



The art of facilitation

“Never have I seen such a need for transformative facilitators outside in the world. On the inside, no activity gives me such a consistent sense of joy and fulfillment”

We have called this course the ‘art’ of facilitation rather than a training because the essence of successful facilitation is a creative process which involves the whole being of the facilitator; it is not about learning to deliver a particular method and cannot be explained purely in terms of behavior.

The heart of transformative facilitation

At the heart of transformative facilitation (as we experience and practice it) lie certain qualities and capacities:

- Deep contact with your own inner world of energy, emotion, thought and symbol
- Deep contact with the ‘field’ in which you are working
- The ability to read and interpret the dynamics and signals of this field
- The courage and confidence to intervene effectively in the field
- The ability to hold discomfort and change within oneself and the field
- The ability to hold equally the development of the group with the development of the individual members
- Thorough self-knowledge: where might I help the evolution of the group and where might I get
- A sound ethical base from which to work

The key outcome

The key outcome of this course is to be able to work with the emergent in a transformative way. By transformative we mean bringing a depth of learning to groups and individuals whereby the quality of their being and action in the world is changed. Every group or team is its own entity, a living network of people with its own history and culture. The job of the facilitator, when invited, is to catalyze the evolution of that group in the direction of deeper authenticity, connection and purpose.

An intensive journey of experience, practice and reflection

During the course, participants will be taken through an intensive journey of experience, practice and reflection. The key learning happens fresh, live in the moment of observing oneself and the group in action. The first section of the course is a 5-day immersion, where participants will live and breathe individual and group process. Previous participants have called this a life-changing experience. We have purposely chosen a beautiful setting in the Ardennes to minimize distractions and enhance the process. During the second session, each participant will facilitate for real and receive extensive, documented feedback from André or James.

For whom

Facilitators and trainers who wish to deep the transformative edge of their work.
Managers, HR partners and high potentials who wish to broaden and deepen their leadership capacity.

Facilitators

André and James have between them over 40 years of experience working as consultants and facilitators within organizations of all shapes and sizes. They have undergone extensive training themselves in a variety of disciplines and have built up with passion and care a craft anchored in experience working with many thousands of people. They are also deeply committed to their own evolution, both professionally and personally – a vital asset for a facilitator, and one which keeps them on the leading edge of the facilitation world.



- Facilitator:** James Bampfield & André Pelgrims
- Practical info:** 23-26 November, 27-29 January 2021, 1 March.
- Location:** Domein Martinus
- Price** 3.990 euro excl. BTW (incl. meals & accomodation)