



Introduction to Facilitation Skills



Interreg Project Management Camp
Gothenburg, 28 June - 1 July 2016

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To do this morning:

- Refresh of pre-work
- Practicing core facilitation skills
- Working in groups

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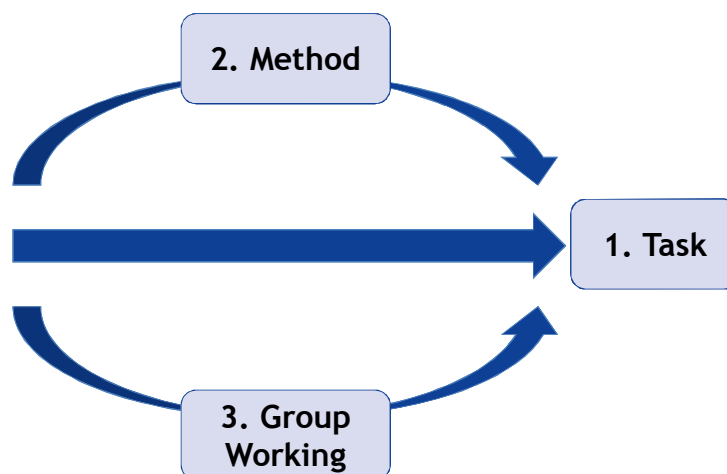
Facilitation: What is essential?

- Individual
- Group
- Setting/ shape

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What is facilitation?



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Listening & questioning

1. What is the exercise?

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.

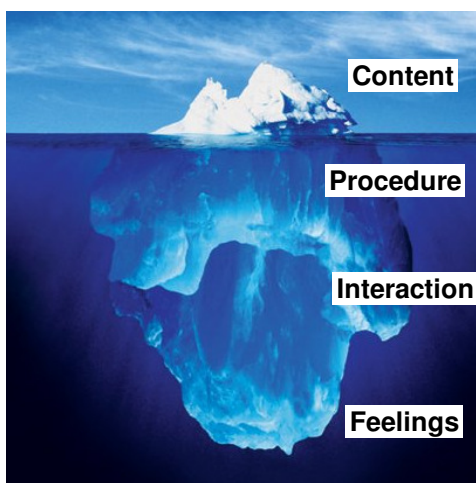
2. How will it work?

- 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.

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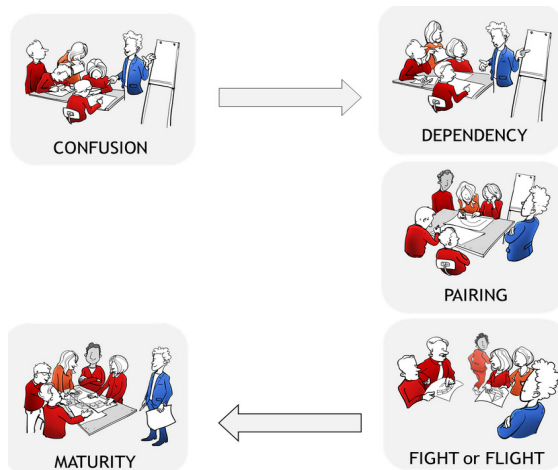
Levels of listening and questioning



