

The Foundations of Facilitation



- developing your leadership in groups

Does your organisation need people who lead effectively during these times of complexity and change?

We are living through an extraordinary time with leaders facing unique challenges. Among these are:

- The constant pace of change requiring organisational responses.
- Changes are affecting everyone and collapsing the personal and professional – never before have organisational boundaries been so blurred – i.e. you have a Zoom call with the CEO and they are in their lounge!
- Leaders need to lead teams and make some key decisions with little or no data, nor certainty of what's next
- The opportunity to lead teams and be a leader is greater than ever and authentic/strong leadership is more obvious and necessary than ever before.

Group facilitation skills are key missing ingredients in effective and authentic leadership.

People leaders generate results through their ability to influence purposefully within their relationship network. Our approach to leadership development places these capacities for purposeful influence as central; we develop in people the ability to see the organisation as a complex stratified social system so that it becomes evident where influence will produce the necessary changes in the system so that objectives can be achieved.

Become a team member who brings excellent leadership qualities to their team, a truly effective business analyst, a facilitative manager, a great team leader, an empowering project manager, or a professional facilitator. Extend your skills in organisational development and learning and improve your abilities in working in groups and teams.

Phoenix Facilitation offers in-depth facilitation and leadership skills training that enables you and your colleagues to improve productivity in any group situation. We develop people's ability to relate to each other and the wider system to enable them to lead effectively in groups and organisations. We provide facilitation, consulting, coaching, mediation, training and development. Our approach is grounded in a robust theory of organisations as social systems.

The Foundations of Facilitation - developing your leadership in groups

This three-day programme provides an understanding of the theory and processes of facilitation, and the increased awareness and skills to improve how groups you are involved with work together.

It is a practical and experiential workshop that will build on the skills and understanding you already have. It is suitable for leaders of all levels of experience who want to apply facilitation skills in their work and lives. At the end of this three-day training programme you will explore, develop skills and understanding of how to:

- Create and sustain an inclusive participatory environment.
- Assist a group to work purposefully and achieve useful outcomes.
- Facilitate the process of healthy group development and dynamics.
- Understand and work with conflict creatively.
- Differentiate clearly between personal and social development and understand how these processes interact in groups.
- Develop the personal qualities required for effective facilitation.
- Create working partnerships as a facilitator.
- Develop the ability to respond to challenging group dynamics in the moment
- Develop your leadership capacity in one on one, small and large group settings.

What participants of recent programmes saying about their experience...

“I got a huge amount out of the 3 days. Since doing the course I have been able to better help our project teams move through conflict and focus on achieving effective outcomes.” - **Adrian Head, Fulton Hogan NZ**

“The benefits of this program have been wide ranging. In my role as an organisational development professional I have been able to take on greater complexity and challenge and have successfully applied the ideas and tools from the programme with diverse groups in a large multinational organisation. My ability to create quality relationships with people has strengthened in all areas of my life”. - **Cathy Wilson Fry - Learning & Development Manager, Fonterra**

“The workshop was inspiring, challenging and progressive. In short, it met everything I was looking for in a facilitation programme and exceeded expectations. I'll definitely be recommending it to others.” - **Carol Howard, change agent and director of Blackbirds Three**

“This programme provided me with the ability to look at the groups I work with from a role / systems perspective. This has enabled a broadening of perspective and insight and significantly changed the interventions I make to effect change. I would recommend this training to leaders and HR professionals who have a passion for people leadership and team development.” - **Sarah Friis - Managing Partner, The Performance Team NZ**

“I didn't expect to learn so much and to grow so much as a facilitator this week.” – **Barbara Graves, experienced independent facilitator**

Course fee: \$2,500 (excluding GST)

Go to <https://phoenixfacilitation.co.nz/facilitation-training/the-foundations-of-facilitation/> to find the most up-to-date course dates and locations.

You can register online at <https://phoenixfacilitation.co.nz/facilitation-training/course-registration/>