

Learning Objectives

- **Create Collaborative Client Relationships (Competency A):** Differentiate the neutral role of the facilitator from traditional leadership functions, diagnose stakeholder needs, and execute effective client contracting for professional engagements.
- **Plan Appropriate Group Processes (Competency B):** Formulate robust meeting, workshop, and process designs by strategically selecting structural frameworks and tools tailored to diverse groups.
- **Create and Sustain a Participatory Environment (Competency C):** Maximize group inclusivity and psychological safety by modeling effective communication skills and managing group dynamics, diversity, and conflict without judgment.
- **Guide Groups to Useful Outcomes (Competency D):** Demonstrate practical proficiency by executing purposeful facilitator interventions during live practice sessions to steer groups toward consensus, task completion, and actionable outcomes.
- **Build and Maintain Professional Knowledge (Competency E):** Evaluate advanced facilitation methodologies, group process theories, and the impact of emerging technologies (such as AI) to identify personal development needs.
- **Model a Positive Professional Attitude (Competency F):** Embody an ethical facilitative mindset grounded in the IAF Statement of Values and Code of Ethics, utilizing structured models to deliver and receive constructive feedback.