


Introduction to facilitation skills

Interreg project management camp
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To do this morning:

- Refresh of pre-work
- Practice core facilitation skills
- Work in groups

Facilitation: What is essential?

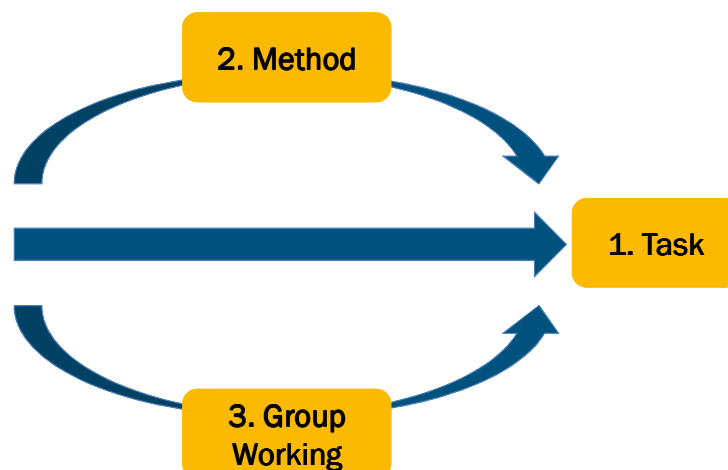
Individual

Group

Setting / shape



What is facilitation?





Practical work: Listening & questioning

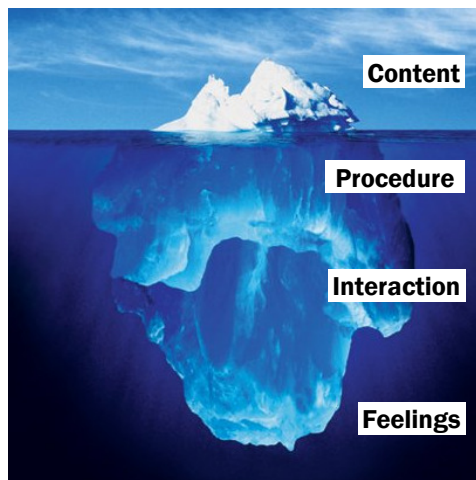
Talk in pairs about:

- your background/experience of projects and your programme officer role,
- a current challenge you are facing,
- one thing you do when not working.

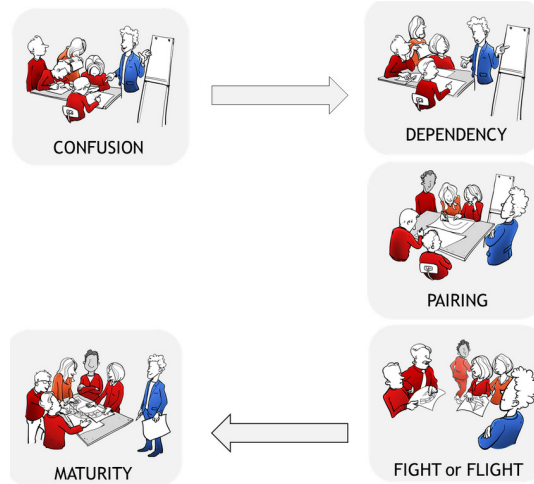
How will it work?

- Speaker (A) talks for 5 minutes.
- Listener (B) can ask questions, but can't add their own opinions, thoughts or suggestions.
- For 2 minutes, B summarises what A said and gives a view of A's feelings on the challenge.
- A to correct B if wrong. A & B swap.

Levels of listening and questioning



Group development



A feedback model

- **D**escribe
Describe the behaviour observed
- **E**ffect
Explain the effect of the behaviour
- **S**pecify
Discuss what behaviour should be continued and where or how changes could be made
- **C**hange/**C**ontinue

Facilitation styles



Practical work: Benefits of multi-national collaboration

Talk in threes about ONE of the questions:

- What are the benefits to the group working in multi-national/multi-cultural environment? (**you as a participant**)
- How can we as facilitators bring the best out of this multi-cultural environment? (**you as a facilitator**)

How will it work?

- 10 minutes to discuss in threes.
- Identify ready to discuss in the main room:
- Any common themes and observations
- Any different ideas?

Cooperation works

All materials will be available on:

www.interact-eu.net