



EXECUTIVE EDUCATION > COACHING, FACILITATION & MENTORSHIP



Facilitation for High Performing Teams

The art of activating wisdom
in individuals in teams.

17 - 19 September 2019

ALSO AVAILABLE AS AN IN-HOUSE PROGRAMME



**Gordon Institute
of Business Science**
University of Pretoria

Facilitation is one of the key processes used within business and leadership to foster high performing teams. Impressive, generative and sustainable results are achieved by harvesting and activating the wisdom, skills and energy of individuals and teams. By attending this programme **you will learn what it means to be a facilitator** and how facilitation processes can be used effectively within business and team processes.

Course info



FACULTY > Riëtte Ackerman, GIBS faculty and owner of Change Pace is the lead faculty on this programme. She is registered with the HPCSA (Psychometry), has a Master's Degree in Personal and Professional Leadership. (Industrial Psychology and People Management) Riëtte is an experienced facilitator and coach.

Other lecturers with deep experience in facilitating groups on a number of levels will present on this programme.

GUEST FACULTY >

Stephanie Martinis:

What's Learning got to do with it?

Chantelle Wyley:

Facilitation in complex systems.

Hélène Smit:

Depth Facilitation.

Playing Mantis:

Authentic Improvisation.



FEES > R19 050 (includes tuition, instruction material, textbook, lunches and refreshments and is VAT exempt).



DURATION > Three days



DATES > 17 – 19 September 2019. Also available as an in-house programme for companies that want to build facilitation capabilities.

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RIËTTE EXCEEDED MY EXPECTATIONS... I REALLY WAS BLOWN AWAY BY HER ABILITY TO CHALLENGE, MOTIVATE, ACCELERATE AND SHIFT OUR MINDSET POSITIVELY.

Who should attend?

- > Managers and leaders who have teams or multiple working groups to support in their way of working
- > Consultants, small business owners & team leaders
- > Internal HR/L&D/change practitioners, consultants, small business owners and team leaders
- > Those who manage task forces, boards, committees, temporary work groups or project teams
- > Professional facilitators (including trainers and speakers) who want to increase their facilitative repertoire

How you will benefit:

At the end of the programme, you will be able to:

- > Understand the fundamentals of facilitation (what it is and what it is not; how it is different from other learning and developmental processes);
- > Understand the role of a facilitator;
- > Develop the required knowledge, skills and awareness to develop, enhance and cultivate their facilitation capabilities;
- > Build competencies in order to drive evolutionary outcomes through impactful facilitation;
- > Understand how to leverage facilitation for change management, strategy and talent development processes;
- > Understand how facilitation can impact business results and add value to organisational learning and culture;
- > Develop skills to guide a group to work together more efficiently, to create synergy and initiate innovation, collaboration and consensus; and
- > Know when to use facilitation.

Key focus areas:

- > Define and differentiate facilitation as a practice;
- > Discuss the role of environment and context as a factor in facilitation;
- > Understand the role of the facilitator – intrapersonal and interpersonal;
- > Appreciate the difference between content and process;
- > Understand the role of group dynamics in facilitation – surface and below the surface;
- > Explore practices that enable group energy, as well as thinking and knowledge;
- > Explore the competencies of effective group facilitation and tapping into collective wisdom;
- > Practice common facilitation techniques and process tools, and receive feedback;
- > Understand and practice how to work with enablers and disablers of group process, as well as when to intervene;
- > Discover a number of facilitation approaches;
- > Be able to select appropriate tools/processes aligned to the purpose of the facilitation;
- > Address controversial issues and divergent perspectives;
- > Identify areas of application in business processes and strive for broad and sustainable impact; and
- > Integrate approaches and tools to design own unique personal facilitation style.



For enquiries call **+27 (0)11 771 4215** or email **coaching@gibs.co.za**

This programme can also be offered in-house for your organisation. Enquire about our Study & Stay packages at our on-site illovo Hotel.

