

LEADERSHIP-LEVEL FACILITATION: DELIVERING DYNAMIC LEADERSHIP TRAINING

Overview

Among the most challenging training situations is leading learning programs for managers and leaders who have limited time and high expectations. Being at your best in the moment and giving yourself every potential advantage before stepping into the room are critical to your success.

In this experiential workshop, receive best practices, effective tools, and innovative facilitation approaches to successfully deliver management and leadership development programs.

Who Should Attend

Professionals who want to build expertise in facilitating and delivering training and development programs to management and leadership audiences

Benefits & outcomes

- Increase your confidence, competence, and comfort as a master facilitator of learning
- Assess your facilitation style, your facilitation strengths, and the impact of your blind spots
- Identify ten strategies for working most effectively with managers and senior-level audiences
- Observe and practice techniques to respond to and manage common challenges
- Experience a host of creative activities as alternatives to lecture
- Receive a personalized videotape to reinforce your learning

Program Curriculum

I. Pre-Work

Prior to attending this program, each attendee participates in a phone consultation to determine facilitation skill level and target audience focus.

II. Core Curriculum

The curriculum for this program is based on Linkage's **Dynamic Facilitator Model™**, a model that integrates six necessary components that interact to create a unique and vibrant learning experience, as well as on Linkage's **Seven Principles of Facilitation:**

1. Be courageous
2. Be a Role Model
3. Balance Flexibility and Responsibility
4. Make It Theirs
5. Make It Yours
6. Focus on Application
7. Link It to the Business

During the program, participants are videotaped on their delivery and receive coaching and feedback to enhance application of concepts learned throughout the course.

Module 1: Principles of Facilitation

- The seven principles of facilitation
- Six roles of a facilitator
- Types of beginnings
- The Dynamic Facilitator Model™
- Facilitation style descriptions
- Key differentiators that impact learning
- Facilitation style groups
- Organizational culture and leadership

Module 2: Adult Learning Theory

- Six principles of adult learning
- The case for replacing lecture
- Adult learning
- Monologue and dialogue
- Getting senior level buy-in
- Using questions with intent
- Ten tips for improving a lecture

Module 3: Creative Training Techniques

- Building your facilitation skills
- Creative training techniques defined
- What is the value of participatory learning?
- Maximizing the learning
- Ten benefits of using creative training techniques
- Ten tips for facilitating activities

Module 4: Effective Visuals

- Guidelines for effective visuals
- Making content visual
- Adapting narrative material for visual impact
- Flipchart basics/poster layouts

Module 5: Effective Debriefing

- Working with change
- Debriefing experiential activities

Module 6: Challenges in Facilitation

- The challenge of expert opinions
- Working with challenging behaviors in groups

Module 7: Using Assessment Instruments

- Reflective writing
- Using assessments in training programs
- Key challenges in using assessments

Module 8: Types of Closings

- Types of closings

Linkage Training Programs are approved by the following organizations

