Wolfpack's expertise for content



What is another insight so far?

Comment in the Chat



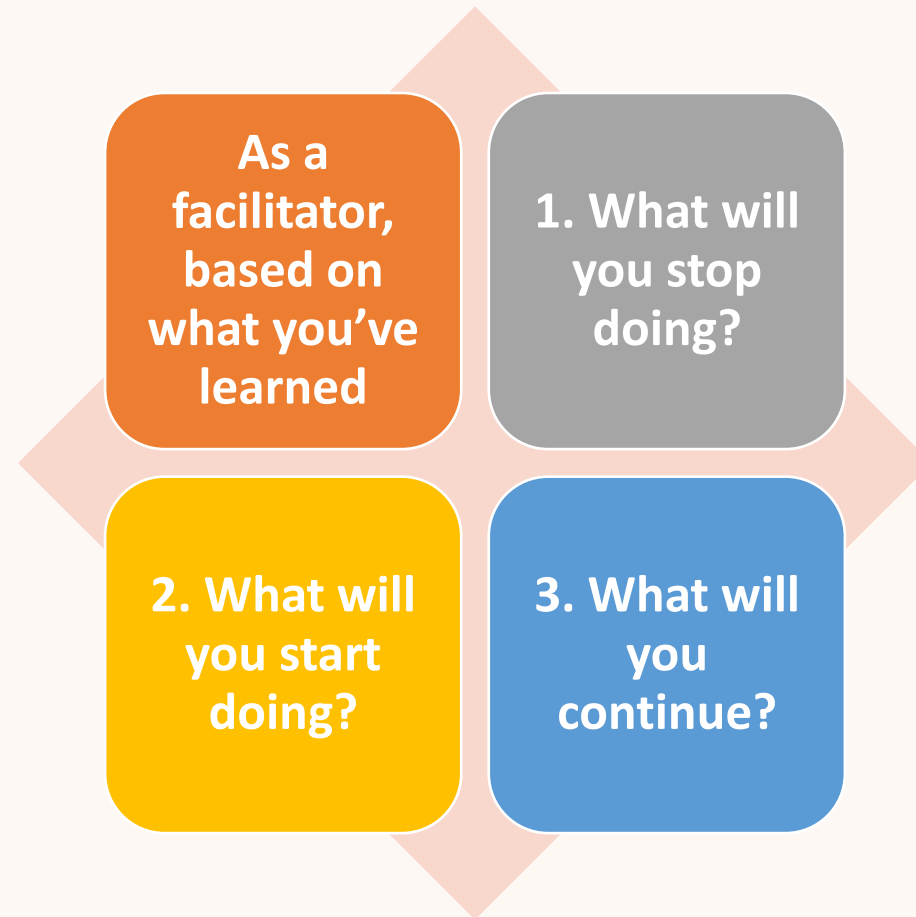


Call to Action

Stop-Start-Continue
Wolfpack Gratitude Practice



Stop – Start – Continue





Wolfpack Gratitude Practice


Lead with gratitude

Acknowledge Wolfpack members

Celebrate milestones and achievements

Close with gratitude

Refer to the Workbook!



Tools to Leverage

- ✓ Wolfpack Facilitator Checklist
- ✓ Sample Agenda
- ✓ Wolfpack Member Check-In



Wolfpack Facilitator Checklist

Get organized!

Boost your confidence & prepare in only a few minutes

Be ready to guide your session to deliver the most value and the best experience for yourself and all members

Set your intention for each session, i.e., have fun, learn, support, etc.

Create your roadmap (use the Template)

Go to your Workbook...





