

# Module 2 Exploring Facilitation

- Why do we need good facilitation
  - Rate of change
  - People less accepting of authority
  - Life is ever more complex
  - Need fresh thinking and solutions to old problems

- Difference between teaching and facilitation
  - Instructional Teaching**
    - Students assessed by teacher as to how much they have learned
    - Imparting and transferring knowledge and understanding from teacher to student
    - Subject matter led
    - Focus on the teacher as the subject matter expert
    - Learners can be passive in the process

- Difference between teaching and facilitation
  - Facilitative Teaching**
    - Facilitator is not necessarily a subject matter expert and is partner in the learning process
    - Everyone in the group is involved in sharing experience and knowledge
    - Individuals / group are encouraged to discover insights by thinking for themselves
    - Group members do most of the talking
    - High levels of participation

## Exploring Facilitation

- Opportunities for Facilitation**
  - Structured education
  - Problem solving
  - Small group discussion
  - Change issues
  - Transitions

- Qualities of a good facilitator**
  - Patient
  - Self confident
  - Enjoys working with groups
  - Sense of humour and fun
  - Can control own interests and needs

- Skills of a good facilitator**
  - Good listener
  - Asking good questions
  - Controlling the discussion process
  - Can plan and organise a session
  - Good people skills
  - Builds rapport**

- Purpose of Facilitation**
  - Enhance adult learning
  - Develop better solutions by involving everyone
  - To enable people to think for themselves
  - Increase adaptability and resilience to change
  - Empower people to make a difference