

Developing facilitation skills

Key objective

To enable group members to share information in a way that recognises and builds on existing knowledge and experience of others and leads them through a process of change

TOOLS required

Facilitation skills workbook, any Guide relevant to local needs

Personnel required

Trainer to share skills in facilitation with group facilitators

Anticipated outcomes

- Potential group facilitators have increased understanding of the theory behind facilitation and improved facilitation skills
- Potential group facilitators are equipped with ideas and participatory learning and action tools to help them draw out and build on the knowledge and ideas of the group
- Potential group facilitators demonstrate increased levels of confidence in leading a group discussion.

Suggested approaches

- Use the material in the Facilitation skills workbook to train PILLARS group facilitators in facilitation and informal training skills, PLA techniques and using information as a tool for development
- Establish a mentoring scheme to provide ongoing support to PILLARS group facilitators
- Follow up initial training with one to two days of reflection and further training, including tips on how PILLARS group facilitators can pass on their facilitation skills to others.

Case studies

- In NE Brazil a facilitation skills workshop was provided for a number of partners enabling them to develop a vision for using PILLARS guides in their work.