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Group development



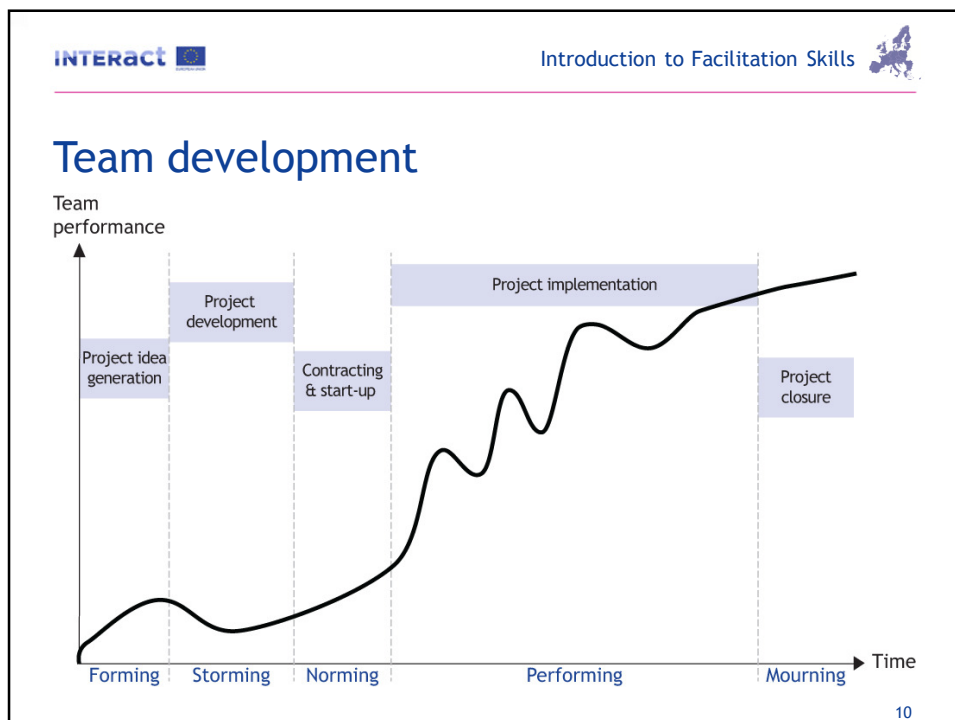
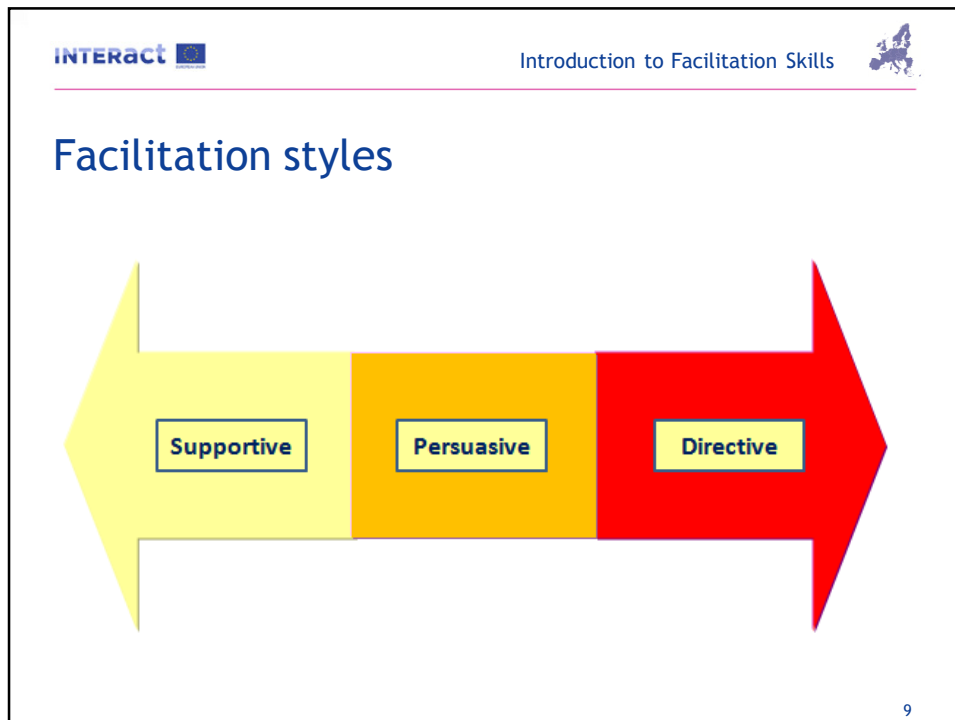
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A feedback model

- **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

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Benefits of multi-national collaboration

1. What is the exercise?

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***)

2. 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?