

## **Attributes of Innovation Conference Working Groups: For Leads/Facilitators**

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**Working Group Facilitators must possess a commitment to exploring ways in which their topic area brings value-added to the SOCOM Headquarters. While an understanding of the topic area is important, they will serve as working group leads during the time leading up to the conference and will present their findings during the Innovation Conference January 7-9 2013. They are expected to be “passionate agnostics” about the topic area they are escorting. Facilitators are not monitors or arbitrators for work place frustration and complaints; instead, they are to be thermostats for their groups, not thermometers. Facilitators will escort group discussion through the realm of possibilities and focus on ideas that could improve the collective understanding of the headquarters staff and to consider findings that benefit the headquarters.**

**They may find themselves working with panelist, who will most likely not be from SOCOM who are experts, recognized leaders in their functional area. Together the panelist and the facilitator help to guide conversation and cover area or ideas that the SOCOM Commander and the senior leadership should consider adopting or avoiding after the conference has concluded. They will brief their section to a the final Senior Leaders brief on 9 January volunteer to lead their area,**

**Focus on value added, not barriers, do not solve all of SOCOM’s problems, and cover lots of ground using panelist and cross-leveling sessions with other working groups. There will be assigned scribes’ whose jobs will be to assist the facilitator and panelist with recording and populating the deliverables onto the conference webpage. This includes capturing the narrative of the working group, new ideas, quick wins, limitations and actions for future consideration.**

**The working groups will convene weekly or regularly once their groups have been assigned and will cross level their findings periodically in the time leading up to the conference. They should also expect to provide a comprehensive brief to leadership during the conference.**

**After the conference, there is potential for follow on initiatives that the Commander may direct and working groups may need to serve as catalyst for the next steps, more to follow.**