

Session title: Group facilitation – managing group dynamics**Time:** 50 mins**Materials:**

- Slide 8
- Flipchart and pens

Objective:

- Participants are aware of the additional skills required to facilitate groups
- Participants have practical tips for dealing with group dynamics

Context:

Group facilitation is key to the PMSD process, because of the importance of the participatory element. There are a number of aspects of the process that will require you to bring together a diverse group of people, elicit learning and discussion and build consensus and joint action plans.

It incorporates many of the skills we have already looked at, but there are some additional skills too.

Process:**Discuss:**

- What have you already learned in this module, which could be useful in facilitating groups?
- What additional skills and abilities do you need to facilitate a group?

Present:

One of the key additional skills is about managing group dynamics. One of the greatest challenges for a facilitator is what to do when the session does not go to plan, either because of a 'difficult' person or an unproductive group dynamic. In reality, sessions rarely go exactly to plan and your ability to tune into the group and shift your approach accordingly is key to achieving your desired outcomes.

Activity**Step 1**

- Reflecting on meetings and workshops that you have participated in, what are some of the challenging dynamics and behaviours you have observed? *(5-minute brainstorm with whole group)*
- Thinking about the people you will be working with, which of these dynamics do you think will be most likely and most challenging? Come up to the flipchart and put a coloured dot by one of these. *(note the top 3-5 challenging dynamics/behaviours as voted by the group – depending on how many groups you will get them in for the next step)*

Step 2

- Get people into small groups (approx. 5 people per group) and give them one of the top challenging dynamics/behaviours
- Each group must nominate a group facilitator to lead the discussion
- *(slide 8) Discuss the dynamic or behaviour you have been allocated –*

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David P. Lawrence

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A User's Guide to Program Templates Mary Ann Scheirer,1996 *National Library of Medicine Audiovisuals Catalog*
National Library of Medicine (U.S.),1992 **Live and Online!** Jennifer Hofmann,2004-02-26 This book suggests tips for the virtual classroom ways for trainers to communicate and for students to behave when body language and eye contact are eliminated The successful online program starts with valid content and instructional design Next there must be participant motivation opportunities to collaborate and interact usable technology and an active trainer A CD Rom contains sample exercises for using whiteboards chats breakout rooms application sharing and synchronous web browsing appendices include a design checklist sample leader and participant guides vendor list and glossary **Handbook of Research on**

Educational Communications and Technology David Jonassen,Michael J. Spector,Marcy Driscoll,M. David Merrill,Jeroen van Merriënboer,Marcy P. Driscoll,2008-09-25 First Published in 2008 Sponsored by the Association of Educational Communication and Technology AECT the third edition of this groundbreaking Handbook continues the mission of its predecessors to provide up to date summaries and syntheses of recent research pertinent to the educational uses of information and communication technologies In addition to updating this new edition has been expanded from forty one to fifty six chapters organized into the following six sections foundations strategies technologies models design and development and methodological issues In response to feedback from users of the second edition the following changes have been built into this edition More Comprehensive topical coverage has been expanded from forty one to fifty six chapters and includes many more chapters on technology than in previous editions Restructured Chapters this edition features shorter chapters with introductory abstracts keyword definitions and extended bibliographies More International more than 20% of the contributing authors and one of the volume editors are non American Theoretical Focus Part 1 provides expanded cross disciplinary theoretical coverage Methodological Focus an extended methodological chapter begins with a comprehensive overview of research methods followed by lengthy separately authored sections devoted to specific methods Research and Development Focus another extended chapter with lengthy separately authored sections covers educational technology research and development in different areas of investigation e g experimental methods to determine the effectiveness of instructional designs technology based instructional interventions in research research on instructional design models

Impact Assessment David P. Lawrence,2013-06-03 Offers solutions and best practices to respond to recurrent problems and contemporary challenges in the field Since the publication of the first edition of Environmental Impact Assessment in 2003 both the practice and theory of impact assessment have changed substantially Not only has the field been subject to a great deal of new regulations and guidelines it has also evolved tremendously with a greater emphasis on strategic environmental sustainability and human health impact assessments Moreover there is a greater call for impact assessments from a global perspective This Second Edition now titled Impact Assessment to reflect its broader scope and the breadth of

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Managing pesticides in agriculture and public health Food and Agriculture Organization of the United Nations, World Health Organization, 2019-07-02. This brochure describes the technical guidelines, toolkits, databases and other resources for pesticide management developed by FAO and WHO. These resources support the standards outlined in the International Code of Conduct on Pesticide Management by providing detailed information and guidance on how to manage pesticides at the different stages of their life cycle from production to disposal. The resources are principally intended for use by governments in low and middle income countries but they may also be useful to other stakeholders. The resources cover both agricultural and public health uses of pesticides.

Design and Development Research Rita C. Richey, James D. Klein, 2014-07-16. AECT. Design is an examination of the critical types of information and data often gathered in studies and unique procedures for collecting these data, examples of data collection instruments as well as the use of technology in data collection and a discussion of the process of extracting meaning from data and interpreting product and tool and model research findings. Design and Development Research is appropriate for both experienced researchers and those preparing to become researchers. It is intended for scholars interested in planning and conducting design and development research and is intended to stimulate future thinking about methods, strategies and issues related to the field.

Architectural Record, 1997

Training Directory for Business and Industry, 1989

Integrating LibGuides into Library Websites Aaron W. Dobbs, Ryan

L. Sittler,2016-10-07 Integrating LibGuides into Library Websites introduces ideas and options for both newer users and administrators This book covers responsive mobile first web design and provides overviews and in depth information for LibGuides authors and administrators Topics covered include Introduction If you're new to LibGuides learn the ins and outs as well as how to maximize functionality through the use of the new version and LibApps Administration and Management Learn about the administrator's role in LibGuides and how you foster cooperation and integration between content creators and users Usability and Accessibility Using theoretical and concrete ideas improve LibGuides content and user experience Pedagogy Through tips and best practices learn how to enhance the classroom experience by incorporating LibGuides into teaching Level up your LibGuides content with improved accessibility and usability Imbue your LibGuides instructional support with sound pedagogical theory It's great to have a useful accessible site as a starting point Take your LibGuides to the next level using sound pedagogical design and practices Through detailed instructions and real life examples this authoritative LITA Guide provides you with the tools and knowledge to enhance and invigorate your LibGuides experience

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Training and Development Organizations Directory ,1988 **Training and Development Organizations Directory** Janice W. McLean,1994 This reference is a guide to more than 2500 companies that produce more than 12 000 workshops seminars videos and other training programmes that enhance skills and personal development **Conditions, Patterns, Processes, and Consequences of Ki Support of the Korean Elderly** Sul-ja Kim,1995 **Language** George Melville Bolling,Bernard Bloch,2000 Proceedings of the annual meeting of the Society in v 1 11 1925 34 After 1934 they appear in Its Bulletin An Introductory Guide to EC Competition Law and Practice Valentine Korah,1994 Microsoft Excel for Windows 95 Patricia Murphy,1996-03 **Electronic Learning in Your Classroom** ,1997

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