

# Facilitating Through Conflict

Newmarket: March 31, 2017

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## One Day Advanced Facilitation Skills Workshop

Ask meeting facilitators what they fear most when leading discussions and they'll tell you - conflict. Yet healthy disagreement helps groups see problems from new perspectives, make better decisions, and build trust. So how can we harness the strengths of conflict while limiting damage such as not achieving meeting outcomes, damaging rapport, and shutting down conversations prematurely?

Our one-day course directly addresses the sources of conflict - including you - and provides methods to prevent or facilitate through them. Explore your conflict behavioural style, learn how to mitigate client sabotage, and practice using tools and techniques to deploy when conflict erupts. Participants will build on the learning from their foundational facilitation skills course by taking a deeper dive into proactive and responsive techniques for managing specific disruptive behaviours.

**Please note:** Participants must have completed a facilitation fundamentals workshop such as *Facilitating Meetings That Work*, *Making Meetings Work* or *Facilitating Meetings With Ease* or other comparable workshop

## The Learning Opportunity:

- Gain a clear understanding of effective techniques and behaviors to facilitate through conflict
- Discover your conflict style and how it can either contribute to or help minimize conflict
- Arm yourself with tools for identifying and managing resistance
- Practice the three-step intervention process for redirecting dysfunctional behaviour
- Receive personal feedback and coaching from a 'Master' meeting facilitator and learning peers

## Workshop Agenda

### Welcome and Core Facilitation Review

- Set the Context for the Workshop
- Core Facilitation Skills Review: Learning & Application Exercise
- Overview of Workshop Focus

### Module One: Managing Yourself

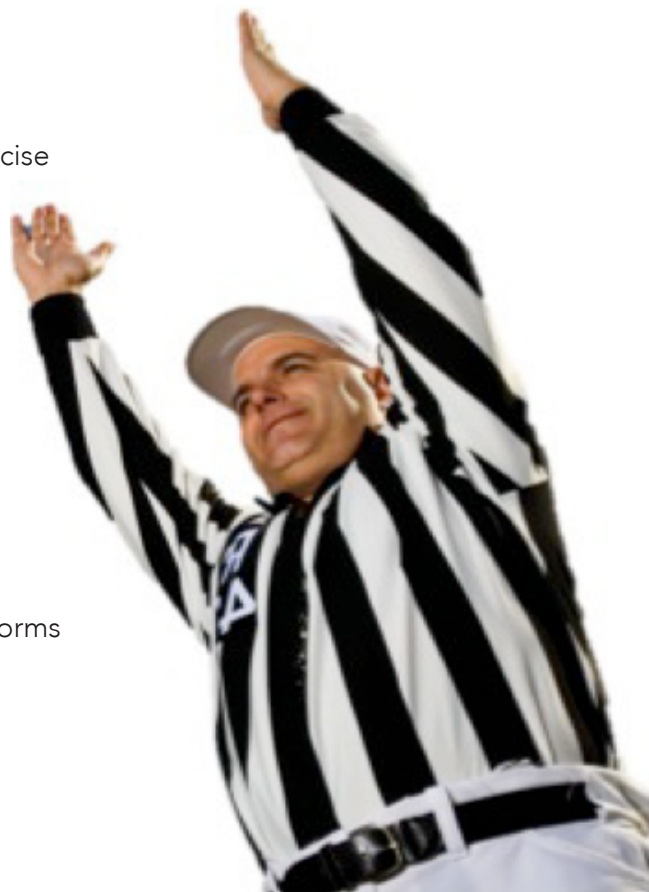
- The Three Sources of Meeting Conflict
- Facilitator Responsibilities for Managing Conflict
- Introduction to the Conflict Modes and Debrief
- Conflict Modes Group Exercise
- Conflict Scenario Exercise

### Module Two: Managing The Process

- The Intervention Continuum
- Types of Norms Review
- Setting Targeted Norms & Exercise
- How to Increase Your Power to Intervene using Targeted Norms

### Module Three: Managing The Group

- Three-Step Intervention Model
- Naming the Resistance
- Facilitating Through Resistance
- Conflict Fish Bowl Exercise



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## Workshop Details



For over twenty-five years Facilitation First has been top of mind for companies requiring professional facilitation services and facilitation skills training. We specialize in helping leaders and subject matter experts expand their competency to include meeting facilitation. With thousands of participants rating the course an average 4.5 out of 5, we provide an experiential workshop that equips learners with simple yet powerful tools that they can apply in their very next meeting. We're not interested in just helping you run better meetings – we're interested in helping you become a great collaborative leader!

**Date:** March 31, 2017

**Location:** York Region District School Board Leadership Centre,  
300 Harry Walker Parkway South, Newmarket

**Times:** 8:30 am - 5:00 pm

**Fee:** \$750 + HST (ask about our discounts)

### What Some of our Clients Are Saying...

*"Wonderful workshop. Very hands on, relative and interactive. I will hold on to the workbook for a long time."*

Marianne Cunningham, Seneca College

*"Thanks for setting the context in our respective workplaces - it made it more relevant."*

Margo Stevens, Plan Canada

*"Enjoyed the super interactive workshop!! Lots of hands on exercises. Thank you."*

Ingrid Ali, Seneca College

### About Your Trainer: Janelle Van Halst

Janelle's career began in 1985 and she has gained a wealth of practical experience and knowledge in training and consulting, management and sales. Since 1992 she has been dedicated to training and her consulting clients, which include an impressive array of fortune 500 companies, emerging businesses and not-for-profit organizations. Janelle has successfully completed the intensive certification process for Facilitation First's Facilitating Meetings with Ease and Facilitating Through Conflict.

Ms. Van Halst has amassed over 2800 days delivering world-class workshops and facilitating high stakes meetings for her clients. This extensive practical experience complements her Adult Education Diploma, Major in Marketing in Business Administration and Canadian Sales Professional certification with distinction. Janelle is also a senior facilitator for the Canadian Management Centre.

