



FOR INTERNAL CHANGE MAKERS

THE ART OF FACILITATING

Facilitating is an art that you can learn. From design, mapping and engaging stakeholders, developing the skills needed to let a group discover direction and providing guidance simultaneously.

Are you an intrapreneur, creating movement in your organisation or guiding change processes? Would you like to learn how to design, facilitate and make these processes internally sustainable? Are you driven by a desire to create more connection and meaning? Then this development course is for you.

The Art of Facilitating is for people that are doing the work in organisations, guiding change, often navigating sticky processes and operating in complex organisations. This course will give you new perspectives on the ethics of change, group dynamics, systemic work, and discovering or deepening your approach, since you are the key instrument of change.

During a 4-day programme over a period of 2 months, we will guide you through different facilitation methods and frameworks that help overcome resistance and group insecurity, give space to the minority perspective, and help bring together conflicting interests in organisations. During this journey, you will get to know like minded people that are also working on systems change or are contributing in their way to organisational development.

1. YOU AS THE INSTRUMENT

- The 3 P's of facilitation
- Connecting with your own undercurrent

We start at the beginning. Using the Principles of facilitation, we look at various ways of shaping a process and means of preparation. We also look at you as a person, your approach to creating movement, and how you learn from others. We work with assumptions, roles, belief systems and what 'radical neutrality' means for a facilitator.

2. PROCESS KNOWLEDGE AND SKILLS

- Facilitation techniques, frameworks and methods
- Build your tool-kit of activities

Here we we will deepen relevant frameworks and practical methods to guide processes. We will work with using the body and voice, and dialogue forms that are about hearing all perspectives. We will introduce you to the world of Deep Democracy, Open Space Methods, Systemic work, Experiential Learning, Theory U, and Human Centred Design. These are all methods and philosophies about working with change processes.

3. EMERGENT FACILITATION

- Guiding and steering group dynamics
- Collaborating for ownership

Emergent facilitation is about leading without an agenda. In other words, facilitative leadership. We will pay attention to the process of identifying people that you need, mapping what moves them and stands in their way. We will focus on converging agendas, opportunities and goals, and what the factor of time means in change processes. You will learn how to read resistance and building ownership from the start.

4. CREATE AND SUSTAIN MOVEMENT

- Prepare for the long term
- Shared ownership by design
- Facilitating your own mini-session

In the last module, we will dive more deeply into your context and what you need to bring forward your case or question. In a self-facilitated mini session, you will use the group for direct feedback on how to put what you learned into practice, and bring it back to your work reality.

COURSE OUTLINE

PROGRAMME OF 4 DAYS IN SEPTEMBER & NOVEMBER 2024



19TH OF SEPT

DAY 1

YOU AS THE INSTRUMENT

- 3 P's of Facilitation: Principles, Process & Preparation
- You as the instrument: intent, approach & mission
- Experiential learning method
- Assumptions, beliefs and 'neutrality' of the facilitator

20TH OF SEPT

DAY 2

PROCESS KNOWLEDGE AND SKILLS

- Frameworks and methods about structuring sessions: Theory U, Human Centred Design, Deep Democracy, Open Space Methods and Systemic work.
- Experiential learning as a way towards 3rd level learning



7TH NOV

DAY 3

EMERGENT FACILITATION

- What moves people? (ie. holistic 'Stakeholder mapping')
- Dealing with and understanding resistance
- Verbal and non-verbal communication, tools of dialogue
- Use of body and voice (VESP & GEEP)

8TH OF NOV

DAY 4

CREATE AND SUSTAIN MOVEMENT

- Ownership by design and facilitating ongoing movement
- Making scripts and session designs
- Practicing and presenting a mini-session
- Closing and converging processes



METHODS AND FRAMEWORKS

DEEP DEMOCRACY | THEORY U | SYSTEMS THINKING |
 TRANSACTIONAL PSYCHOLOGY | VOICE DIALOGUE |
 NON VIOLENT COMMUNICATION |
 HUMAN CENTRED DESIGN | APPRECIATIVE INQUIRY |
 OPEN SPACE METHODS | AND MORE

INVESTMENT

Sign up: €2995,- per person
 Bring a 'colleague' for -15% = €2545,75 (for 2 or more people)
 Including intake & outtake, facilitation manual and workforms.
 Price is excl. VAT.

**"The success of an intervention depends on the interior condition of the intervenor."
 - Bill O'Brien**

WANT TO KNOW MORE?

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