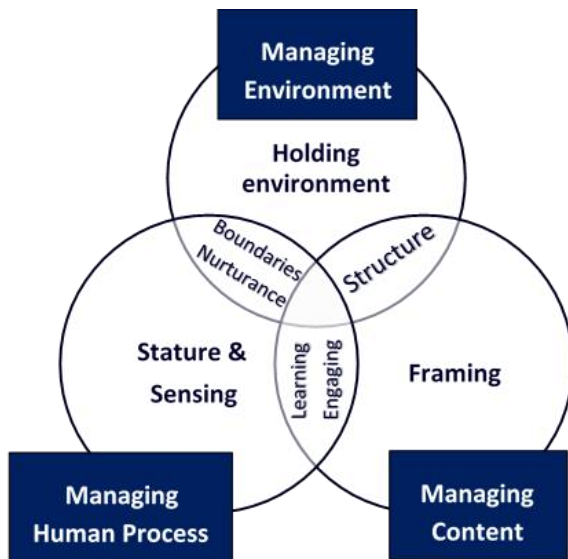# LEADER AS FACILITATOR PROGRAM DESIGN

Facilitation is the process of supporting, enabling and / or shaping an interaction. Thus, facilitation as a process can be used for more than one context, e.g.: for ideation, for moderation of views, for a group decision making context and for a learning context. Facilitation is a leadership process as one takes charge.

The program design on Leader as Facilitator intends to cover:

- Theories of Learning
- The Principle of Facilitation
- David Kolb's Learning Styles
- Facilitation Skills
- Pedagogy
- Skill Through Drill

The Principles of Facilitation

- Managing Environment
- Managing Content
- Managing Human process

Facilitation Skills

- Creating a Holding environment
- Boundaries
- Nurturance
- Structure
- Framing
- Stature
- Sensing
- Learning
- Engaging

Leader as Facilitator program:

- Offers learning experientially and with sufficient opportunity for skills practice
- The learning takes place through the use of various pedagogy while the learner also learns to use those pedagogy

- The program ends with an opportunity to plan, and deliver a complete session and receives structured personalised feedback on her skill levels

This program is for both employees in the human resources function and other business functions who show a flair and interest in facilitation

The program will need 40 hours of classroom time for a batch size of upto 20 participants