



FLAWLESS FACILITATION

OVERVIEW

Over the past 27 years, I have successfully introduced Type to a range of both large and small organizations. During this time, I have developed and refined a learning design and delivery methodology that seems to appeal to all Types. This learning design methodology encapsulates:

- Defining clearly the role of the Facilitator versus a Teacher
- Understanding how the brain works when participants are learning.
- Designing workshops and learning events that cater to these preferences, no matter what type preferences you might share.
- Balancing the "Task" element of learning (**What** the participants want to learn and we are trying to impart) with the "Group Process" element (which covers **How** we try to engage the audience in the learning journey.)
- Facilitating for Involvement versus Presenting or Teaching.
- Customizing relevant activities that appeal to different learning styles.

COURSE OBJECTIVES

At the end of this one-day workshop, participants will be able to:

- Define the key competencies of a Facilitator.
- Describe the Learning Cycle and other neuroscience elements that influence learning.
- Apply a learning approach that ensures maximum retention.
- Differentiate between facilitation skills and presentation skills.
- Customize a wide variety of activities for different learning styles.
- Adapt to different Temperaments when learning.
- Flex your style as a Facilitator to ensure you pace the session effectively.

Flawless Facilitation is a unique publication that shares detailed knowledge skills and techniques to enable anyone to shine in front of a group. It uses the acronym L.E.A.R.N. to cover the theory of Active Learning, the detailed facilitation skills that create a safe, interactive learning context, a range of activities that can cement learning, with guidelines on how to make learning relevant for different Types of participants. In addition, it introduces a course design methodology (T.E.A.C.H.) that enables content to be taught in an interactive, dynamic way. Applying this range of techniques can help to any Facilitator shine!



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AGENDA

	Setting the Scene <ul style="list-style-type: none">▪ Introductions▪ What Makes a Great Facilitator?▪ Objectives and Agenda▪ Role of the Facilitator: Task and Group Process
L	Leverage Active Learning Principles <ul style="list-style-type: none">▪ Neuroscience and Learning▪ The TEACH Methodology
E	Engage the Audience using Facilitation skills <ul style="list-style-type: none">▪ Awareness Activity: Facilitating versus Presenting▪ Andragogy and Pedagogy▪ Facilitation Skills Review.▪ Individual Activity
A	Apply Experiential Learning <ul style="list-style-type: none">▪ Types of Activities▪ Activities that Appeal to All Types▪ Customizing Activities
R	Respond to Different Learning Needs and Drives <ul style="list-style-type: none">▪ Motivating Learning using Temperament▪ Building Rapport using Interaction Style
N	Nurture Different Thinking Styles <ul style="list-style-type: none">▪ Appealing to All Types
	Summary and Action Plan <ul style="list-style-type: none">▪ Learning Points▪ Action Plan