



Corporate Circles

FREQUENTLY ASKED QUESTIONS

1. What is a Corporate Circle?

A Corporate Circle is a meeting of a group of people who wish to resolve work-related issues and enhance working relations.

2. How does a Corporate Circle work?

During the Corporate Circle individuals share their thoughts, opinions and perceptions about what works, what does not work and how to make improvements. During a Circle many perceptions, which could be causing disagreements, are brought to light.

3. What is the process?

A facilitator is selected to manage the Corporate Circle process. The facilitator interviews those who are involved and selects those who will be in the Circle. A meeting date is set, the Circle is held, and the facilitator follows up afterwards. In some cases more than one Corporate Circle is necessary.

4. What happens at a Corporate Circle?

At a Corporate Circle the group sits in a circle and discusses what is happening in the workplace and any current conflicts. Each person is given an opportunity to speak openly and candidly. Each is invited to describe what has been happening, its impact on them and what they would like to see happen in the future.

5. What types of situations are most appropriate?

Work situations that benefit most from a Corporate Circle are those where conflict keeps arising, where old issues have not been resolved, where decision making seems difficult, or where recent events have damaged relationships.

6. Who should attend the Corporate Circle?

Any person who contributes to the effective working of the group or who is impacted by a situation or conflict should attend. This can include employees, managers, executives, CEOs and other stakeholders.

7. How long does a Corporate Circle last?

The length of a Corporate Circle depends on the nature of the situation and the number of participants. The facilitator will be able to assess the time needed after some initial interviews. A Circle usually lasts several hours.



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8. What is the role of the facilitator?

The facilitator's role is to help the group discuss issues and consider solutions while keeping the conversation on track. At the end of the Circle the facilitator will help the group work out the details of how things can be improved, usually in the form of an agreement.

9. What are the results of a Corporate Circle?

A successful Corporate Circle can have the following results:

- transform conflict into collaboration
- build trusting teams
- heal damaged workplaces
- enhance individual empathy and accountability
- build conflict resolution and problem solving skills.

10. What do I do now to set up a Corporate Circle?

Call **CenterPoint** at 604-228-8900 or e-mail us at info@CenterPointInc.com. Our first consultation is always free. We will work with you to assess whether your situation is appropriate for a Circle and, if so, help you get it done.

For more info please go to www.CenterPointInc.com or send an e-mail to info@CenterPointInc.com.