

FACILITATION SKILLS AND STRATEGIES

2 DAYS

Facilitation Skills and Strategies is a short course that will refresh the basics of facilitator style and provide you with new ways and confidence to lead groups and teams. It is designed for those who want to consolidate, broaden and enliven their style of facilitation. Whilst you will be provided with facilitation models, tools and tips, we recognise that the greatest resource you bring to groups is yourself and the impact that you have in engaging, leading and developing others.

About the Course

In this two day workshop you will explore your role as group facilitator with particular attention to skills practice and awareness building in the live group setting. We will introduce you to Modes of Authority and Dimensions of Facilitator Style, a practical toolkit designed to equip you with the confidence and skill to effectively handle group processes and group tasks, paying attention to structure and interventions before, during and after an event.

You will learn how to direct and guide groups hierarchically, and to work in cooperative and autonomous ways too, as appropriate. You will be encouraged to become aware of your own skills, experience, personality and preferences, and use and flex your facilitator style with self-awareness, authority and personal presence. The topic of Group Dynamics is introduced in the context of choosing an appropriate facilitation style and approach.

Course Content

This is an introductory course in facilitation, *but* it is not basic. If you are looking for a core facilitation model, and are keen to develop your personal style - then this is for you. Practical skills will include:

- ✓ Planning and structuring a facilitated session
- ✓ Contracting, setting and managing expectations
- ✓ Being a catalyst for learning and development - moving things forward
- ✓ Handling emotions, particularly where they hinder group effectiveness
- ✓ Challenging and confronting limiting behaviours and attitudes
- ✓ Working with the prevailing group dynamics to create positive outcomes

- ✓ Working confidently with issues of power and authority
- ✓ Raising awareness to limiting or challenging behaviours in a group
- ✓ Managing the mood, feeling and energy towards a positive form of the group dynamic



Method

At AoF we are committed to experiential learning and reflective practice. So you will be working in a small group of up to 12 participants, and with smaller sub groups for skills practice and peer review.

Activities will include, theory input, practical activities, group discussion, practice sessions, feedback, and self & peer assessment.

Accreditation

This course counts towards becoming an Accredited Facilitator with the Association of Facilitators, and towards the Foundations, Certificate and Diploma Programmes in Facilitation Skills.

Self and peer assessment is at the heart of our accreditation process and is a particular strength of AoF. Participants report that this process builds deep confidence, knowledge, and awareness, as well as emotional competence and skills for self-regulation.

Related Courses

- Group Dynamics
- Foundations in Facilitation Skills

Who is this for?

Typically, those who attend Foundations in Facilitation Skills are:

- Working within an organisation as a change agent, group/team leader, manager, director or project manager
- In chairing roles at meetings with developmental, strategic or operational purpose (be that business, charity or education).
- Occasionally called upon to facilitate groups, meetings and teams
- Working as a consultant, change agent, trainer to a client organisation.

- Embarking upon a career in facilitation or leadership

Participants are usually facilitating already (or about to be) and may:

- wish to learn about themselves in a group from high-quality input and feedback
- be feeling unequipped or deskilled by previous training/ experiences
- have become aware of the absence of theories and models related to group facilitation in their toolkit

Facilitation Skills and Strategies is a two-day training course which can be undertaken as a stand-alone module or as part of the Foundations in Facilitation Skills programme (five days) leading to accreditation. Participants can attend an open course at our venue, or this can be run at your premises for an in-house group.

