

From Training to Facilitation

- Overview** If training is about transmitting external expertise and offering new knowledge methods and skills, facilitation is the process of supporting a group or individual to find new knowledge within themselves, or more often, drawing out existing knowledge and skills, finding new ways of looking at a challenge, developing new approaches and engendering creativity. Actions and strategies that are developed by the team are much more likely to feel 'real' to them and to gain the commitment necessary for implementation. Additionally, a facilitative approach can easily be adopted by a team and used in team meetings etc. without the need for external support. The approach is therefore highly empowering and sustainable.
- This programme will explore these dilemmas and examine the methods, tools and approaches necessary to use facilitation to effect genuine and sustained change.
- Aim** Having completed the programme, Delegates will have reflected of the similarities and differences between training and facilitation will have identified the key stages in the facilitation of a learning or change event and will have developed tools and techniques which they can use in their facilitation practice.
- Learning Outcomes** Having completed the programme, delegates will be able to ...
- Define Facilitation and identify the circumstances where a facilitative approach is likely to add value
 - Negotiate and clarify objective and outcomes for a facilitation event
 - Negotiate the ground rules and scope of facilitation events
 - Use appropriate tools and methods for facilitation, including:
 - Problem clarification and negotiation tools and methods
 - Questioning and challenging techniques
 - Outcome visioning methods
 - Using metaphor to enhance understanding
 - Positive transference
 - Motivational approaches
 - Prioritisation & action planning approaches
 - Recognise and respond to resistance
 - Identify their personal strengths and challenges as workplace facilitators
 - Consider their own professional development and support needs in relation to their facilitation practice
 - Create a personal and /or team action plan for their use of facilitation in the workplace and for the continued development of their facilitation skills.
- Duration** One Day