

Art of Group Facilitation

1. Outline of Training:

- This six-hour course will be an interactive and didactic presentation on the skills required for successful group facilitation. The training will utilize a didactic PowerPoint format presentation, small and large group discussion as well as individual and small group exercises.
- Topics covered: Clinical / Process groups, family systems, group dynamics / development, group membership / discipline, conflict / crisis management, goals / outcome measurement, client empowerment, practical suggestions for group facilitation

2. Target Audience:

- New and veteran staff from all types of work place settings and disciplines that involve working in and with groups. Appropriate for all staff from entry level to line staff to supervisors and management.

3. Outcome Objectives for Participants:

- Participants will increase their knowledge, awareness and understanding of secondary trauma including its causes, signs and symptoms in themselves and in colleagues
- Participants will increase the level of knowledge, awareness and understanding of the:
 - characteristics and facilitation strategies for clinical and process oriented groups
 - group dynamics and family systems as they relate to all types of group facilitation
 - stages of group development and the wide range of clinical issues related to facilitating groups
 - role of establishing and measuring outcomes for groups along with the importance of client empowerment and engagement
- Participants will practice the integration of these principles into the role as a group facilitator in all types of group settings

4. Ways that Supervisors (when applicable) can support the Transfer of Learning from the classroom to the job...

- **BEFORE the training**
 - i. The supervisor can meet with the participant to review the executive summary, identify an objective to focus on with the staff member identify at least 2 aspects of group facilitation that appear particularly relevant for the participant in improving their group facilitation skills. The supervisor will alert the staff member that they will present an overview of training to the unit.
- **AFTER the training**
 - i. The supervisor can meet with the participant and ask to review the content of the training, identify at least two specific skills or concepts from the training that can be directly applied in their professional work with groups and discuss further training that could support this training for their staff member and for the unit.