

Facilitation Skills

Content – 1 day course

Course introduction

Delegates share their experience of facilitation, their issues and specific needs

Facilitation: Content versus process interventions

Input followed by discussion of experiences, challenges, and opportunities in organisation

Appropriate facilitation

Shared agreement about concepts and identification of where and when to use different types of facilitation

Enhanced skills workshop

Participants will quickly learn how to be more powerful as a facilitator and enjoy the process

Asking high quality questions

Exercise in small groups to turn simple questions into deeper thought provoking questions that are more likely to lead to innovative thought and action

Skills practice

A short series of case studies using actors/trainers are used with the event recorded onto videotape for playback and evaluation.

Participants have to decide

'What are the facilitator pitfalls?'

'What intervention strategies they would use?'

Each participant facilitates a discussion with the aim of having a clear purpose, outcomes, and shared focus. There is facilitator-led feedback

Skills practice to build confidence

Participants work on a series of workshops to develop realistic assessment and confident use of facilitation skills for handling difficult situations

Key point round up and feedback

Each delegate receives learning points to take away.