

***Participation, Synergy, and Consensus:
Practicing the Art and Discipline of Facilitation***
PSO Facilitation Academy

Purpose and Goals

1. Offer a professional development program to PSO faculty and staff who would like to use facilitation, process design, and engagement in their work but who do not consider themselves facilitators or have little formal training.
2. Enhance the facilitation, process design, and engagement capacity of current PSO faculty and staff by broadening and deepening their knowledge and skills.
3. Enhance the collective capacity of PSO faculty and staff to make them the provider of first-choice for facilitation, process design, and engagement work in public settings throughout the state.
4. Create a network of internal facilitation and process consultants through peer modeling, mentoring, and learning.
5. Pilot a model for offering facilitation training, education, development, and certification to current and prospective practitioners within and possibly outside UGA.

Curriculum

The PSO Facilitation Academy's curriculum is designed in ten modules, to be offered in five two-day sessions, with each module running from 8:00 AM to 5:00 PM. Each module builds upon the next one, increasing the depth and breadth of facilitation knowledge and skills as participants progress through each module. The PSO Facilitation Academy curriculum incorporates the core competencies developed by the International Association of Facilitators (IAF) to address the set of skills, knowledge, and behaviors IAF believes are needed to facilitate in a wide variety of environments. These include creating collaborative client relationships; planning appropriate group processes; creating and sustaining a participatory environment; guiding groups to appropriate and useful outcomes; building and maintaining professional knowledge; and modeling positive professional attitudes.

The PSO Academy transcends the IAF core competencies by introducing conceptual portions drawn from participatory theory, small group democracy, group dynamics and behavior, democratic discourse, and strategic navigation. The IAF framework assumes that both the facilitator and the facilitation are neutral. This academy postulates that facilitation is inherently a political act. The art and skill of facilitation lie in the facilitator's ability to remain personally neutral rather than maintaining that the facilitation itself is neutral.

Competencies

1. Create collaborative client relationships.
2. Plan appropriate group processes.
3. Create and sustain participatory environments.
4. Guide groups to appropriate and useful outcomes.
5. Build professional knowledge and model positive professional approaches.

**2017 Facilitation Academy
Sessions and Modules**

| Session | Module | Dates |
|---|--|--------------|
| I ~ Exploring Facilitation | 1. Introduction to Facilitation: Who, What, Why, When, and How? | Jan. 30 |
| | 2. Essentials of Facilitation: Building Blocks and Cornerstones | Jan. 31 |
| II ~ Groups and Meetings | 3. Group Dynamics and Behavior: The Good, the Bad, and the Ugly | Mar. 27 |
| | 4. Meeting, Retreating, and Advancing: Helping Groups and Teams Become High-Performing and High-Satisfying | Mar. 28 |
| III ~ Designing and Doing Facilitation | 5. Process Design: Building a Framework for Facilitation | May 22 |
| | 6. Doing Facilitation: Bringing Out the Best in Others | May 23 |
| IV ~ Facilitation Tools, Tips, and Techniques | 7. Tools, Tips, and Techniques for Discussing, Sharing, Exploring, Learning, and Discovering | Aug. 28 |
| | 8. Tools, Tips, and Techniques for Planning, Solving, Deciding, Acting, and Doing | Aug. 29 |
| V ~ Simulation and Demonstration | 9. Facilitation Simulation: Strategic Thinking, Planning, Acting, and Navigating | Oct. 23/30 |
| | 10. Peer Practicum: Demonstrating, and Assessing Facilitation Knowledge, Skills, and Competencies | Oct. 24/31 |