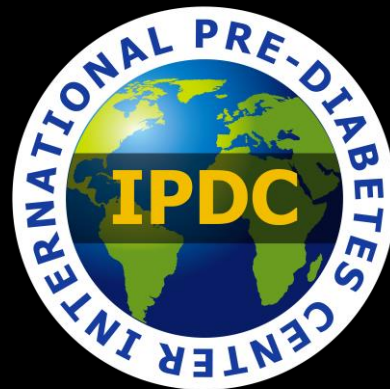


**WELLBEING:
UMBRELLA**



TRAINING SERIES



WORKFORCE DEVELOPMENT

#112 (Cont.): CHW Group Facilitation



WELLBEING

UMBRELLA

Training Series



WELLBEING
UMBRELLA

Building Skills

- ❑ Group Facilitation is a learned skill
- ❑ Facilitation is making it easy for others to participate in dialogue
- ❑ It is creating a safe space for others to share their experiences



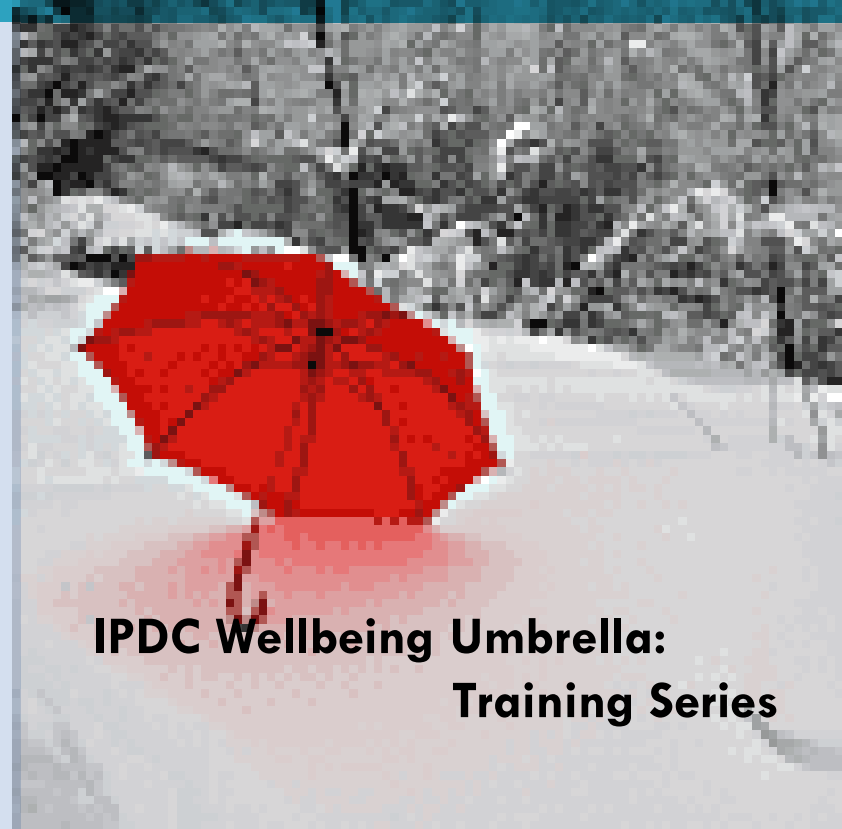
Questions

- ❑ What makes a great group facilitator?
- ❑ How do I become a better group facilitator?
- ❑ Are there key elements to group facilitation?
- ❑ Summarize Useful Facilitator Tips?

Training Objectives

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- ❖ To better understand group facilitation
- ❖ To build the necessary group facilitation skills
- ❖ To optimize job opportunities among SCSEP participants for community group facilitation



**IPDC Wellbeing Umbrella:
Training Series**

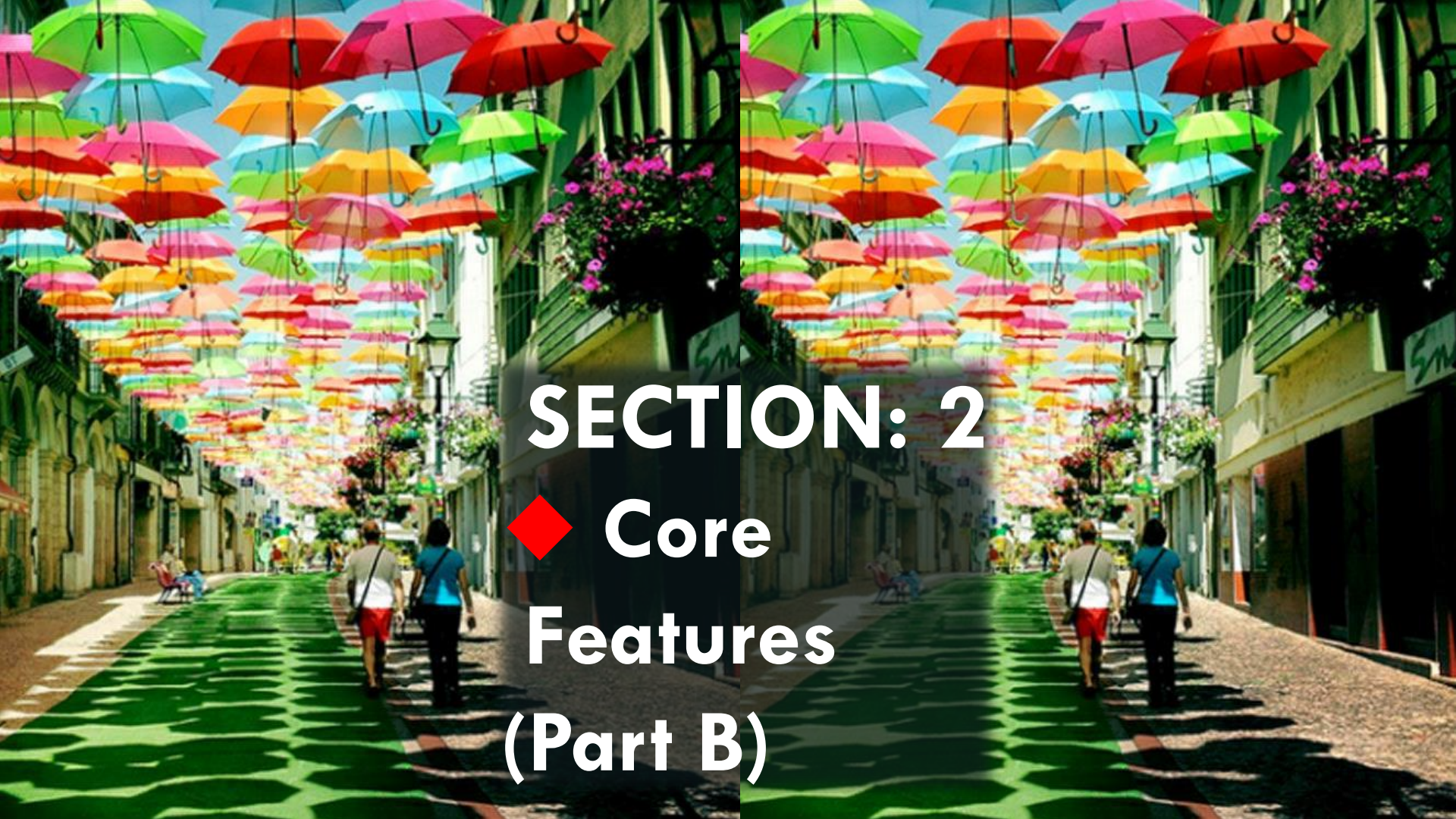
Community Health Worker (CHW) Work Force

