



# Certified Agile Facilitator Certification Training Curriculum



# CURRICULUM FOR CERTIFIED AGILE FACILITATOR CERTIFICATION TRAINING

## 1. Setting the Stage

### **Learning Objective:**

By the end of the session, learners will be able to demonstrate an understanding of facilitation as a mindset, its definition, the Facilitation Arch, its importance, and its distinction from coaching stances.

### **Topics:**

- Facilitation Defined
- Facilitation Is a Mindset
- The Facilitation Arch
- Why Facilitation?
- Facilitation Is a Different Coaching Stance

## 2. Understanding Group Context and Needs

### **Learning Objective:**

Learners will develop the ability to apply the concepts of gaining understanding, using the four magic words, establishing psychological safety, practicing ethical facilitation, and employing facilitation preparation checklists in real-world facilitation scenarios.

### **Topics:**

- Gaining An Understanding
- The Four Magic Words
- Psychological Safety
- Ethical Facilitation
- Facilitation Preparation Checklists

## 3. The Orientation of a Facilitator

### **Learning Objective:**

Learners will be able to apply facilitator orientation, group decision-making, listening techniques, feedback delivery and reception, the voice of the group concept, and models for emotional intelligence in facilitating group interactions effectively.

### **Topics:**

- Facilitator Orientation Defined
- Group Decision Making

- Listening Techniques
- Delivering & Receiving Feedback
- Voice of The Group
- Models For Emotional Intelligence

## 4. Facilitating Through Conflict

### **Learning Objective:**

Learners will be able to define conflict, recognize its hidden benefits, apply five tips for maintaining positivity during conflict, and employ conflict resolution strategies effectively in group facilitation settings.

### **Topics:**

- Defining Conflict
- Hidden Benefits of Conflict
- Five Tips for Maintaining Positivity
- Conflict Resolution

## 5. Forwarding the Action

### **Learning Objective:**

Learners will develop the ability to implement decisions beyond the decision-making stage, take decisive actions, and demonstrate consistency in their actions, ensuring that decisions are effectively translated into tangible outcomes.

### **Topics:**

- The Decision Is NOT The End
- Taking Decision Actions Forward
- Walk The Walk

## 6. Facilitation Review

### **Learning Objective:**

Learners will be able to conduct personal and event inspections, adapt facilitation approaches accordingly, effectively co-facilitate using fusion techniques, analyze facilitation case studies, and employ cohesive facilitation strategies in various contexts.

### **Topics:**

- Personal Inspection & Adaptation
- Event Inspection & Adaptation
- Co-Facilitation - Fusion
- Facilitation Case Studies
- Cohesive Facilitation

## 7. Facilitation Practice

### **Learning Objective:**

Learners will develop the skills to effectively introduce and brainstorm ideas, identify strengths and utilize facilitation techniques, engage in role-playing with constructive feedback, fine-tune facilitation sessions, conclude sessions with reflection, prepare for facilitation practice, create facilitation plans, demonstrate facilitation skills, receive feedback, identify areas for improvement, and understand the importance of facilitation in agile environments.

### **Topics:**

- Introduction & Brainstorming
- Strengths & Techniques
- Role Play & Feedback
- Session Fine Tuning
- Wrap-Up And Reflection
- Facilitation Practice - Preparation
- Assemble a Facilitation Plan
- Facilitation Practice - Demos
- Facilitation Practice - Feedback
- Discover Three improvements.
- Agile Does Require Facilitation

## 8. Course Closure

### **Learning Objective:**

Learners will enhance their understanding of the Agile 12 Step Program, deepen their facilitation skills, explore podcasts and additional resources related to facilitation, and reflect on key takeaways to further develop their facilitation practice.

### **Topics:**

- The Agile 12 Step Program
- Deepening Your Facilitation Skills
- Podcast and Additional Resources
- Final Thoughts

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