

Facilitation for Advanced Practitioners™

by Interaction Associates

ACHIEVING MASTERY IN GUIDING GROUPS



The next
step for
facilitators.

Created specifically for graduates of Essential Facilitation®, **Facilitation for Advanced Practitioners™** helps participants achieve mastery of high-level facilitation skills. This program enhances facilitators' current abilities — providing new strategies and tools to enable them to advance complex projects and conduct high-level meetings and difficult conversations.

It equips facilitators to tackle complex, highstakes facilitation projects with confidence and skill — especially when many stakeholders and points of view must be balanced.

This three-day, high-involvement workshop was designed to satisfy many client requests for advanced-level learning in this area.

Interaction Associates has been a pioneer in facilitation since 1969. The combined wisdom of 30 years of extensive research and real-life practice by some of our most senior practitioners — plus new thinking in the areas of group dynamics and decision making — have been distilled into a sophisticated, engaging, and practical learning event.

WHO SHOULD ATTEND

Graduates of Essential Facilitation® who have applied their skills in the workplace and are looking for the next step in their professional development.

BENEFITS FOR PARTICIPANTS

Attending this three-day, hands-on workshop will allow participants to hone their existing skills and expand their ability to manage complex or difficult group interactions to produce optimum results. Participants will gain important insights into how their own behaviors and tactics can influence group effectiveness and will learn how to use sophisticated tools and strategies to help groups move past their own, often self-imposed, obstacles to reach shared success.

THEY WILL LEARN TO:

- Manage complex group dynamics and highconflict interactions
- Design effective, multi-day meetings and group processes to solve challenging problems
- Facilitate for high-performing teams, including groups with multiple external partners
- Provide critical feedback to leaders and groups to remove obstacles to shared success
- More deeply understand their strengths and challenges as facilitators

Benefits for the Organization

Facilitators, leaders, and individual contributors will learn to manage today's complex business interactions. The skills learned during this workshop will enable them to achieve:

- Increased productivity
- Superior team deliverables
- Faster, better decision-making
- Improved cross-functional collaboration

As highly skilled group process experts, graduates of this workshop will help facilitate better results at all levels of the organization — from reducing the cycle time of change efforts to helping promote individual and group accountability.

HOW PARTICIPANTS LEARN

Lots of in-depth practice and a low participant-to-instructor ratio will provide an opportunity for truly personal attention. The use of a real business scenario for practice and analysis will provide immediate value even before participants return to work.

SAMPLE AGENDA

DAY ONE	DAY TWO	DAY THREE
<ul style="list-style-type: none"> • Welcome and Introductions • What is an Advanced Facilitator? • Self Assessment • Facilitation Practice • Case Study Overview • Team Charter • What is my Facilitation Style? • Taking on the Assignment: Scoping Out the Situation, Assessing the Challenge, and Contracting with the Leader • Planning Framework • Stakeholder Analysis • Evaluate the Day • Evening Assignment 	<ul style="list-style-type: none"> • Start-Up & Review of Day 1 • Style Flexing • Purpose and Desired Outcomes • Meeting Roadmaps • Agenda Design • Detailed Process Design • Group Observation Skills • Facilitation Practice • Mastering the Moment • Facilitation Practice • Diagnosing Group Dynamics • Complex Interventions • Evaluate the Day • Evening Assignment 	<ul style="list-style-type: none"> • Start-Up & Review of Day 2 • Style Flexing • Intervention Strategies (continued) • Difficult Conversations • Team Intervention Presentations • Purposeful Dialogue • Closing or Renewing the Contract • Case Study Epilogue • Final Facilitation Practice • Insights and Next Steps • Evaluate the Workshop • Graduation

 **Interaction Associates** is a 40-year innovator helping global organizations build collaborative cultures and achieve excellence in a new measure of ROI —Return on Involvement —where employees go “beyond engagement” to share responsibility for business results. We develop leaders at all levels and focus on building proficiency in collaboration, strategic thinking, and self awareness. With offices in Boston and San Francisco, our services include organization-wide consulting, learning solutions, and coaching. For more info: www.interactionassociates.com