



**Derek Hendrikz Consulting Presents:**

# Advanced Facilitation Skills for OD Practitioners

Duration:	3-days
Max. Participants:	14
Facilitators:	1
NQF Level:	4
Total Credits:	14
SETQAA Accreditation:	Services SETA – Decision Number 2072

## About the workshop:

The programme aims to sharpen the Organisational Development Practitioner's facilitation skills. The programme is designed for people who function in the field of Organisational Development. Participants will not deal with any Organisational Development related theory, but focus on the facilitation of an Organisational Development related intervention. It will thus be beneficial if the delegate has basic knowledge or experience in the field of Organisational Development. During the programme attendees will facilitate a 30-min session and be evaluated by fellow attendees and the programme facilitator. Some focus areas of this programme are:

- The facilitation of organisational developmental projects.
- Facilitation from a humanistic stance.
- Facilitation from a psychodynamic stance.

## The workshop outcome:

On completion of the workshop the OD practitioner should be able to apply advanced organisational development facilitation skills within organisational development projects.

## Accreditation:




For NQF accreditation purposes, the learner will have to prove competence in the following unit standard:

Unit Standard:			
Unit Standard:	Unit Standard Number:	NQF Level:	Credits:
Facilitate learning in development practice.	110055	4	14

Participants will be assessed on the following specific outcomes:

1. Mobilise and organise participants for development practice projects.
2. Understand facilitation methods or techniques for development practice projects.
3. Select the appropriate facilitation method or technique for a development practice project.
4. Create a learning environment and atmosphere conducive to meaningful engagement and participation.
5. Facilitate learning in a development practice project.

**Included:**

-  All programme materials and handouts.
-  Issuing of certificate on completion of programme.
-  Record keeping of all results and assessments in order for participants to receive recognition for prior learning through the National Qualifications Framework.

**Training methodology:**







The programme is a highly interactive one, where participants use games, simulation exercises, and introspection to achieve the workshop objective. Each participant will receive a workbook and be assessed during the workshop. The workshop will have a post workshop assignment, which will be used for assessment purposes.

As with all DHC training programmes, we strive to effect actual change back at the workplace through effective and practical outcomes based training.




**Programme:**

Time:	Day 1:	Day 2:	Day 3:
08:00-10:00	Introduction to the facilitation of OD projects.	Practical Assessment	Practical Application
10:00-10:30	<i>Convenience Break</i>		
10:30-12:30	Facilitation from a humanistic stance	Practical Assessment	Practical Assessment
12:30-13:30	<i>Lunch</i>		
13:30-15:00	Practical Application	Facilitation from a psychodynamic stance	Practical Assessment
15:00-15:15	<i>Convenience Break</i>		
15:15-16:00	Day Review	Day Review	Programme Evaluation

**Who Should Attend?**

-  HR Managers and Practitioners.
-  Organisational Development Consultants.
-  EAP Practitioners & Counselling Practitioners.
-  Training Managers.
-  Organisational Trainers & Development Practitioners.
-  Any person interested in facilitating organisational development projects.

**Day 1:*****Introduction to the facilitation of Organisational Development Projects:***

-  Type and nature of organisational development projects.
-  Mobilising and organising participants for development practice projects.
-  Introduction to facilitation methods and techniques used in development practice projects.

- Selecting the appropriate facilitation method and technique for a development practice project.
- Creating a learning environment and atmosphere conducive to meaningful engagement and participation.
- Facilitate learning in a development practice project.

**Facilitation from a humanistic stance:**

- Introduction to the humanistic philosophy of facilitation.
- Group process theory.
- Basic assumptions in humanistic facilitation.

**Practical Application:**

- Putting theory into practice.
- Facilitator will demonstrate the facilitation from a humanistic stance during this session.

**Day 2:**

**Practical Assessment:**

- Delegates will facilitate a 30 minute session in groups of two demonstrate this stance of facilitation.
- Delegates will also be evaluated by the facilitator and the other delegates during this session.

**Facilitation from a Psychodynamic Stance:**

- Introduction to the psychodynamic philosophy of facilitation.
- Basic assumptions in psychodynamic facilitation.
- Group behavioural theory.

**Day 3:**

**Practical Application:**

- Putting theory into practice.
- Facilitator will demonstrate facilitation from a psychodynamic stance during this session.

**Practical Assessment:**

- Delegates will facilitate a 30 minute session in groups of two demonstrate this stance of facilitation.
- Delegates will also be evaluated by the facilitator and the other delegates during this session.

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## Beyond Comparison!