- 
- A person wearing a black dress and holding a bright red umbrella stands in the center of a long, arched brick tunnel. The tunnel's architecture features a series of repeating semi-circular arches that create a strong sense of perspective, drawing the eye towards the far end. The brickwork is dark and textured, and the floor is also made of bricks. The lighting is somewhat dim, with a brighter area at the far end of the tunnel.
1. Why CHW
 2. Who CHW
 3. When CHW
 4. Where CHW
 5. How CHW
 6. Evidence
 7. Best Practices
 8. [x] Roles
 9. Training
 10. Enrollments
 11. Resource Support
 12. Coaching/Education
 13. Peer Support
 14. Wellness Programs
 15. Quality/ Performance
 16. Outcomes

Section 8: CHW Roles

- ❑ **Group Facilitation**
- ❑ The facilitator's role is to:
- ❑ Encourage everyone's participation
- ❑ Record responses and listen for recurring themes, differences and similarities





SECTION: 2

◆ Core Features
(Part B)

Effective Feedback

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- ❑ **Constructive Feedback**
- ❑ Feedback is effective when it is done constructively
- ❑ **Timing:** Feedback should be given when an individual is ready to hear what you have to say
- ❑ Keep emotions out of feedback





Response to Feedback

- ❑ **You cannot force someone to change**
- ❑ The decision to change is up to the other person
- ❑ Do not try to suggest solutions at the time of providing feedback

Working Together

- ❑ Maintain a team environment
- ❑ Ensure that the group is working together
- ❑ Encourage individuals to apply what they learned to real life situations
- ❑ Encourage and motivate everyone to participate





Facilitate Openness

- ❑ **Openness is Acceptance**
- ❑ It is important for participants to be open and honest about their feelings
- ❑ Although it is OK to have different opinions;
- ❑ No one should be judged, looked down upon, or ridiculed

Key Attributes

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- ❑ Remain neutral as a group facilitator
- ❑ Its not about your ideas
- ❑ Its about supporting the group
- ❑ To achieve what the group wants





Listening

- ❑ Being a great facilitator is all about listening
- ❑ Being a facilitator is different from being a teacher
- ❑ It's not facilitation if you are trying to lead them to a particular conclusion

Building Facilitator skills

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- ❑ Means figuring out the best way to support someone to achieve their goals
- ❑ Hence going into a session without sufficient planning is a recipe for disaster
- ❑ Be open to change if that is what the group needs





Review Best Practices

- ☐ What did we do in the group that worked well?
- ☐ Did anything not work well?
- ☐ What should we do differently next time?
- ☐ What can we identify as a best practice?



Practice Makes Perfect

- ❑ **Practice Opportunities**
- ❑ With practice anyone can improve their group facilitation skills; it is your job to:
- ❑ Show the group that their thoughts are being heard
- ❑ That their point of view is understood

Give Clear Instructions

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- ❑ Communicate effectively
- ❑ Build trust
- ❑ Create clear expectations
- ❑ Provide group goals
- ❑ Keep the group energized and excited





SECTION: 3

◆ Reminders

(Part B)

Key Reminders: 1

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- ❑ Set meeting objectives
- ❑ Set the right tone for the meeting
- ❑ Ask the right questions
- ❑ Give everyone a chance to participate
- ❑ Manage the time and prevent anyone from dominating the meeting



Reminders: 2

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- ❑ Scan the group for nonverbal response (including observers)
- ❑ Keep the group on the Agenda
- ❑ Move forward engaging everyone
- ❑ Facilitation means to make it easy





Reminders: 3

- ❑ The Goal of Facilitation
- ❑ Is to ensure that group members engage in meaningful dialogue
- ❑ Ordinary people willing to achieve extraordinary accomplishments
- ❑ Stay focused: If you care about people you can do it!



QUESTIONS?