

Workshop Details

Date: 24 – 27 January 2012

Venue: SACAP Cape Town
Campus, 1st Floor
Sunclare building, 21
Dreyer Street, Claremont

Cost: R5 900.00

Time: 9:30am – 17:00pm

**Registration closes
30 November 2011**

*Please note that Facilitation Skills 1 is a
pre-requisite for this module.*

*This workshop runs as an intensive course over
4 days but qualifies as a full module credit.*

*This module can be taken as a stand-alone
OR as an elective in your qualification.*

*For further information contact Sheila at
the College or visit www.sacap.edu.za*

The Facilitator

Holder of a B.A., H.D.E. and M.B.A from Wits University – Helene Smit has 20 years experience in facilitation, training, consulting and coaching in the areas of Strategy, Human Resources, Team Building, Conflict Resolution, Organisational Behaviour, Change Management and Diversity Management at all organisational levels, and currently specialises in high-level corporate facilitation. Senior lecturer at the Graduate School of Business of UCT, Helene has been presenting on both academic and executive education programmes for the past 13 years.



The South African College of
APPLIED PSYCHOLOGY

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The South African College of
APPLIED PSYCHOLOGY

Presents

Facilitation Skills 2

A four day intensive
workshop



24 – 27 January 2012

Facilitator
Helene Smit

Course Introduction

This module follows on from Facilitation Skills 1 in which the participants learnt about the psychology of individuals and groups in facilitated sessions, how to manage themselves as facilitators, and the essential roles and tasks of facilitation when dealing with on the surface processes. This module teaches the skills of working with both “on the surface processes” and “beneath the surface processes” in groups. The participant will develop the skills required to safely bring underlying issues to the surface and to assist the group to resolve these issues.

The participant will have developed a solid theoretical foundation in Facilitation Skills 1 from which to begin work as a facilitator. This module further equips students with advanced skills to successfully facilitate a variety of group intervention.

Course Outcomes

By the end of this course, you should be able to:

- Understand the idea of the group “psyche”, or the group-as-a-whole

- Understand the nature of group processes, and the relationship between on the surface and under the surface processes
- Help groups to explore under-the-surface processes in a constructive way
- Help groups to identify, interpret and draw meaning from the group dynamics and associated processes.
- Understand power dynamics in groups and how to facilitate in the face of power differences.
- Identify and work with group roles and archetypes during group processes.
- Understand how to identify and work with a variety of signals in a group.
- Work with group leaders and the role of leadership in groups.
- Understand the scapegoating process in groups and have the skills to assist groups to avoid scapegoating.
- Understand the impact of diversity issues in groups and use appropriate facilitation skills.
- Understand the nature of conflict processes in groups and have the skills to assist groups to resolve conflict.

Course Topics

Topics to be covered on the course include:

- The nature of the group psyche
- Identifying and prioritising issues to be discussed
- Reading group “below- the-surface” information
- Working with different pathways of information
- Managing anxiety in groups
- Moving into below-the-surface processes
- Working with group archetypes
- Meaning-making in groups
- Conflict resolution in groups
- Working with scapegoating processes
- Working with power and other differences in groups
- Working with leadership as a facilitator

See overleaf for Workshop Details