



of Facilitation: Hosting Transformational Conversations: ay Skills Programme for Project and Programme Managers

process has been extremely useful in several ways – learning technique, gaining more skills and confidence and building the team and the of practice” *Previous participant*

About Brian Lawson:

Brian has been facilitating change in groups for over 25 years and has been running his own Company for the last 9. Brian works with groups in all areas and fields and has a particular interest and skill in supporting project and programme managers in the delivery of complex projects.

Key Aims: To Provide Participants with:

- Key skills to support the management of adaptive change alongside the technical delivery of complex projects and programmes.
- An understanding of the range of techniques and approaches to facilitation inquiry and dialogue to support transformational change in groups.
- The ability to facilitate purposefully and effectively in conflicted and contested environments.
- The ability to work well with issues in relation to risk, power and the management of anxiety.
- The ability to work well to contain and manage uncertainty, emergence and complexity.

Day One - Boundaries and context of good facilitation practice	Day Two - Process issues and the role of dialogue and inquiry	Day Three - Adaptive change and personal transitions	Day Four - Managing uncertainty, emergence, complexity and risk under time pressure	Day Five - Dealing with difficult experiences and challenging circumstances
<p>Session One Establishing needs and purpose. Exploring experiences of facilitation, looking at definitions and good practice.</p> <p>Refreshments</p> <p>Session Two Negotiating outcomes and boundaries with sponsors, managers, commissioners and stakeholders.</p> <p>Lunch</p>	<p>Session One Appreciative inquiry and reflection on our work since the last session.</p> <p>Refreshments</p> <p>Session Two Process and purpose: a critical issue in facilitation.</p> <p>Lunch</p>	<p>Session One Building our community of practice as facilitators and reflecting on our experiences since the last session.</p> <p>Refreshments</p> <p>Session Two Critical issues in facilitation: adaptive change.</p> <p>Lunch</p>	<p>Session One Impacting on systems: appreciative inquiry into the impact of our work.</p> <p>Refreshments</p> <p>Session Two Critical issues in facilitation: uncertainty, emergence, complexity and working to time pressure.</p> <p>Lunch</p>	<p>Session One Enhancing our offer: appreciative enquiry into the added value for our clients.</p> <p>Refreshments</p> <p>Session Two Dealing with difficult situations and challenging circumstances: rank power and authority.</p> <p>Lunch</p>

<p>Session Three Design and purpose: systems, communities of practice and techniques to deliver outcomes.</p> <p>Refreshments</p> <p>Session Four Issues of self and group: acknowledging and managing our own issues thinking about the needs of others.</p> <p>Finish</p>	<p>Session Three Dialogue frameworks to support facilitation.</p> <p>Refreshments</p> <p>Session Four Using dialogue to influence process and outcomes as a facilitator.</p> <p>Finish</p>	<p>Session Three Change and transition: exploring key change frameworks.</p> <p>Refreshments</p> <p>Session Four Change and transition: managing personal development and growth choices responsibly.</p> <p>Finish</p>	<p>Session Three Techniques to manage complexity and uncertainty: open space and world café.</p> <p>Refreshments</p> <p>Session Four Emergent design: how to facilitate risky, uncertain processes of change.</p> <p>Finish</p>	<p>Session Three Maintaining momentum: harvesting and recording conversation in real time.</p> <p>Refreshments</p> <p>Session Four Programme review and continuing the learning journey.</p> <p>Finish</p>
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