



## **COURSE INFORMATION AND PRACTICALITIES**

### **Facilitative Leadership & Group Facilitation Methods for Social Inclusion and Gender Equality**

Madrid, Spain, 9<sup>th</sup> - 14<sup>th</sup> December, 2013

#### **1. Background for the course:**

Individualistic and hierarchical styles of leadership are giving way to meaningful participation within educational and social planning and decision making towards social cohesion and gender equality.

Direct involvement in problem solving, planning and decision making is rapidly becoming the dominant mode in group decision making within communities and educational settings. More responsibility is being placed in the hands of those directly affected and involved by decisions made in educational organizations and communities at all levels and fields of social and gender interaction.

The important work in communities and social-educational organizations is done in groups. New forms of facilitative leadership and innovative methods for group facilitation are emerging to get input from people, help groups solve problems, lead planning sessions and make collaborative decisions fostering social inclusion and gender equality.

Leaders (teachers for adults, social-educational leaders, social entrepreneurs) are being called upon to engage people in a more committed, equality, collaborative and creative way.

#### **2. Training Objectives**

The participants will be able to fulfill the following training objectives, at the end of the 5 day training:

- 2.1. Have explored and discussed frameworks and elements of facilitative leadership, participation, creativity, teamwork and action for social inclusion and gender equality.
- 2.2. Be able to identify when and how to use two core Group Facilitation Methods:  
Focused Conversation and Consensus Workshop methods for integration work and gender equality at intra and inter communities and organizations.
- 2.3. Have gained confidence in developing a facilitative style of leadership, together with the use of effective methods for participation towards social cohesion.
- 2.4. Have built links with others to promote future collaboration and support in the use of the community development and participatory methods (e.g. be part of a community of practice, exchange gathering, international ToP Associates web page).



### 3. For whom:

- For people responsible for facilitating multicultural and interdisciplinary groups more effectively within educational, social, political, cultural sectors.
- Team leaders and managers dealing with social inclusion and gender equality policy making.
- Youth and community workers and social development agents responsible for implementing social cohesion and gender equality policies.

### 4. Individual Needs:

- 4.1. **Venue accessibility:** the venue is completely accessible to wheelchair users, and provisions will be made for other mobility requirements.
- 4.2. **Custom adaptation:** our teaching styles are well adapted to helping participants with a variety of other impairments or special needs, and the trainers will be keen to further adapt the course to be more inclusive where necessary.
- 4.3. **Dietary requirements:** arrangements are in place to make sure that all course participants are able to enjoy food that meets their dietary needs.
- 4.4. **Religious observance:** we will strive to meet the personal needs of any participant to the extent practically possible, including setting aside space and time for religious observance.

### 5. Fees and grant

The course fee is: €750 per participant.

ICA Spain will be glad to cover the 750 Euros course fee. Participants are asked to cover their own accommodation, meals and travel (round trip). If interested we could discuss these expenses.

### 6. Course starts Monday 9<sup>th</sup> at 17.00 and finishes Saturday 14<sup>th</sup>, at 13.30

Please see pictures and comments of former participants in our December course 2012 at:

[http://www.iac-es.org/facilitative\\_leadership\\_Gruntvig\\_course\\_2012.html](http://www.iac-es.org/facilitative_leadership_Gruntvig_course_2012.html)

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