provided by Tony Hernandez and his co-facilitators, I believe that we are giant leaps closer to meeting the goals and outcomes we desire with this session. The session evaluations reflected that 87% of the participants felt the session and its contents were very effective or effective and their knowledge of the topic increased.

One participant appreciated Tony’s ability as a facilitator to personally relate to the topic. When asked for additional comments about the session, this participant said, “Respect and honor over charity – it is better to stand in solidarity with, not over others. I really appreciated hearing Antonio’s story. He was a vulnerable leader in action.”

Another participant appreciated the authentic facilitation style, stating, “This was a great session, and I’m surprised it was the first time presented by these facilitators in this format. They were genuine in their approach, and I think that increased everyone’s comfort level in terms of sharing openly. Amazing what you can learn about an individual when you listen to them!”

As we look to planning the 2015 session of Understanding Differences, Leadership Lancaster has a great foundation on which to build because of the style of facilitation used last year.

(Back to Tony:)

This experience came from a collective effort and I have gained so much from the people who have helped me in my endeavor for continued growth and development. First, to NSRF National Facilitator Ursina Hastings-Heinz and NSRF intern Jim McKean for a dynamic CFG New Coaches Open Training, To Kate Zimmerman and Deb Rohrer for their support and encouragement. Finally, to my co-facilitators, Shayna Watson and Angelique Arroyo, for the beauty of our synergy together.