

# GROUP DYNAMICS

2 DAYS

**Group Dynamics** is a short course that will immerse you in the ebb and flow of human relations, raising awareness of the deeper issues that influence group behaviour, and developing facilitator skills that access the group dynamic and maximise learning from experience. It is designed for those who want to work at depth with groups, and for those wish to enhance their skill when managing difficult situations, raising awareness and leading change.

## About the Course

In this two day module you will explore your personal process as a group member and the direct impact that this has on your facilitator style in the full range of groups, clients and situations that you might work with. You will become aware of the effect that prevailing group and system dynamics have on you, including your attitudes, assumptions, personal triggers and defences. Time is given to explore the nature of projection and transference,

and to developing personal strategies for handling them. You will become more comfortable in handling situations as they emerge, and more aware of the subtle influence that you have on a group, and vice versa. This is for all facilitators who wish to work explicitly with Group Dynamics whether the purpose is developmental, business-related, educational, community-building, problem solving or restorative.

## Course Content

We will explore your role as group facilitator using a range of theoretical models and our group environment to learn about typical group stages, depth, focus, relationships, mood and energy, and to explore issues of power, difference, confluence, dysfunction, trust and conflict. Core concepts of organisation and systems theory will be introduced. Practical facilitation skills will include:

- ✓ Understanding and raising awareness of group dynamics
- ✓ Contracting and managing expectations, allowing your role to flex and have impact
- ✓ Skilfully confronting negative dynamics that hinder productivity and helping groups to navigate conflict
- ✓ Recognising defences and triggers that arise for you and others, and choosing healthy and skilled interventions

- ✓ Balancing the human dimension of the workplace with the shared tasks and desired outcomes
- ✓ Seeing the group as a system with relationships to other systems (organisation, culture, society)
- ✓ Creative approaches to engender a positive form of the group dynamic



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## 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.

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## 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.

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## Related Courses

- The Facilitator's Toolkit
- 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

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**Group Dynamics 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.**

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