Group Facilitation

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What does good facilitation feel like?

Talk to your neighbor on the right
What has been your biggest challenge as facilitator?

Talk to your neighbor on the left.
Defining “Facilitation”
Preparing for Facilitation

CONSIDERATIONS

- Audience
- Safe & welcoming environment
- Cultural differences/diversity
- Adult learning
- Group cohesion/conflict

STRATEGIES

- Beware of assumptions/values
- Ice breakers/ building on strengths
- Affirm and celebrate diversity
- Use adult learning principles
- Problem solving strategies
Beware of Microaggressions

Microaffirmations

https://www.gse.harvard.edu/news/uk/16/12/accentuate-positive

Nodding and making eye contact with youth while they’re talking
Making sure to call on all youth equally
Referring to every young person by their name
Using inclusive language — for instance, talk about “families” instead of “parents”
Openly giving praise for a wide-range of actions, from answering a question right to sitting still during a lesson
Staying enthusiastic when interacting with youth
Phases of Group Facilitation

- Preparation
- Starting the Conversation
- Keep It Going
- Wrap Up
Phase 1: Preparation

Define topic and review subject matter
Set objectives or messages
Prepare open-ended questions
Plan B
Room set up
Phase 2: Starting the Conversation

- Individual check-in
- Ground rules
- Introduce the topic
- Warm up/energizers/teambuilding activities
- Initiate the conversation
Phase 3: Keeping It Going

Effective listening skills
Create participation
Participants involved in planning and facilitation
Staying on track
Phase 4: Wrap up or Closure

Summarize
Reflection
Affirmation
Develop agenda for next session
Facilitation Skills

What are your top 4?

http://www.actforyouth.net/youth_development/professionals/teaching.cfm
Resources

Adult Learning -

ACT for Youth: Facilitation Tips –
http://www.actforyouth.net/youth_development/professionals/facilitation.cfm

Community Toolbox – Developing Facilitation Skills
https://ctb.ku.edu/en/table-of-contents/leadership/group-facilitation/facilitation-skills/main
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