



# Facilitation Skills Training for Managers and Leaders

## What is it about?

The ability to get the most out of your teams is a crucial differentiator in an organisation's competitive edge. Most business challenges are too complex to be solved by one person alone – a broad range of inputs is needed both to devise and implement strategy. So, leaders and managers need to be able to facilitate conversations within teams and project groups (sometimes across different silos), to maximise creativity and innovation - and to get the buy-in necessary to deliver what is agreed.

## The Problem?

Despite being a key leadership skill, most of us learn facilitation by osmosis - watching others do it - and rarely get an opportunity to reflect on our practices or to learn new ideas. The danger of this can be:

- getting stuck in a rut, repeating a limited repertoire of techniques
- using techniques without really understanding their purpose

This can lead to:

- boredom and frustration among team members
- wasting valuable and expensive team time
- reduced creativity and innovation
- sub-optimal decisions
- less effective bottom line

## Our Solution?

A 2 day training course on facilitation skills for use within organisations, aimed at a mixed audience of those with experience of facilitating meetings and workshops and those who are new to facilitation.

The course will cover:

- The fundamental principles of facilitation
- The underlying structure of an effective meeting or workshop
- The four essential dimensions of being an effective facilitator



The course is delivered by experienced facilitators and is designed to meet a variety of learning styles. The majority of the time is spent in practice sessions, with peer and trainer feedback, plus introductions to various models, theories and techniques.

#### **The Benefits:**

- for experienced facilitators, a rare opportunity to reflect on your facilitation skills and improve them
- for less experienced facilitators, learn a framework and tools to get you started
- colleagues learn from each other in a supportive environment and strengthen your internal networks
- a structure for more experienced facilitators to mentor and develop more junior colleagues
- the organisation can develop a consistent style and approach to facilitation which ensures you get the best out of your meetings – and your brand when meetings are client facing

#### **Does it work?**

*"The course delivered even more than I anticipated (and I knew it would be excellent).*

*A highlight for me was the fact that everyone engaged and worked together with an appetite to learn. We have never worked all together before. So much of the success of the course is due to you pitching and delivering at the level that met our collective needs."*

Read more about our facilitation and consultancy service [here](#) and about our other in-house courses [here](#).