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*Empower People
Lead Organizations
Grow Communities*

Agenda


- Introductions and Workshop Overview
- Why Do We Do It and What Is It
- Success Factors for Facilitators
- Action Planning



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711: Facilitation Skills for Trainers

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Five Principles of Adult Learning

- Self-concept: adult learners are self-directed
- Experience: adult learners bring resources to the table
- Readiness to learn: Influenced by social and professional role
- Orientation to learning: Problem-centered and pragmatic
- Motivation to learn: As a person matures the motivation to learn is internal

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Two Roles

| Trainer | Facilitator |
|--|---|
| <ul style="list-style-type: none">• Provides content  | <ul style="list-style-type: none">• Provides guidance  |

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Psychological & Accountability Performance Matrix


| | | |
|--------------------|---------------------------|----------------------------|
| | Low Accountability | High Accountability |
| High Safety | Comfort Zone | LEARNING ZONE |
| Low Safety | Apathy Zone | Anxiety Zone |

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Action




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Questions & Answers



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