

## INSPIRING FACILITATION, TEACHING AND TRAINING

*Ensuring engagement, dialogue and connection to practice in the classroom and at workshops, etc.*

### Course description

The course is for people who are involved in facilitating change and learning in groups, particularly teaching and training where learners/students are expected to form their own opinion and develop critical thinking, e.g. in relation to philosophy, social/political issues, and personal development.

This training offers you diverse question techniques focusing on connecting the topic of your training or teaching to the concrete practice of the learners, exploring their challenges in depth, bringing in perspectives of others, playing with future scenarios and finally planning the future. Furthermore, it offers you diverse process exercises to stimulate engagement, creativity and dialogue in ways that ensure that everybody's voice is heard and that conclusions are reached when needed.

The starting point will be social constructionist, systemic and appreciative approaches to change and learning. These approaches first of all tell us that development happens when a space is created in which each single person is listened to, and his or her perspective fully appreciated and understood, where the dialogues are

“separated”, so that people truly listen to each other's perspectives and build on these. Secondly the approaches tell us that the process needs to be guided, first with negotiating the framework and after this through certain phases that first open up for creativity and diverse perspectives and after that narrows the discussion down towards its purpose and a conclusion.

The course is highly practical giving the participant a chance to practice asking different kinds of questions with different purposes and applying these questioning techniques to diverse concrete exercises for groups. The participant will gain an ability to plan and facilitate learning processes, get feedback, as well as a chance to reflect upon him or herself as a facilitator.



## The course will give you...

- An understanding of social constructionist, systems and appreciative approaches to change and learning
- An insight into the elements of the dialogue that make a difference: question techniques, separation of the dialogue, domains and phases
- Practical exercises for groups that you can directly apply at home - and reflection on them
- An ability to plan and facilitate change and learning processes
- A chance to look at and reflect upon your own reality and position as a facilitator of change and learning

## Methodology

The course will be based on current research on learning and change - particularly social constructionist and appreciative approaches. In spite of the theoretical basis, the training will be highly practical. The course will consist of a mix of short theoretical inputs, concrete exercises, and group discussions. It is believed that the only way to learn to facilitate change and learning is to try out the questions and process exercises and gain your own experiences, reflect upon them and be

coached on your ideas of implementing them at home.



## Programme

Monday	Arrival in the evening Welcome drink
Tuesday	Introduction: programme, learning goals and learning contract Social constructionist approaches to change and learning <ul style="list-style-type: none"><li>• Appreciation and multiverse</li><li>• The position of the facilitator</li></ul>
Wednesday	The power of questions: the battle is in the detail <ul style="list-style-type: none"><li>• Clarifying the challenges with questions</li><li>• Questions that explore the patterns behind the challenge</li><li>• Questions that appreciate the perspectives of others</li><li>• Questions that help you play with future scenarios</li></ul>
Thursday	Planning questions into the programme <ul style="list-style-type: none"><li>• The phases of a learning process</li><li>• Using creative and visual aids</li><li>• Preparing workshops</li><li>• Carrying out and getting feedback on workshops</li></ul>
Friday	Putting it all together Implementing the outcome in your work (working on own cases) Reflecting upon the leaning of the course Evaluation
Saturday	Departure

## PRACTICAL INFORMATION

### Dates, time and place

This course will be organised on a regular basis. [Please check here](#) to see when and where.

All courses will start with a short welcome evening/ drink at 19.30 p.m. on Monday evening and end on Friday around 16.00 p.m.

### Consultants

The [consultant](#) running this course is either **Yvor Broer**, **Lene Mogensen** or **RajVinder Singh Gill**. Depending on the group size a second consultant will be attracted. As we are currently enlarging our organisation, we might place another consultant than above at this course and communicate this well in advance of the course.

### Price

The fee for this course is 775 Euros, excluding travel, food and accommodation. This course is in line with the criteria and priorities of the Erasmus+ programme of the EU. This means that you can apply for a grant to cover most costs, given the criteria that you are working in school education, adult education, vocational education or some parts of higher education. [Have a look here for more information](#).

### Registration

You can register for one of our courses by downloading the registration form on our home page, on the [registration page](#) for open courses. After receiving your form, we will reserve a place for you on the course. There is a maximum of 18 participants per course.

In case you want to use the Erasmus+ programme for a grant to cover e.g. travel, accommodation and course fee, more information and application form can be found on the [information page](#) on that programme

After registering we will be glad to assist you in booking a room and arranging your travel.

## About In Dialogue

In Dialogue is a consultancy corporation that works with development of individuals, leaders, consultants, teams, organisations and communities. In Dialogue was established in 2004 and got its recent name in 2007.

Our consultants work within the approach of In Dialogue, when inspiring change, development and growth. We closely follow new academic developments and are proud of translating new theories into practical and sustainable solutions to your challenges. All the consultants have a higher degree in relevant sciences as well as a proven capacity to translate their knowledge into practice - e.g. in relation to coaching, conflict mediation, project management and organisational change and learning.

We operate in various parts of the world, and all consultants have extensive national as well as international experience and are trained in applying their competences in culturally sensitive ways. Our main office is located in Roskilde, Denmark. Next to that we have an office in the city of Gouda, The Netherlands. Read more on [our homepage](#) or contact us via [opencourses@in-dialogue.org](mailto:opencourses@in-dialogue.org)

## In Dialogue courses

In Dialogue makes sure that learning at our courses is contextualised and therefore relevant for the challenges of

the participants. Theory is put into action through concrete training of new competences as well as through working on the cases from the group:

- The courses are well structured though still flexible to allow for adjustments based on the dialogue with the participants about their concrete challenges, needs and previous experiences
- The international setting ensures an inspiring environment where the diversity of contexts, challenges and ideas are used to increase the understanding of complexity and diverse ways of dealing with issues.
- Our courses are based on a sound theoretical foundation of social constructionist theory. This means that we draw upon innovative approaches such as the narrative, systemic, appreciative and solution focused approaches.
- We believe that there lies a greater potential for development in strengths than in weaknesses. We therefore focus on applying the resources of each participant to reach his/her learning goals and to build an appreciative working atmosphere within the group.
- It is important for In Dialogue that everyone leaves our courses feeling empowered and competent to apply the concrete outcome of the course in his/her daily work - knowing in which situations to use which techniques and when not to use them.