

Facilitation Skills - Session 10



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Learning objectives

Recap of course content

What exactly do we do as facilitators?



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Learning objectives - session 1

What is facilitation?

What Skills / Competencies do you need?

VARK
Honey & Mumford

Other learning theories

Communication skills



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Learning objectives - session 2

Understanding group dynamics

Some group dynamic competing issues in groups, group life cycle and the role people play in groups.

Considering additional group behaviours

Rapport building with various groups using tools and techniques.

Boundaries for you as a facilitator



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Learning objectives - session 3

Conflict - what is it?

Facilitating people we have difficulty with

Degrees of dysfunction in groups

Is intervention the best solution?

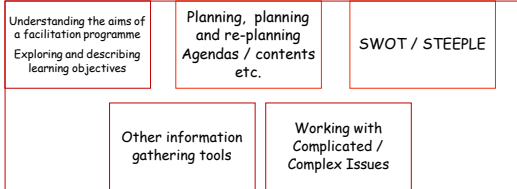
Facilitator's invention in a group



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Facilitation Skills - Session 10

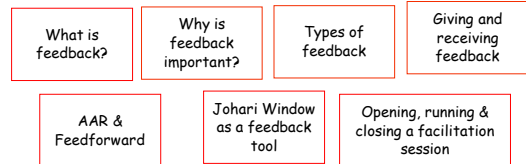
Learning session - session 4



Total Focus

7

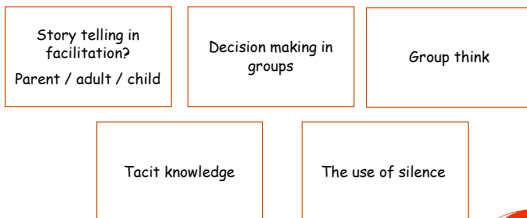
Learning objectives - session 5



Total Focus

8

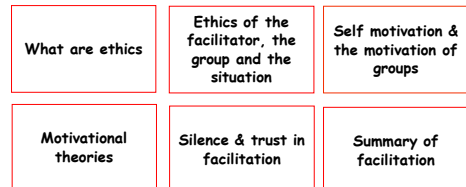
Learning objectives - session 6



Total Focus

9

Learning objectives - session 8 (session 7 practical skills)



Total Focus

10

Learning objectives - session 9 (this is session 10)



Total Focus

11

As a FACILITATOR we are



Total Focus

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Facilitation Skills - Session 10

What is a facilitator?



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As a architect

We...

- Gather information about the group
- Plan all aspects of the facilitated sessions
- Agree with the client / organisation the *desired* outcome for the group (bearing in mind this may not be the outcome you desire)
- Plan the actual session (in as far as possible)
- When the group convenes we draw up a working agreement



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As a pilot

- We...
- We help the group take off and land safely
- We explain our role as the facilitator
- We explain what will happen (flight plan) being alert to any weather disturbances such as conflict, moving away from the purpose of the group
- Bringing closure and a sense (if possible) of fulfilment



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As a guide

We...

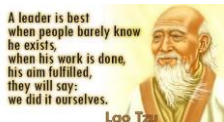
- Lead the group through uncharted, often unexplored waters - through doubts & disagreements.
- Build a strong and confident team who 'can do it'
- Develop a new team with facilitation skills within the group



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As facilitators we...

As facilitators we are striving to have people say ...



A 'facilitator' is best when people barely knows that he/ she exists, when his/ her work is done, the group aims fulfilled, they will say, we did it ourselves



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Take away from today

Recap of course content

What exactly do we do as facilitators?



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