

ChangeMakers

FACILITATOR DEVELOPMENT PROGRAMME

Intensive | Immersive | SETA Accredited

... is a SETA Accredited learning and development process based on the well-established footsteps Facilitator Development Programme (1995-2019) and offered in 2022 & 2023.

It offers you the opportunity to deepen your ability to prepare for, facilitate and evaluate processes of learning and change – in your own teams and organisations, and with others.

What makes this programme special?

It offers a rich opportunity to become a better leader and facilitator of change by working intensively with peers and having access to highly-skilled and experienced facilitators.

It is client-driven rather than directive. While there is a core curriculum, the programme will consider participants' interests and needs.

It will make you think *and* feel.

It includes core content and theory, but the learning process is driven by application, practice and feedback.

It contributes to learning to design and facilitate community conversations to promote change.

It'll be fun!

You will leave understanding systems, with stronger ways of communicating and working effectively with others to make change.

It's highly relevant at a time when most everyone needs to find ways of working more skilfully with change.

a **journey**, not a 'training'

6-days of residential work with like-minded people. Theory and practice, action and reflection, tailored to your learning and development needs.

2

IMMERSION

3

Exploring your motivation and unpacking your approach to leading change - and what others around you need and want.

1

PREPARATION

**FOLLOW-UP
SUPPORT**

Support is available to you for up to 4 hours to be a better facilitator than you are now and to support the implementation of your learning in practice.

What makes this programme special?

Comments from previous participants

"Because I understand what facilitation is and what it can mean for a development process, I'm finding that as a leader, I am creating room for facilitative process in a way I would otherwise be blind to."

"Facilitation is not a staff development opportunity. It should be designed into the life of a project/programme/ process. It is an integrative element and should be designed into a project."

Training everyone in the organisation in facilitation should be in the project budget."

"People come back (from this course) more relaxed, 'in themselves', less afraid to make mistakes; they ask different questions of themselves and the organisation; they are able to step up, to lead and to run with things."

"This course is about connection - and learning the hard and soft skills for this."

"Facilitation is not a skill or tool or method. It's a practice. It's a way of working in the world."

"Anything footsteps does, I trust. It is because your approach considers context, appreciates the knowledge of the participants, works with clear boundaries, and it is in alignment with our approach".

"(This course) is run by people with deep experience in facilitation, who role model what it takes to set up an environment conducive to learning and community building."

Dates

Phase 1 - Preparation:

**KZN: from mid August; Cape Town area from
May 13**

(Engagement - own preparation approximately 4
hours)

Phase 2 - Face to Face Engagement:

KZN: September 8 - 14, 2024

Cape Town area: June 2 - June 8, 2024

(residential session; 6 days and nights)

Phase 3 - Support to Implement:

4 to 6 weeks after completion of Phase 2

(online coaching (2 sessions) and support to
finalise portfolio of evidence)

The process will be held in English.

Fees & Expenses

ZAR 14 500/ per participant

for the training programme.

In addition:

Participants will pay for accommodation &
meals, transport to the venue,
and other expenses you may
incur during the process.

Venue

To be announced



footsteps' work is **co-creating innovative processes for change.**

Facilitation practice lies at the heart of this work.

This training is about designing and facilitating community conversations to promote change

We are devoted to cultivating and strengthening all that is best in civil society organising, leadership, and innovation – in South Africa, and beyond.

We work with leaders, practitioners and organisations striving for excellence, effectiveness and impact, in their work and in their lives.

footsteps is a non-profit, civil society organisation made up of professional facilitators, organisation development practitioners, consultants, and creatives.

For more information about our team visit <https://www.footsteps.org.za>

Change Makers

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PROGRAMME

Want to explore participating?

Please indicate your interest by writing to admin@footsteps.org.za

In response we will send you an application form and respond to any questions you might have.