

Facilitation skills

Who it is for

Managers, consultants and trainers who have to facilitate groups as part of their work.

Facilitators of change programmes, quality initiatives, action learning and self managed learning.

Experts who have to train / help / pass on learning and want to do so without just telling.

Objectives

By the end of the course participants will:

- Understand the relationship between process and content.
- Understand the role of a facilitator.
- Have identified a range of possible interventions.
- Have practised facilitation skills and interventions.
- Have received feedback on own preferences and patterns.
- Have identified a range of options for the design of workshops and events.

Content

- The nature of facilitation and the role of the facilitator.
- The intervention cycle and ways of intervening.
- Practical techniques for facilitating.
- Facilitator style.
- The design of workshops and events.
- Handling conflict.

Approach

The course is highly practical and consists mainly of exercises in large and small groups followed by review and feedback. Key concepts and methods are presented.

The course concludes with a learning review and action planning process.

Duration

Two or three days - the third day is spent in intensive practice on individual needs.

Tailoring

The course is tailored to individual client needs. This is reflected in e.g. the subjects of the exercises and the course duration.

