



# Moderation: Facilitation and Program Design

27 November - 09 December 2022

*Gummersbach, Germany*

## Abstract

### OBJECTIVES

There is so much to learn in 2022, as we re-emerge from a pandemic, reconnect with one another and ourselves - whether in-person or remotely – continue to fight the ‘Zoom fatigue’, and explore the wonderful world of innovation in digital platforms and methodologies. This seminar, especially crafted for individuals who are responsible for the design, organisation and facilitation of different types of gatherings in their organisations, has been designed to engage participants on two levels:

1. The *Being* of Facilitation: Exploring your unique facilitation Way of Being, including the skill of connecting with stakeholders and clients, building rapport and being able to exercise deep listening skills, while drawing on their experience of what methodology or approach would be best suited for the client.
2. The *Doing* of Facilitation: Deepening participants’ understanding of programme development in order to be more successful at organising, designing and implementing innovative, relevant and meaningful sessions and events in their organisations. This means that participants will be encouraged to consider their own individual strengths and needs as a facilitator, deepening their skills through practical exercises, feedback and reflection.

These two learning streams build on the premise that moderating and facilitating events is a fine art of navigating between a complex range of “doing” on the one hand, and the ability to “be” highly skilled at building and sustaining strong, flexible relationships with clients, service providers, participants and team members.

## TOPICS

The Moderation and Facilitation seminar is aimed at supporting members of NGO's, Political Parties, Think Tanks and other organisations who are responsible for the facilitation, planning and implementation of training and development sessions and events.

In this seminar participants will

- Begin by understanding that audience participation and engagement depends on the “way of being” of a facilitator;
- Consider what it means to create an engaging and participatory environment that is **liberal**, and then consider refreshed ways to create such a liberal environment in training sessions and events, where an audience is able to participate fully and think well for themselves;
- Grapple with the connection between the WHY (or purpose) of an organisation, and the WHY (or purpose) of a specific event;
- Deepen their knowledge of, and ability to apply innovative, relevant and engaging facilitation methodologies leading to interactive events and learning sessions;
- Tackle intelligently the particular demands of designing and running virtual sessions, including managing screen fatigue and how to ensure connection and a sense of “place” in a virtual session;
- Think about the entire cycle of designing an event: including the specific needs of clients, service providers and participants returning to “in person” events, or having to host both in-person and virtual events, and exploring how to optimise cooperation between these stakeholders;

and,

- Share best practice and experiences with each other about innovations, learnings, successes, ideas and challenges in their organisations and regions, as well as receive input from experts in the field of learning and development.

## TARGET GROUP

This seminar is aimed at public representatives, staff members, volunteers or members of liberal NGOs, Political Parties and Think Tanks who are actively involved with, or responsible for the design, planning and implementation of training and development sessions, or events.

## METHODOLOGY

The seminar is designed to be fully experiential. Theory, methodologies and practices that are engaged with will be done through experiential exercises, and the complete adult learning cycle. The seminar will draw on a wide range of methodologies and frameworks, including but not limited to David Kolb's Adult Learning Cycle. Nancy Kline's Thinking Environment, The Freedom Model, Arnold Mindell's Process Work for Managing Group Dynamics, Facilitation Frames from the Ontological Coaching body of work, Open Space Technology, Games and Play, Online Platforms, and other methodologies.

## Facilitators



### Marike Groenewald

Marike Groenewald is the founder of Anew, an organisational and leadership development consultancy based in Cape Town, South Africa. Holding a Masters Degree in Law, Marike has pursued a career as a developer of people and facilitator over many years, and in various organisations. She was until 2015 employed by a political party as the Executive Director of Development and Learning. In this role, Marike was responsible for the development and learning needs of almost 700 members of staff and nearly 2000 public representatives. In November 2016, Marike graduated as an Ontological Coach through Australia's Newfield Institute. Marike's professional focus, interest and experience lie in the fields of leadership development, specialist and niche leadership programme design and consulting, organisational change, advanced personal and team development, facilitation and coaching. Marike is an accredited facilitator of the Thinking Environment and is passionate about creating a space where individuals can think at their best, and for themselves with ease, courage and freedom. In 2015, Marike was selected as one of the Mail and Guardian's 200 young South Africans. She is a fellow of the 2016 Westerwelle Foundation's Young Founders Programme and in 2018 Marike presented a TEDx talk in Germany on courage. Marike works with leaders, start-ups, political parties, think tanks, NGOs, and companies around the world and regularly facilitates seminars at the International Academy for Leadership in Germany.



### Trisha Lord

Trisha Lord is the Founder and Director of BraveHeart: Cultivating Courage, a Cape-Town based International Consultancy specialising in the work of Nancy Kline's Thinking Environment™. She has been coaching, facilitating, teaching, consulting and designing programmes and interventions for groups, teams and organisations for 36 years. She began her career in the personal development space, working for an ontological learning & development organisation whose programmes were aimed at exploring the being of being human.

In 1991 she set up her own coaching practice in London, U.K. specialising in helping small & medium businesses at the point of growth, facing the dilemmas of expanding trust to enable delegation and more complex communication channels. She worked as an external consultant at British Airways on the design and delivery of The Breakthrough Programme which was delivered to 13,000 cabin crew, and customer facing staff. This intervention included coaching at Board of Director level at the airline. In 1999 she moved to South Africa where she joined the Faculty at the South African College of Applied Psychology, teaching on their newly developed Coaching Curriculum. In 2004 she was introduced to the work of Nancy Kline, and in 2005 was one of the eight people who trained with Nancy Kline to deliver Thinking Environment programmes in South Africa. She has been a member of the Global Thinking Environment Faculty since 2006. Trisha believes passionately in the Thinking Environment as an approach to assisting individuals and teams to develop, deepen and grow their authentic signature presence in their work and lives.

## The Foundation

We, the Friedrich Naumann Foundation for Freedom, promote individual liberty, free and open societies and free markets in Germany and throughout the world. To us freedom is the guiding principle in policy making. We believe that free and open societies are the only societies that allow human beings to decide for themselves what is best, to develop their full potential and to pursue their dreams. This is what we mean when we claim to value human dignity. And it is freedom that produces prosperity. Together with our counterparts – who all share a similar set of values – we support initiatives in Germany and abroad that serve to enhance respect for the rule of law, private property and human rights, that foster tolerance and that strengthen economic freedom rights and democracy.

The programmes of the Foundation's International Academy for Leadership (IAF) form an integral part of our international work and offer Liberals from all parts of the world opportunities to engage in dialogue, an exchange of ideas, networking and mutual cooperation. We aim to inspire.

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**Venue:** **International Academy for Leadership (IAF)**

Theodor-Heuss-Straße 26  
51645 Gummersbach  
Germany

**Language:** English  
Spanish

**Registration:** 26 August 2022 (via dvinci)  
<https://fnst.dvinci-hr.com/en/p/iaf/jobs/30341/intro>

**Registration fee:** 260,00 €