Sample Agenda

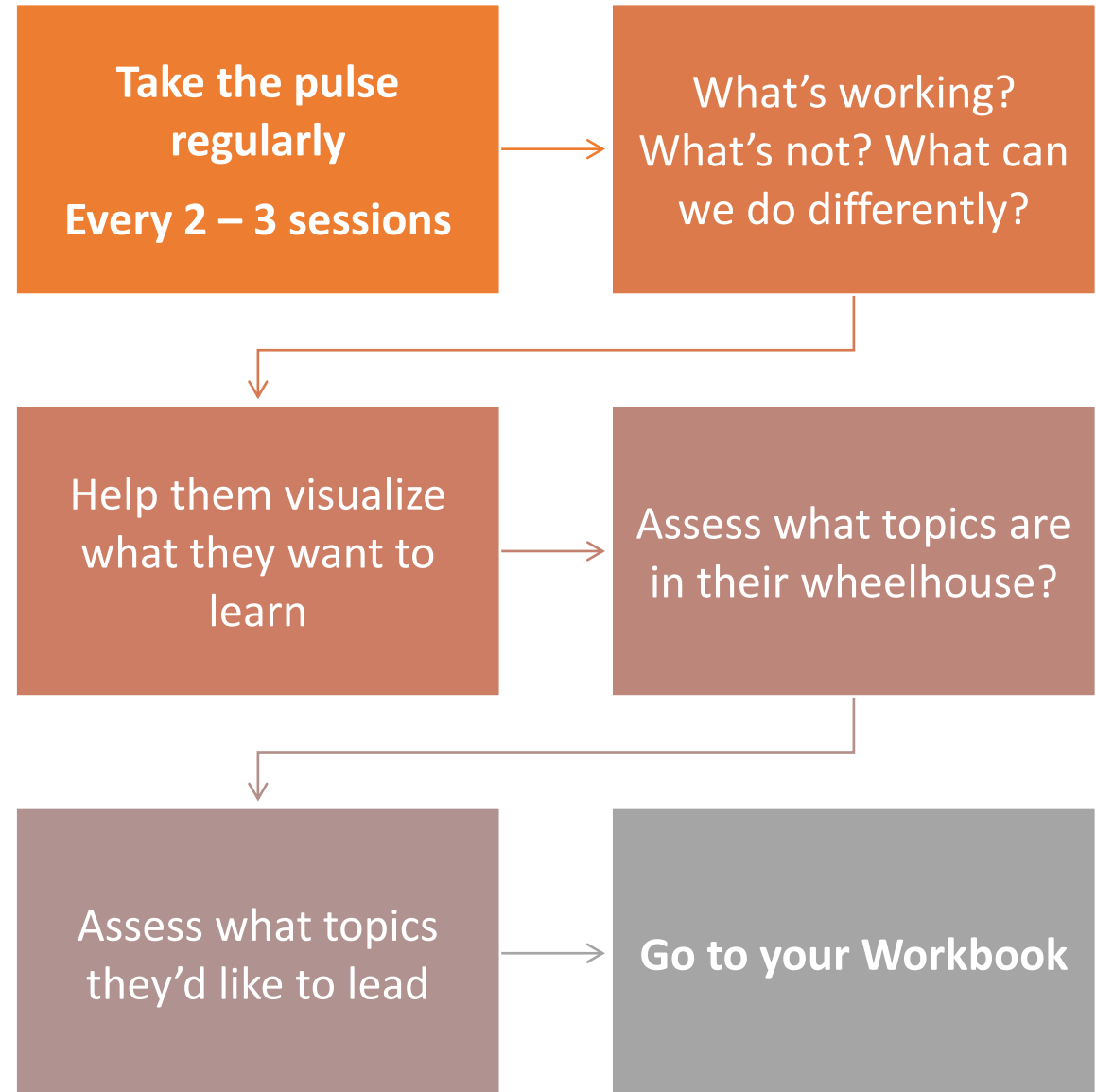
WOLFPACK SESSION AGENDA

When: JAN. 25, 2024, 12 – 1 PM ET

Where: Address / Virtual Link

- 1. Connection Mingle**
- 2. Wolfpack Recognitions**
- 3. <insert topic of focus>**
- 4. Accountability – What's next?**
- 5. Key Takeaways**

