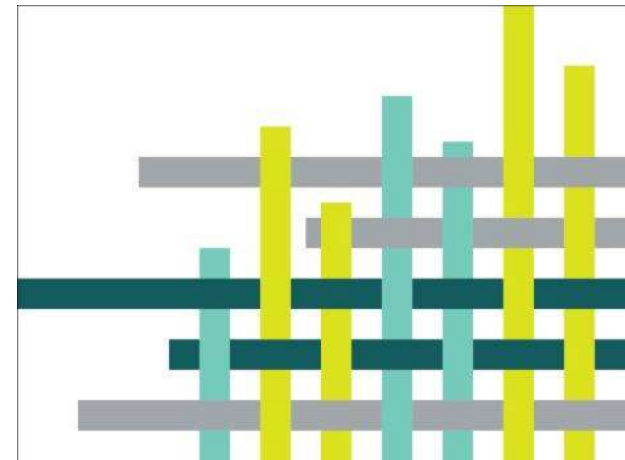




CHARITIES • VOLUNTEERS • BUSINESSES

Welcome
Community Works Conference
Thursday 22nd March 2018
Facilitation Skills for Small Group Leaders

www.bhcommunityworks.org.uk
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St Ethelburga's Centre for Reconciliation and Peace

Principles of group facilitation

Preparation

Hospitality

Safe Space

Creativity

Embracing Different
Perspectives

Presence and Commitment



A. Create
Collaborative
client
relationships

B. Plan
Appropriate
Group Process

C. Create
and Sustain
a Participatory
Environment

D. Guide
Group to
Appropriate
and useful
outcomes

E. Build and
Maintain
Professional
Knowledge

F. Model
Positive
Professional
Attitude

Guiding People Through Change - Bridges' Transition Model



People are often quite uncomfortable with change, for all sorts of understandable reasons. This can lead them to resist it and oppose it. Bridges' Transition Model can help.

William Bridges,

The main strength of The Transition Model is that it focuses on **transition**, not **change**.

The difference is subtle and important:

Change is something that happens to people, even if they don't agree with it.

Transition is internal: it's what happens in people's minds as they go through change.

change can happen very
quickly

transition usually occurs
more slowly.

Mind the gap

Vison and Values	Skills	Motivations	Resources	Action Plan	Change
Vison and Values	Skills	Motivations	Resources	Action Plan	Confusion
Vison and Values	Skills	Motivations	Resources	Action Plan	Anxiety
Vison and Values	Skills	Motivations	Resources	Action Plan	Hostility
Vison and Values	Skills	Motivations	Resources	Action Plan	Disillusionment
Vison and Values	Skills	Motivations	Resources	Action Plan	Fits and Starts

Adapted from Getting on Brilliantly by Annette Zera and Susan Murray 2004

Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, Who am I to be brilliant, gorgeous, talented, and fabulous? Actually, who are you *not* to be?

Marianne Williamson