Mastery in
Deep Facilitation

Hong Kong **9-10 March 2020**

Singapore **23-24 April 2020**

Sydney **18-19 May 2020**

Further information and registration:
www.deepfacilitation.com
www.deepfacilitation.asia

PSYCHOLOGY OF GROUP DYNAMICS: INTERPRETIVE FRAMES & METHODOLOGIES

- Tavistock framework of group dynamics
- Kleinian framework of inter-personal interaction
- Heifetz & Linsky's *adaptive leadership* framework
- Kegan's *Immunity to change* (full exercise)
- Stacey's *close to certainty / close to agreement* framework
- *Green line* framework (Wheatley, Dalmau & Boas)
- The unconscious defensive routines in groups
- The social defensive routines
- Case-in-point methodology in practise
- The critical engagement role of disclosure and feedback
- NLP positioning: an introduction

ESTABLISHING YOUR AUTHORITY AS FACILITATOR: TOOLS AND TECHNIQUES

- Respectful inquiry, paying attention
- When to acknowledge discomfort and cynicism
- Establishing physical and time anchors to support the disappearance of other structure
- Boundary management: what it means to be in role and how you can be seduced out of it
- Understanding the benefits and drawbacks of default positions (yours and theirs)
- Understanding how you turn up in groups: Kegan's Immunity to Change; windchimes and internal chatter

READING THE GROUP / READING SELF

- Transference and counter-transference: the basics
- The data available to you by understanding projection and projective identification
- Understanding and using *affect*

ASSESSING THE LIMITS OF YOUR PERMISSION TO ACT

- Is everyone in the room yet?
- Who's looking where?
- When confusion is useful - being naïve to the process
- Unconscious signifiers of group progress and cohesion
- Assessing and responding to physical, emotional and cognitive rhythms within the group

WORKING WITH DIFFICULT GROUPS AND INDIVIDUALS

- The role of interpretation
- Holding the frame, staying in role
- Putting the work at the centre, not you
- Valency: when a group goes feral
- Using the group to defuse individuals
- Depersonalising: making the issue *the issue*
- Moving it off to the side
- Using the physical space as a constructive resource
- Time bandits, narcissists and vocal non-believers

THE ROLE OF STRUCTURE AND SEQUENCE IN BUILDING TRUST AND ACCELERATING FEEDBACK

- Early disclosure as a test of willingness in the group
- Intact organisational groups vs mixed organisational groups
- Single-organisational groups vs mixed public groups
- The anxiety / disclosure / breakthrough curve: how to use both loose and tight structure
- 4 key disclosure tools + 4 key feedback tools

RAISING THE HEAT – WORKING THROUGH DIFFICULT ISSUES

- Timing is everything: early flag and later immersion
- Open or closed: confidentiality and protection
- Working with themes
- Establishing protocols
- Looking to behaviour change: *totems and taboos*
- Connecting to feedback and re-entry

MANAGING THE INTERPLAY OF PROCESS AND CONTENT

- Understanding the anxiety / opportunity curve
- When to suspend overt content and deal with the dynamics
- What part of the facilitation process to explain
- Holding up the mirror to illuminate the interplay between process and content

GETTING THE PHYSICAL SETTING RIGHT

- Using the space to influence and contain group dynamics
- Exercise, exercises and breaks as tools not just time fillers
- Creating and reinforcing physical anchors in the room

IN OUR WORKSHOP

- Instruction, case studies, experiential exercises, and practise
- The group assembled as a data source for learning
- *Note: this document is indicative of the content covered and the curriculum on the day will be influenced by who's in the room, the dynamics present, and case-in-point learning opportunities. Not all participants will facilitate in the coached practice sessions.*