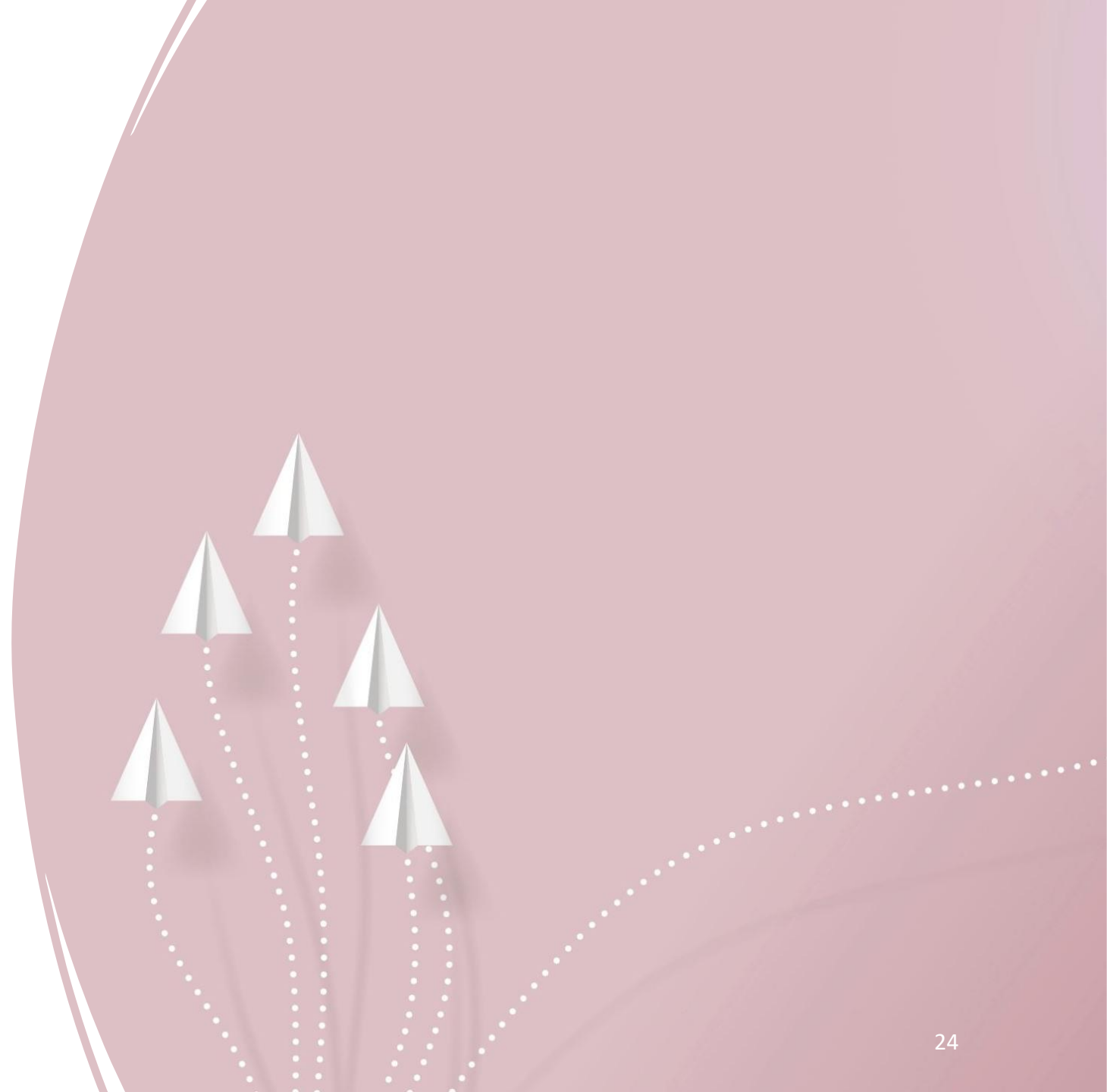
Wolfpack Member Check-In

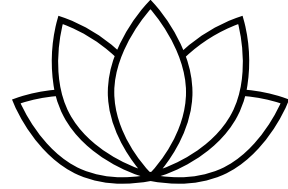


How will these tools support you?

- ✓ Wolfpack Facilitator Checklist
- ✓ Sample Agenda
- ✓ Wolfpack Member Check-In

Comment in the Chat





**“Do what you can until you
know better. Then when you
know better, do better.”**

Maya Angelou





Your Gift!

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What's next?

- Visit your valuable Resources page, download your **Workbook and slides!**
- Execute on the ABCs!
- Acknowledge your efforts!

Thank you!

Let's Connect

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Group Coaching and Q&A

APPENDIX



Dr. Ginny A. Baro



Dr. Ginny A. Baro, Ph.D., MBA, MS, CPC, immigrated to the U.S. at age 14 with nothing more than a dream. Today, she is an award-winning international transformational speaker, leadership coach, career strategist, and author with over three decades of experience in the corporate world. As the founder and CEO of ExecutiveBound™, Dr. Baro specializes in delivering keynotes, leadership and coaching programs for organizations, employee business groups, and Fortune 500 partners.

Named one of the Top 100 Global Thought Leaders, Dr. Baro's expertise in leadership development has been recognized by Fortune 500 companies and partners, including McKinsey&Company, Verizon, Merck, and Pfizer, where she has been invited to speak numerous times on the topic. She has been featured in numerous media outlets, including NBC, CBS, Fox, Univision, USA Today, the New York Business Journal, Latinas in Business, and more. She has been an external Leadership Coach for McKinsey & Company's Hispanic/Latino Executive Program and a subject matter expert on Personal Branding since 2021.

Dr. Baro is the author of two best-selling books: *Fearless Women at Work* and *Healing Leadership*. Her books have been praised for their practical advice and actionable strategies. In 2020, Dr. Baro created the Women's Fearless Leadership Mastermind to help high-potential female leaders of all backgrounds grow and advance. Her expertise, passion, and commitment to helping leaders and women make her an invaluable resource to any organization looking to unlock the full potential of their talent and achieve success in their business. To learn more, please visit www.ExecutiveBound.com.



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ALEXION

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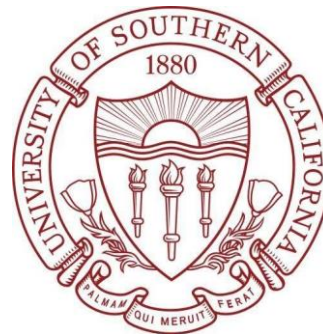
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