



## The LiFT Roundtable Process – How Does It Work?

LiFT's objectives will be achieved over the next 10 years through the 'multiplier effect' of volunteer peer learning: This is based on an established and tested international Roundtable discussion group process that has been used in a number of countries around the World.

### **The Roundtable process works as follows:**

Each roundtable has between 3-6 participants, one of whom is a trained Roundtable facilitator. At each weekly session (which lasts for approximately 45 minutes), the participants start by reading materials that have been designed to encourage personal reflection on whichever leadership value is being discussed that week.

The facilitator leads the session using a structured and simple 5-step process. The facilitator models each step and is an active participant in the session. Every participant is encouraged to take part, to talk about how that value resonates with them and to evaluate themselves against that value. They each then decide for themselves a very specific and discrete action step that they will undertake to improve in relation to that value. The next session then begins with each participant briefly talking about how the action step might have affected their thoughts or behaviours and rating themselves again against the same value.

These small yet specific actions are the key to the roundtables. As author Simon Sinek puts it, 'going to the gym for 9 hours does not get you into shape: working out for 20 minutes every day gets you into shape.... Leadership is exactly the same. There's no one thing I can tell you you have to do so that people will trust you. It just doesn't work that way. It's an accumulation of lots and lots of little things that by themselves are innocuous and useless... but done consistently and in combination with lots of other little things [develop a leader]'.

These first volunteer facilitators will come from across Irish society, from our schools, sports organisations and youth groups; through to business and wider society. The round table groups will meet regularly to work through modules that help to build Ireland's LiFT Values. In turn, the participants in these round tables will have the opportunity to become volunteer facilitators helping to develop others, who can then go out and do the same.