

CONGRUENT™ FACILITATION

ENGAGE PARTICIPANTS IN OPTIMAL LEARNING



The seminar was dynamic, focused on skill building and challenging. An absolutely fantastic workshop.

District Sales Associate at Lundbeck



OVERVIEW

Facilitation should not be confused with presentation. It is true that in any facilitated session, one needs to use presentation skills. This explains why most on our sessions on Congruent™ Facilitation include the main principles of Congruent™ Presentations. The main differences reside in the necessity for a facilitator to engage participants in learning activities that foster a safe environment for growth, try to turn the expertise back to the individuals in the group and ensure that all people involved are able to contribute in their own way and in accordance to their communication preferences.

KEY BENEFITS

- Understand the critical aspects of facilitation
- Integrate through practice and affective learning
- Recognize and apply learning principles
- Develop a structured approach
- Determine necessary actions for a number of challenging situations
- Initiate a mastery of the various tools to capture and consolidate learning
- Learn by doing and critiquing
- Significantly increase the ability to influence learning

WHO SHOULD PARTICIPATE

Trainers, Leaders, Team Managers, Coaches and other individual that have the responsibility to engage a group in active discussions and workshops.

PROGRAM DETAILS

Participants will be introduced to various tools and methods as well as observe best practices in facilitation. Each participant will also be able to practice short facilitation sessions that are part of their responsibilities. Facilitated sessions will be reviewed and critiqued based on the objectives set by each facilitator. Detailed feedback (written and verbal) will be shared.

DURATION

1-2-day seminar with 4 follow-up sessions over a 2 month period.



TOPICS AND CONCEPTS

Preparation

- Review of key methodologies
- Prepare a session in accordance to key concepts

Seminar day-1

Introduction

- Clarify the process and basic concepts

Review and discussion of concepts

- In depth review of Congruent™ Facilitation methods
- Demonstration of practical implementation
- Sharing ideas and best practices
- Managing challenging situations and people

First Facilitated sessions

- Each participant facilitates a session to a small group of 3-5 people
- Participants give and receive feedback

Review and consolidation

- Different groups address skills used and challenges identified

Follow-up program

- Pre-defined structure of discussion topics
- Review of facilitated sessions and outcomes
- Address positive actions and challenges
- Share and discuss value and best practices
- Improve efficiency and impact

One-on-one coaching

- Continue competency development
- Share situations in a safe environment
- Orient efforts on solutions

Seminar day-2

Consolidation and preparation

- Address any questions on methodologies
- Review key challenges and best practices
- Allocate coached preparation time

Planning, design and more practice

- Participants adapt their sessions
- Each participant facilitates once more
- Participants give and receive in-depth feedback

Growth action plan

- Establish a follow-up process
- Commit to a behavior change

