

Session title: Group facilitation – managing group dynamics
Time: 50 mins
Materials: <ul style="list-style-type: none"> ❖ Slide 8 ❖ Flipchart and pens
Objective: <ul style="list-style-type: none"> ➢ Participants are aware of the additional skills required to facilitate groups ➢ Participants have practical tips for dealing with group dynamics
Context: <p>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.</p>
Process: <p><i>Discuss:</i></p> <ul style="list-style-type: none"> • 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? <p><i>Present:</i></p> <p>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.</p> <p><i>Activity:</i></p> <p>Step 1</p> <ul style="list-style-type: none"> • Reflecting on meetings and workshops that you have participated in, what are some of the challenging dynamics and behaviours you have observed? <i>[5-minute brainstorm with whole group]</i> • 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. <i>[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]</i> <p>Step 2</p> <ul style="list-style-type: none"> • Get people into small groups [approx. 5 people per group] and give them one of the top challenging dynamics/behaviours • Each group must <u>nominate a group facilitator</u> to lead the discussion • <i>[slide 8]</i> Discuss the dynamic or behaviour you have been allocated -

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