

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 –*

Participant Guide Format

John O. Hargrove, Charles D. Daly

Participant Guide Format:

The Life You've Always Wanted Bible Study Participant's Guide John Ortberg, 2013-05-15 In the six session small group Bible study The Life You've Always Wanted John Ortberg guides you and your group through the spiritual disciplines and teaches you how they can transform your spiritual life What does true spiritual life really look like And what keeps you from living it What can you do to pursue it If you're tired of the status quo if you suspect there's more to Christianity than what you've experienced John Ortberg invites you to join him on a road to transformation and spiritual vigor that anyone can take Cultivate new intimacy and confidence in prayer Discover the freedom of secrecy Taste the benefits of slowing life's frenetic pace Learn how to be guided by the Holy Spirit and much more As in a marathon the secret lies not in trying hard but in training consistently Proven by followers of Jesus over the centuries the spiritual disciplines are exercises that strengthen your endurance race on the road to growth Sessions include It's Morphing Time Slowing Down and Celebrating Praying and Confessing Meditating on Scripture and Seeking Guidance Practicing Servanthood Finding Freedom Going the Distance with a Well Ordered Heart Designed for use with The Life You've Always Wanted A DVD Study 9780310810506 sold separately

Manpower Development: Education and Training. Revised Edition William Eugene Tarrants, 1980 **A Subject**

Bibliography from Highway Safety Literature United States. National Highway Traffic Safety Administration, 1980

Journey 101 | Serving God Leader Guide Carol Cartmill, Jeffrey French Kirby, Michelle Lynn Kirby, 2013-07 A three part study designed to create environments where people experience growth and support as they engage in the discipleship Journey **Resources in Education**, 1995 The 2008 Pfeiffer Annual Elaine Biech, 2007-12-04 This annual focuses on change management It is designed as a ready made toolkit of ideas methods techniques and models **My New Weigh of Life** Madeleine Sigman-Grant, 1993 The objectives of this weight management program are to prepare participants for weight loss and maintenance by providing accurate knowledge about food nutrition and physical activity to make participants aware of the personal behaviors which have led them to overeat and of how they can choose to change those behaviors and to direct participants to take care of themselves so that they can manage their choices **Heart to Heart Participants**

Guidebook Patricia D. Brown, 1999 Heart to Heart is a spiritual support group created especially for women Participants tell their own stories explore Sacred Story Bible Study share in prayer and journaling exercises and develop meaningful relationships with other women of faith Each woman will acquire o A sense of belonging o sisterhood o A deeper experience of God o Down to earth spiritual practices to use in daily life o Clearer vision of who she is and where she is going o An awareness of her inner sacred self and her value as a holy child of God Heart to Heart is a 12 week program with the option of 30 or 60 minute weekly gatherings Relies heavily on shared leadership and group interaction Little preparation time is required The primary task of the group coordinator is to handle organizational matters The Guidebook tells how to start a Heart to Heart group and provides the content for all twelve gatherings Participants rotate the role of group facilitator

following prompts in the text set available 072271 ... **Manual of Observation and Participation** Alonzo Franklin Myers,Edith E. Beechel,1926 Basic Law of Pensions, Welfare Plans, and Deferred Compensation ,2001 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 oline 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 The Police Chief ,2000 **Manpower Development, Education, and Training** United States. National Highway Traffic Safety Administration,1980 *The Guide to Simulations/Games for Education and Training* Robert E. Horn,Anne Cleaves,1980-03 This is the fullest guide to available games and simulations for use in business and education There are over 1 400 separate entries about half of them new to this edition giving each game s name copyright manufacturer price age and number of players together with a full description Twenty four essays evaluate and contrast games for specific settings making this a consumer report for game users Public Transportation Security AECOM Consult, Inc,2006 Smoking and Health, a National Status Report , *Attorney's Guide to Pension and Profit-sharing Plans* John O. Hargrove,Charles D. Daly,1997 **The Retreat Handbook** Sandy Reimer,Larry Reimer,1986 **A Handbook of Structured Experiences for Human Relations Training, 10 Volume Boxed Set (Set Includes: Reference Guide and Vinyl-Covered Slipcase)** John E. Jones,1987-01-14 Portable and powerful The Boxed Set provides a great variety of fresh activities that add sparkle to presentations and foster the transfer of learning This compact portable collection of 240 activities helps groups focus on Values Listening Awareness Power Motivation Leadership Trust Consensus and much more Each structured experience is Easy to use for each activity you are given the goals group size time and materials needed variations instructions and suggestions for further reading when appropriate Adaptable you can quickly modify activities to meet your specific needs With this ready resource you will have a super array of training tools at your fingertips Order yours today *NACO Participants' Manual* NACO (Program),1994

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Table of Contents Participant Guide Format

1. Understanding the eBook Participant Guide Format
 - The Rise of Digital Reading Participant Guide Format
 - Advantages of eBooks Over Traditional Books
2. Identifying Participant Guide Format
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Participant Guide Format
 - User-Friendly Interface
4. Exploring eBook Recommendations from Participant Guide Format
 - Personalized Recommendations
 - Participant Guide Format User Reviews and Ratings
 - Participant Guide Format and Bestseller Lists

5. Accessing Participant Guide Format Free and Paid eBooks
 - Participant Guide Format Public Domain eBooks
 - Participant Guide Format eBook Subscription Services
 - Participant Guide Format Budget-Friendly Options
6. Navigating Participant Guide Format eBook Formats
 - ePUB, PDF, MOBI, and More
 - Participant Guide Format Compatibility with Devices
 - Participant Guide Format Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Participant Guide Format
 - Highlighting and Note-Taking Participant Guide Format
 - Interactive Elements Participant Guide Format
8. Staying Engaged with Participant Guide Format
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Participant Guide Format
9. Balancing eBooks and Physical Books Participant Guide Format
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Participant Guide Format
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Participant Guide Format
 - Setting Reading Goals Participant Guide Format
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Participant Guide Format
 - Fact-Checking eBook Content of Participant Guide Format
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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