



# Cluster Facilitator for The LeaderShape Institute™

## Responsibilities

The Family Cluster is the formal support and reference group for the participants during the LeaderShape Institute, and the Cluster Facilitator serves as the group's resource, catalyst, and facilitator. The Cluster Facilitator does not serve as the participants' "parent" or "gatekeeper." Instead, the Cluster Facilitator serves as a bridge between the Learning Community (large group) and learning application in the Family Cluster. Specific roles within the Family Cluster and Learning Community include:

- Modeling leadership behavior and acting with integrity
- Clarifying, summarizing, and sharing ideas
- Guiding group discussions
- Teaching selected segments of the curriculum during Family Cluster time
- Establishing a climate conducive to learning
- Challenging thinking and encouraging reflection and feedback
- Maintaining an energy level that accommodates the pace of The LeaderShape Institute

Because Cluster Facilitators have considerable interaction with the participants, it is one of the most critical roles on the faculty team during The LeaderShape Institute. The Cluster Facilitator will support participants as they develop their visions and encourage positive interpersonal and group skills in a safe and trusting setting. Cluster Facilitators are also encouraged to maintain contact with members of their Family Cluster following The LeaderShape Institute, which helps participants "stay in action" to successfully achieve their visions after the six-day program.

At times the Cluster Facilitator also assist the Co-Lead Facilitators in managing the session. Numerous activities occur every day at The LeaderShape Institute, many requiring accompanying instruments, handouts, videos, special instructions, etc. Whenever possible, the entire team needs to make sure that the day's tasks are accomplished efficiently and effectively.

## Requirements

Cluster Facilitators come from all backgrounds and experiences. The only requirement that we have is a willingness to be both a learner and a teacher while sharing your authentic self with your Family Cluster.

**Note:** During The LeaderShape Institute, Cluster Facilitators are accountable to the two Co-Lead Facilitators who have overall responsibility for managing the week.