



Kent and Medway **NHS**
NHS and Social Care Partnership Trust

Postgraduate Certificate in Group Facilitation

This one year part time course is run by Inter-Psyche in Jan-Nov 2011

Programme Description

Facilitating groups of all kinds can be a rich and challenging experience and requires perception, awareness and skills; it calls for sensitivity to the multitude of experiences in the group and support of this diversity. This interactive learning programme brings together cutting edge group work theory, methodology and skills to build and hone facilitation ability. At its core is the understanding that personal and professional experiences are intrinsic to learning and that the personal growth and awareness of the facilitator are key. Through intensive skills training and close tutor contact, participants will be supported to discover their personal and cultural diversity of facilitation styles and connect their learning directly to their professional life and the wider community.

Theoretical Approach

The course will be based on the phenomenological approach of **Worldwork**, a small and large group facilitation model which offers a robust theoretical framework together with a number of powerful tools, methods and metaskills. **Worldwork**, developed by Arnold Mindell, is based on the concept of 'deep democracy', the experience that groups, organizations and communities can reach deep understanding and find creative directions when all parts are included and interact with facilitation.



with **Anup KARIA & Stanya STUDENTOVA**

Overview of the sessions

Session 1: (2 days): Introduction to group work theories and 'deep democracy' principle, role of facilitator, inner work and rhythm of group life

Session 2: Fundamental skills and metaskills; facilitating the field: roles, ghost roles, hot spots and cool spots

Session 3: Awareness of rank and facilitating inner and outer diversity

Session 4: Conflicts; escalation and de-escalation, understanding conflict rhythms and how to facilitate them

Session 5: (2 days): Lab - skills building and self development; creativity and facilitation of change in the groups; teamwork

Session 6: Facilitation in the hot spots, strong emotions, collective and personal histories and group dynamics

Session 7: Confidence and motivation of the facilitator; methods to stay balanced and lead in the midst of chaos

Session 8: Facilitating of group endings; self, peer, tutor evaluation; group presentations and projects

Course Structure

The course will include theoretical and experiential classes on different aspects of facilitating groups, exercises and case studies. Since personal development and group facilitation will be a key element in the program, each session will have group processes built in, in which we will learn and practice group facilitation methods. Participants will also be asked to practice and apply these skills in outside situations and in peer sessions. The course will consist of:

- 2 two-day face-to-face training sessions
- 6 one day face to face training sessions
- 6 half-day peer learning group events*
- 2 individual mentoring/supervision sessions*

* Dates & times for these will be arranged on the first weekend.



On completion of the course participants will be able to:

- ❖ basic ability to think, perceive and intervene systemically when working with a group
- ❖ have an understanding of the multileveled nature (overt and hidden) of group dynamics and the inherent creativity involved
- ❖ develop awareness of self as part of the group field; understand difference between a 'neutral' and a 'fluid' facilitator
- ❖ have understanding of the deep democracy principle and its application to groups
- ❖ develop skills and confidence to facilitate conflict situations
- ❖ notice 'hotspots' and 'cool spots' and facilitate them
- ❖ notice and use 'roles' to facilitate group dynamic
- ❖ show an ability to notice and frame changes in group atmosphere
- ❖ work with diversity and rank in the variety of group settings



Trainers

Anup KARIA, Dipl. PW and
Stanya STUDENTOVA, Mgr. Dipl. PW
www.astafacilitation.net



are Process Oriented Psychologists and UKCP accredited psychotherapists with a rich experience of working with individuals and groups, from families and small therapy groups to organizational teams and large public forums. They teach group facilitation internationally.

Dates in 2011

Sat/Sun Jan 15,16; Fri Feb 18; Fri Apr 15; Fri May 13;
Sat/Sun June 18,19 ; Fri July 15, Fri Sep 23, Fri Nov 18

Where

Gravesend, Kent, UK (25 mins by train from London St Pancras)

Cost

£1600 Payable in instalments.

Who can register

This course is designed for those who either work with groups or would like to develop their work in this direction.

More information about the course content and method

Website: www.astafacilitation.net
telephone: 0044 20 85795123
email: asta_info@btinternet.com

Logistical information and registration

Website: www.inter-psyche.co.uk
telephone: 01322 229357
email: Louise.Stringer@kmpt.nhs.uk

Certification/Assessment

Assessment will consist of a combination of self, peer and tutor evaluation and a substantial written essay (based on the application of the learning to each participant's current group-work involvement). Participants will be encouraged to read widely around the subject and to apply their learning independently. Successful participants will receive an Inter-Psyche/Kent & Medway NHS & Social Care Partnership Trust Certificate in Group Facilitation.

