



Cluster Facilitator Job Description

The Family Cluster is the formal support and reference group for the participants during the week. The Cluster Facilitator serves as the group's resource, catalyst, and coach. The Cluster Facilitator does not serve as a parent or gatekeeper. Instead, the Cluster Facilitator serves as a bridge between the Learning Community 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,
- facilitating selected segments of the curriculum,
- establishing a climate conducive to learning,
- challenging assumptions and encouraging reflection and feedback, and
- maintaining an energy level that matches the pace of the Institute.

Because Cluster Facilitators have considerable interaction with the participants, they are very valuable members of the faculty during the Institute. The Cluster Facilitator supports participants as they develop their Breakthrough Blueprints and encourages positive interpersonal and group development in a safe and trusting environment. Cluster Facilitators are also encouraged to maintain contact with members of their Family Cluster following their session. This contact helps participants "stay in action" on their visions after the six-day program and will help sustain their commitment to integrity after the Institute.

During Learning Community segments and at other times, the Cluster Facilitator assists the Co-Lead Facilitators in managing the session of the Institute. Numerous activities occur during the day at the Institute, many require accompanying instruments, handouts, videos, special instructions, etc. Whenever possible, the entire faculty needs to make sure that the days' tasks are accomplished efficiently and effectively.

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