DEVELOPMENTAL FOCUS	LENGTH
Professional	*3 days*

Facilitator's Institute

Expand your leadership skills and learn to facilitate with confidence in new and challenging environments.

Pacific Crest   www.pcrest.com

The focus of this institute is to develop participants' professional facilitation skills for in-person, hybrid, and online environments. In addition, participants will expand their leadership skills and leave this high-powered event with confidence in their ability to facilitate in new and challenging environments. During the Institute, the facilitation process will be modeled, practiced, analyzed, and assessed. Participants will be able to take risks and practice new behaviors in a supportive environment.

OUTCOMES

- Planned outcomes will be supplemented based upon the interests and needs of the participants. However, the following are outcomes to be expected from this institute.

- Participants enhance understanding and internalize the criteria that define quality facilitator's performance.

- Knowledge and skills are practiced in different contexts as a way of preparing people to face increasingly more challenging situations.

- Research skills are developed in facilitation, mentoring, and social change.

- Individuals establish personal goals and standards for their own learning and professional growth.

- Opportunities for practicing facilitation skills are expanded to new situations.

- Change agent skills are developed in areas of greatest interest to the individual.

- An environment rich in diverse perspectives and values allows the group to resolve conflicts and build amicable consensus that can be later transferred to other communities of practice.

INSTITUTE FOCUS AND ACTIVITIES

The Institute will address numerous topics related to facilitation, including:

- Valuing characteristics of a quality facilitator
- Establishing clear outcomes for an event or process
- Pre-assessing participants expertise and needs
- Constructing/designing quality activities
- Identifying and solving key problems/issues
- Designing work groups
- Facilitating discussions
- Inventorying and recording
- Learning how to ask questions
- Conducting a mid-term assessment
- Using a Facilitation Methodology
- Handling facilitators' worst nightmares
- Facilitating a group from a failure
- Determining what produces a long-term behavior
- Using peer assessment
- Applying alternative assessment techniques
- Challenging performance
- Achieving closure
- Using real-time reflection within a process
- Facilitating change in a culture
- Facilitating a hostile group
- Addressing the needs of a group of skeptics
- Rephrasing effectively
- Preparing for an effective process
- Taking feedback non-defensively
- Managing/leading mentors and co-facilitators
- Providing amenities (food, resources, environment)

PERFORMANCE AREAS

Assessor	Collaborator	Designer	Evaluator	**Facilitator**	**Innovator**	Leader
Learner	Measurer	Mentor	**Planner**	Problem Solver	Researcher	Teacher