HR Management · HR54

Essential Facilitation Skills & the Psychology of Groups

Online · 20 - 24 Dec 2026

Date	Venue	Duration
20 - 24 Dec 2026	**Online**	**1 Week**
Fee	**Ref**	**Language**
£1,400 GBP	**HR54**	**English**

Introduction

This training course is unique, and pleasant, and will teach you valuable transferable group facilitation skills. This is a very useful course that is presented excitingly and appealingly. This course is intended for professionals involved in designs requiring diverse groups to gather and share knowledge, solve problems, and build better working relationships.
To plan and deliver beneficial and engaging exercises, small-group facilitation skills are required. A facilitator is someone who uses knowledge of group methods to create and implement the structure required for effective meeting interactions. A facilitator focuses on group dynamics, allowing delegates to focus on their collaborative work.
An experienced workplace psychologist and expert facilitator formed the course.

This training course will focus on:

- The psychology of the group
- How to design group interventions to deliver outcomes
- Guiding systems for facilitators
- Useful devices for facilitation
- Steps for planning and structuring activities

Course Objectives of Essential Facilitation Skills & the Psychology

At the end of this training course, you will acquire to:

- Follow the facilitator function and basic laws of group methods
- Design and structure an efficient small group session, paying attention to helpful arrangements and interventions before, while, and after a group event
- Utilise a variety of techniques to direct and control groups
- Know and flex your facilitation style with self-awareness, authority, and attendance
- Develop strategies for managing dynamics in diverse cross-cultural and inter-generational groups

- Carefully and skilfully capture and reports information

Course Methodology of Essential Facilitation Skills & the Psychology

This training course will use a variety of proven adult training methods to ensure maximum understanding, comprehension, and retention of the information displayed. This involves stimulating presentations supporting each issue together with interactive instructor-led assemblies of discussion. There will also be useful sessions where the delegates can train and experience course-related actions.

Functional and fun exercises, short video presentations, small group work, and feedback will be utilised to facilitate training.

Organisational Impact of Essential Facilitation Skills & the Psychology

The delegates on this course will have a very positive influence on the organisation, involving:

- Staff developing facilitated sessions to improve training and development
- Developed employee engagement
- Create and intensify facilitation skills company-wide
- Connect everyone in the meeting, including drawing out the quiet shareholders and controlling the domineering ones
- Grown the use of proper facilitation techniques throughout the organisation
- Enhanced interpersonal interactions

Personal Impact of Essential Facilitation Skills & the Psychology

By attending this course, all associates will develop several significant work-related skills and competencies, these cover:

- Judgment of team dynamics and how to promote different types of group arms
- Utilising facilitation skills and other group-oriented methods properly
- Promoting useful, portable skills
- Knowledge and perception of cross-cultural issues
- Understanding the context and dynamics from which specific issues arise
- Building commitment to ongoing professional improvement

Target Audience of Essential Facilitation Skills & the Psychology

This course is fitting for a wide range of experts but will greatly serve:

- Anyone who promotes or runs meetings
- Training & Development Staff
- Managers and Leaders who need to facilitate groups
- Project Management Professionals who need to facilitate small groups

- HR Professionals
- HR Business Partners
- Professionals who want to facilitate external groups

Course Outlines of Essential Facilitation Skills & the Psychology

DAY 1

Fundamentals of Facilitation

- Facilitation Explained
- Establishing Ground Rules
- How A Facilitator Differs from A Presenter
- Four Guiding Principles for Facilitators (ORID)
- Changing Role of the Facilitator

DAY 2

The Group Dynamic & Avoiding Defensiveness

- The Difference between Groups and Teams
- Group Entitativity
- The Stages of Group Development
- Understanding Group Dynamics
- Groupthink - Avoiding Flaws in Group Decision-making

DAY 3

The Dynamics of Facilitation & Cultural Issues

- Principles Underlying Facilitation of Learning
- The Six Dimensions for Facilitation
- Planning and Structuring Exercises
- Cultural Issues in Facilitation
- Understanding and Responding to Cultural Differences

DAY 4

Practical Tools for Facilitation

- Room Setup Considerations
- Roles in Group-Facilitated Exercises and Meetings
- Planning and Structuring
- Dealing with ‘Difficult’ People
- Seven Techniques for Small Group Work

DAY 5

A Specialist Facilitation Technique: The World Café

- Introduction to the World Café Methods
- The Advantages and Disadvantages of the Method
- World Café Conversations, Guidelines, and Design Principles
- Five Ways to Make Collective Knowledge Visible
- Collective Creativity

Register or ask about this course online

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