

# Facilitation Skills in Practice

Developing confident facilitators to  
lead groups, teams, and organisational  
change



## PROGRAMME OVERVIEW

This programme is designed to strengthen and develop participants' facilitation capability, enabling them to design and lead effective group processes within organisational environments.

While facilitation models, frameworks, and tools are important, effective facilitation requires a deeper understanding of group dynamics, communication, and behaviour.

The programme combines structured learning with practical application, enabling participants to develop confidence and capability in facilitation practice.

## WHO THE PROGRAMME IS FOR

This programme is designed for professionals who facilitate or support group processes within organisational environments, including:

- Change agents, team leaders, managers, directors, and project managers
- Individuals responsible for chairing meetings with strategic, developmental, or operational purpose
- Professionals required to facilitate groups, teams, or workshops
- Consultants, trainers, and organisational development practitioners
- Individuals developing capability in facilitation or leadership

## Key Outcomes

Through participation in this programme, individuals and organisations benefit from:

- Increased facilitator confidence, authority, and professional presence
- Improved capability to design and lead effective group processes
- Enhanced ability to manage group dynamics and challenging situations
- Greater self-awareness and flexibility of facilitation style
- Stronger internal facilitation capability to support change, strategy, and organisational development initiatives



## PROGRAMME STRUCTURE

The programme is structured to combine conceptual understanding with practical application, supporting participants to develop effective facilitation capability within organisational environments.

### Facilitation Skills and Strategies | 2 days

Participants explore their role as a facilitator, with a focus on developing awareness, confidence, and practical skills in live group settings.

The module introduces key frameworks, including Modes of Authority and Dimensions of Facilitator Style, providing a practical toolkit to support effective facilitation before, during, and after group events.

Participants develop the ability to guide groups appropriately, working across hierarchical, cooperative, and autonomous approaches. Emphasis is placed on self-awareness, personal presence, and the ability to flex facilitation style in response to group needs.

### Group Dynamics | 2 days

Participants explore the impact of group dynamics on facilitation practice, developing awareness of how attitudes, assumptions, and behaviours influence group processes.

The module introduces concepts such as projection and transference, supporting participants to recognise and manage their own responses within group environments.

Participants develop strategies for managing complex and challenging situations, increasing confidence in working with groups at greater depth and leading change effectively.

### Assessment and Accreditation | 1 day + self/peer study

Participants complete a structured assessment process, including self-assessment against FACETS® competencies, peer feedback, and supporting evidence.

This stage supports participants to consolidate their learning and demonstrate capability in facilitation practice, leading to Level 1 accreditation.

## LEARNING APPROACH

The programme adopts an experiential and practice-based learning approach. Learning is delivered through:

- Facilitated workshops and practical exercises
- Real-world case studies and group work
- Reflection and peer feedback
- Application of facilitation techniques in live scenarios

## EXPECTED BENEFITS FOR ORGANISATIONS

The programme supports organisations in strengthening facilitation capability through:

- Improved ability to design and lead effective group processes
- Enhanced management of group dynamics and challenging situations
- Increased confidence and effectiveness of facilitators
- Stronger internal capability to support change and organisational initiatives

## APPLICATION OF LEARNING

Participants apply facilitation approaches to real organisational contexts, including workshops, strategy sessions, team development activities, and innovation initiatives such as hackathons.

The programme supports the development of confidence, self-awareness, and the ability to apply facilitation models effectively within different group environments.

## PROGRAMME DELIVERY

Programmes can be delivered through flexible formats:

- In-Person Delivery (UK, KSA & Middle East)
- Online (Live, Instructor-Led)

Group sizes typically range from 6–15 participants.

The programme is typically delivered over five days, supported by coursework leading to Level 1 accreditation.

## CERTIFICATION & RECOGNITION

The programme includes a structured accreditation process designed to support reflective learning and professional development.

Self and peer assessment form a key part of the accreditation process, supporting participants to develop confidence, awareness, and effective facilitation practice.

Participants receive accreditation following completion of the programme and assessment requirements.