

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

**PSO Facilitation Academy
September 2017**

Purpose and Goals

1. Offer a professional development program to PSO faculty and staff who would like to use facilitation, and process design in their work but who do not consider themselves facilitators or have not received formal training.
2. Enhance the facilitation, and process design 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, and process design work in public settings throughout the state.
4. Create a network of internal facilitation and process consultants through peer modeling, mentoring, and learning.
5. Offer 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 8:30 AM to 4:30 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 to address the set of skills, knowledge, and behaviors 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 Facilitation Academy core competencies introduces conceptual portions drawn from participatory theory, small group democracy, group dynamics and behavior, democratic discourse, and strategic navigation. This 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.

2018 Facilitation Academy Sessions and Modules

Session	Module	Dates
I ~ Exploring Facilitation	1. Introduction to Facilitation: Who, What, Why, When, and How?	Feb. 5
	2. Essentials of Facilitation: Building Blocks and Cornerstones	Feb. 6
II ~ Groups and Meetings	3. Group Dynamics and Behavior: The Good, the Bad, and the Ugly	Mar. 26
	4. Meeting, Retreating, and Advancing: Helping Groups and Teams Become High-Performing and High-Satisfying	Mar. 27
III ~ Designing and Doing Facilitation	5. Process Design: Building a Framework for Facilitation	May 21
	6. Doing Facilitation: Bringing Out the Best in Others	May 22
IV ~ Facilitation Tools, Tips, and Techniques	7. Tools, Tips, and Techniques for Discussing, Sharing, Exploring, Learning, and Discovering	Aug. 27
	8. Tools, Tips, and Techniques for Planning, Solving, Deciding, Acting, and Doing	Aug. 28
V ~ Simulation and Demonstration	9. Facilitation Simulation: Strategic Thinking, Planning, Acting, and Navigating	Oct. 29
	10. Peer Practicum: Demonstrating, and Assessing Facilitation Knowledge, Skills, and Competencies	Oct. 30