

# IAF Endorsed™ Comprehensive Programme on Group Facilitation Skills

'Facilitation: Making Group Wisdom Work'



## Guide on the side, not a sage on the stage

Leadership has constantly evolved – from being Power based to Influence based to Transformation based. Now, more than ever, the world has a lot more Volatility, Uncertainty, Complexity, Ambiguity (VUCA), compelling leaders to re-look at their leadership styles once again.

Teams today are rarely homogenous, remote ones even less so. The need to bring diverse individuals/groups to think, collaborate and work together has never been greater. It's time for Facilitative Leadership.

Group facilitation is a skill that uses processes and tools to enable the coming together of different views and thoughts of a group to achieve a collective objective. It is a critical skill today, for coordinating the ideas and contributions of diverse sets of people within organizations, during meetings on strategy making, problem solving, and change management, and for overall organizational effectiveness.

The **International Association of Facilitators (IAF) Endorsed™ Comprehensive Programme on Group Facilitation Skills, 'Facilitation: Making Group Wisdom Work'** is a highly interactive, learner-centric program designed to help you explore the power of facilitation to leverage collective knowledge and experience of a group and achieve effective outcomes.

## What participants will learn

- Understand why and when to use facilitation
- Understand and implement the design process for facilitation
- Enable and facilitate groups to achieve the desired outcomes
- Build engagement during interactions
- Apply the IAF competencies and code of ethics
- Understand and be able to leverage the different facilitation methods and tools

## The Endorsement



This program has been reviewed and is endorsed by the **INTERNATIONAL ASSOCIATION OF FACILITATORS (IAF)**

For more information please visit <https://www.iaf-world.org/site/professional/endorsement>

## Who should attend

Business leaders, managers, HR and L&D professionals, facilitators, consultants and trainers

## Your Journey into Facilitation

### DAY 1

- **Introduction and setting context**
- **Role of process facilitation and that of a facilitator**
- **Facilitator as Architect:** Contracting with client; Gathering group objectives
- **Facilitator as Architect:** Process design and methods and tools to design an effective plan to organize and run the meeting to meet the group objective
- **Reflect and wrap up:** Understand the importance of wrapping up a meeting with actionable next steps and methods to do so

### DAY 2

- **Welcome back and review**
- **Facilitator as Pilot and Guide:** Understanding People and Team dynamics and behaviors
- **Facilitator as Pilot and Guide:** Core facilitation practices for group engagement, constructive discussions, conflict management, consensus building etc.
- **Facilitator as Architect, Pilot and Guide:** Apply learning by practicing running a short session, with feedback
- **Reflect and wrap up**

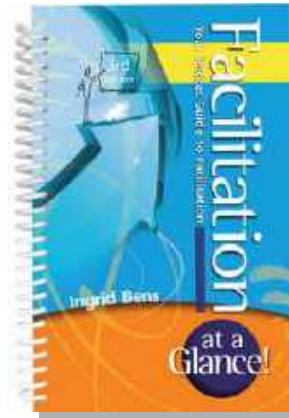
### DAY 3

- **Group participation:** Understanding signs of the group's struggle and disruptive behaviour and its impact, and learning how to make an effective intervention so the group does not become dysfunctional
- **Designing session practice:** Design a complete session in groups and get feedback
- **Demonstrations:** Facilitate the session designed in groups and get feedback
- **Reflect and wrap up**

## Our Approach

We use adult learning and Accelerated Learning principles; collaborative learning; and robust feedback and debriefing techniques.

## Participant Resources



You will receive a copy of

Ingrid Bens' bestselling book, '**Facilitation At A Glance**', your very own pocket guide to facilitation



You will also receive a copy of

Amazon #1 Bestseller '**The Facilitative Leader: Leadership in the VUCA Era**' by Sanjay Dugar, CPF

## Additional skills you will build

- Leadership skills
- Building collaborative client relationships
- Interpersonal and communication skills
- Planning, time management, feedback skills

## FOR ANY QUERIES

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