

Session title: Group facilitation – managing group dynamics
Time: 50 mins
Materials: ❖ Slide 8 ❖ Flipchart and pens
Objective: ➢ Participants are aware of the additional skills required to facilitate groups ➢ Participants have practical tips for dealing with group dynamics
Context: Group facilitation is key to the PMSD process, because of the importance of the participatory element. There are a number of aspects of the process that will require you to bring together a diverse group of people, elicit learning and discussion and build consensus and joint action plans. It incorporates many of the skills we have already looked at, but there are some additional skills too.
Process: <i>Discuss:</i> • What have you already learned in this module, which could be useful in facilitating groups? • What additional skills and abilities do you need to facilitate a group? <i>Present:</i> One of the key additional skills is about managing group dynamics. One of the greatest challenges for a facilitator is what to do when the session does not go to plan, either because of a ‘difficult’ person or an unproductive group dynamic. In reality, sessions rarely go exactly to plan and your ability to tune into the group and shift your approach accordingly is key to achieving your desired outcomes. <i>Activity:</i> Step 1 • Reflecting on meetings and workshops that you have participated in, what are some of the challenging dynamics and behaviours you have observed? <i>[5-minute brainstorm with whole group]</i> • Thinking about the people you will be working with, which of these dynamics do you think will be most likely and most challenging? Come up to the flipchart and put a coloured dot by one of these. <i>[note the top 3-5 challenging dynamics/behaviours as voted by the group – depending on how many groups you will get them in for the next step]</i> Step 2 • Get people into small groups [approx. 5 people per group] and give them one of the top challenging dynamics/behaviours • Each group must <u>nominate a group facilitator</u> to lead the discussion • <i>[slide 8]</i> Discuss the dynamic or behaviour you have been allocated -

Participant Guide Format

George M. Piskurich



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DO Something! Participant's Guide Miles McPherson, 2009-11 With powerful true stories and specific activities for readers to try this participant's guide to the inspirational book shows how to live out faith in a way that improves people's lives

Prayer Bible Study Participant's Guide Philip Yancey, 2013-06-05 In this six session study award winning author Philip Yancey probes the very heartbeat the most fundamental challenging perplexing and deeply rewarding aspect of our relationship with God prayer What is prayer How does it work And more importantly does it work In theory prayer is the essential human act a priceless point of contact between us and the God of the universe In practice prayer is often frustrating confusing and fraught with mystery Prayer Does It Make Any Difference is an exploration of the mysterious intersection where God and humans meet and relate Designed for use with the video *Unglued Bible Study Participant's Guide* Lysa TerKeurst, 2013-04-10 The disruption of strong emotions can feel jarring It can feel like you're coming unglued but you can learn how make your emotions work for instead of against you New York Times bestselling author Lysa TerKeurst admits that she knows what it feels like to praise God one minute and in the next yell and scream at her child She too wonders why she can't always be serene and control her reactions In this six session video Bible study DVD digital video sold separately learn how to process emotions and resolve conflicts in ways that lead to wisdom composure and a more peaceful life Filled with honest personal examples and biblical teaching the Unglued Participant's Guide will equip you to know with confidence how to Resolve conflict with wisdom and patience Learn how to balance honesty and kindness when personally offended Identify what type of reactor you are and how to improve your communication with others Respond without regrets by managing your tendencies to shut down or explode Sessions include Grace for the Unglued Freedom for the Unglued Four Kinds of Unglued A Procedure Manual for the Unglued Lingering Words for the Unglued Imperfect Progress for the Unglued Gain a deep sense of calm by responding to situations out of your control without acting out of control Designed for use with the Unglued Video Study sold separately

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Safety Analysis Process ,1990 **Metal and Nonmetal Industry Supervisory Training Participant's Handbook** ,1985
Training Child Support Enforcement Personnel Handbook ,1984 Instructional Design for Organizational Justice

Lisa A. Giacumo, Steven W. Villachica, Donald A. Stepich, 2024-07-24 Instructional Design for Organizational Justice prepares instructional designers to use culturally relevant performance based learning materials and environments that improve organizational and workplace learning experiences for today's diverse globalized contexts. With socially just leadership and DEI initiatives growing in institutions across sectors, today's instructional design programs must prepare graduate students to be more culturally relevant, equity minded and inclusive in their professional practice. This textbook explores the implementation of systematic, systemic and performance oriented designs alongside the use of organizational justice theory to facilitate more equitable, inclusive performance improvement and workplace learning interventions. The book introduces the Learning and Performance Support Instructional Design Leaps ID Model, applicable to instructional designers, educational technologists, learning experience designers, learning engineers and human resource development professionals. This original iterative process integrates common ID heuristics, design based thinking, culture, equity, inclusion and other inputs external to the organization and ID project. It portrays a realistic, scalable, iterative, agile approach to the ID process, aids in the design of environments in which adult learners can observe practice and receive feedback, building the knowledge and capacity required for their desired performance and is illustrated by a wealth of examples, templates and processes developed in the field to support adult learners and collaborate with subject matter experts. Relevant to business, government, military, non profit, non governmental and higher education settings, this unique and comprehensive volume lends itself to uncovering values and motives essential to successful agile project management as well as to diversity, equity and inclusion initiatives and social change.

Rapid Instructional Design George M. Piskurich, 2015-01-06 The classic guide to instructional design, fully updated for the new ways we learn. Rapid Instructional Design is the industry standard guide to creating effective instructional materials, providing no nonsense practicality rather than theory driven text. Beginning with a look at what instructional design really means, readers are guided step by step through the ADDIE model to explore techniques for analysis, design, development, intervention and evaluation. This new third edition has been updated to cover new applications, technologies and concepts and includes many new templates, real life examples and additional instructor materials. Instruction delivery has expanded rapidly in the nine years since the second edition's publication and this update covers all the major advances in the field. The major instructional models are expanded to apply to e learning, MOOCs, mobile learning and social network based learning. Informal learning and communities of practice are examined as well. Instructional design is the systematic process by which instructional materials are designed, developed and delivered. Designers must determine the learner's current state and needs, define the end goals of the instruction and create an intervention to assist in the transition. This book is a complete guide to the process, helping readers design efficient, effective materials. Learn the ins and outs of the

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The Synchronous Trainer's Survival Guide Jennifer Hofmann, 2003-08-05 The Synchronous Trainer's Survival Guide is a hands on resource for enhancing your real time e learning sessions Written by Jennifer Hofmann a synchronous training leader it is the first and only book focusing solely on this emerging training method If you're new to synchronous training everything you need to know is right here If you're a seasoned pro the practical tips tools and customizable templates in this book will ensure the success of your online training courses meetings and events **Manpower Development: Education and Training. Revised Edition** William Eugene Tarrants, 1980 **Resources in Education**, 1999-04

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