



Hollier and Hart

We help people make progress on complex and difficult issues.

Our Principals, Fiona Hollier and Phillip Hart, are Nationally Accredited Mediators.

- Mediation
- Dealing with complex multi-party issues
- Conflict coaching
- Facilitation
- Community / stakeholder engagement
- Team development
- Strategic planning
- Group consultation and decision making processes
- Skills development.

We have supported a wide range of private and public sector organisations in achieving their goals.

For more information:
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We are based in Sydney, Australia, and undertake projects in regional and interstate locations.

Deliberative Workshops: insights with widespread buy-in

Deliberative workshops inform and extend the thinking of people affected by significant and complex issues.

Deliberative workshops overcome common barriers to good decision-making, by bringing together a cross-section of ideas & perspectives which are not usually available.

How a deliberative workshop works

A group of interested people explore an issue intensively and in depth, over a short period (typically one day).

Participants hear expert input from all sides of the issue, carefully balanced to include the main arguments and relevant information.

The participants then deliberate together, exploring and expanding their understandings and insights. Guided by an independent facilitator, they identify their own conclusions.

The participants develop greater clarity about the issues, strategies for responding, and the confidence to implement them.

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- ✓ **High quality solutions**
 - ✓ **High alignment amongst the participants' conclusions**
 - ✓ **Builds trust, relationships and alliances**

When to use a deliberative workshop

- ✓ Where the focus is on building participants' understanding of complex and challenging issues
- ✓ When new thinking, decisions, strategies and responses are needed quickly
- ✓ To network and strengthen relationships with other participants
- ✓ To establish or strengthen alignment in the thinking within a group or organisation.

Key Principles

A deliberative workshop is:

Inclusive – all affected parties can be engaged in the workshop

Balanced – expert input comes from all sides of the issue, avoiding bias and group-think

Informative – participants are systematically informed, and have their thinking extended on key aspects of which they had not previously been aware

Deliberative – the participants' prior assumptions and perspectives are tested together, respectfully

Productive – the process is guided to help the participants reach their own conclusions and decisions.