



The Council for Boys and Young Men® Facilitator Training Course Outline

2 Days, 13 Hours of Instruction, 13 CE's

Course Subject Matter

The workshop provides a comprehensive course on The Council for Boys and Young Men® model that sets the foundation for implementing a dynamic strengths-based group approach to promote boys' and young men's safe and healthy passage through pre-teen and adolescent years. The subject matter relates to the scope of practice of service providers and professionals in education, mental health, community based settings, juvenile justice, child and foster services, behavioral health, drug and alcohol services and public health - in its particular attention to boys' developmental stages, strengths and needs. Using creative techniques, the training builds a respectful and engaging environment that mirrors that of The Council program. *Workshop facilitators use an experiential model of learning to include lecture, demonstration, group discussion, case studies, simulation, small group interaction, and brainstorming to stimulate participants' learning.*

Participants gain knowledge, steps and skills to implement this structured, engaging circle model to meet a core developmental need in boys for positive peer and adult relationships.

The Council for Boys and Young Men® is an inclusive approach that builds on boys' strengths and capacities, and challenges rigid beliefs and norms about masculinity that are harmful to the health, safety, relationships and opportunities of boys and young men. Addressing diverse and marginalized youth for whom violence is the primary pathway into the school-to-prison-pipeline, the training demonstrates the evidence-based practices and principles utilized to build assets, promote belonging, and deconstruct harmful beliefs so that young men develop healthy identities to grow as respectful leaders and connected allies in their communities.

DAY ONE

Title	Description and Objectives
Opening 8:30am –9:00am (30 min.)	Welcome and Introduction/Group Icebreaker Creation of Training Community Guidelines
Theoretical Framework of The Council 9:00am – 10:15am (75 min.)	Masculinity theory research and practices, building on boys abilities for resiliency, the relational-cultural framework of working with boys, young men's identity formation with a perspective on socio-cultural and ethnic identity, brain development, rites of passage, trauma, and gender-specific development. Strengths-based strategies address "what works with boys."
10:15-10:30am	BREAK
The Council Model 10:30-12:15pm (105 minutes)	Presentation of the overall structure and framework of The Council, including the Seven Step Council Format to create structure, security, and boys' connection; combining verbal, creative, and physical activities to

	<p>encourage boy's self-expression, help boys to identify and normalize a full range of emotions and perspectives, and make decisions in a respectful, nonjudgmental community. Recommendations for specific age levels and strategies for developmentally matched strategies.</p> <p><i>The format will be practiced and experienced by all participants in small groups followed by a de-briefing session to capture the participants' feedback and response.</i></p>
12:15-1:15pm	LUNCH
<p>The Primary Role of the Facilitator 1:15-2:15pm (60 min.)</p>	<p>Defining and clarifying the role of the facilitator regarding legal and ethical considerations, confidentiality and its limitations; responding to high risk situations. Recognizing group stages of development and understanding the facilitator's role and tasks to promote healthy interactions and functioning at each stage of group development.</p>
<p>The Council Agreements: Promoting Respect in the Group 2:15-2:45pm (30 min.)</p>	<p>Strengths-based, foundational principles and practices to co-develop group agreements used to promote pro-social behaviors and values, helping boys to become allies with one another and within all of their relationships, building trust, and group cohesion; how to engage boys and young men to develop group agreements using a best practices to establish commitment and ownership of the agreements.</p>
2:45-3:00	BREAK
<p>Challenging Behaviors: Anticipating, Reducing and Responding Effectively 3:00-4:30pm (90 min.)</p>	<p>Effective strengths-based methods to manage common difficult group dynamics, preventions and interventions to meet the different demands and behaviors of boys; promoting safe and healthy behaviors, minimizing disruptions and maximizing cohesion. <i>Participants and facilitators will role-play challenging group dynamics and practice resolving difficult behaviors within a group setting.</i></p>
DAY TWO	
<p>Opening 8:30am-8:50am (20 min.)</p>	<p>Opening, Announcements, De-Brief of Day One</p>
<p>Preliminary Outcomes and Participating in The Council Research and Evaluation – 8:50-9:00am (10 min.)</p>	<p>Presentation of pilot study outcomes. How to participate in a national study of The Council programs in conjunction with Portland State University, administrative procedures, research protocol, measuring boys' attitudes and behaviors - especially related to risk and protective behaviors associated with violence prevention, substance abuse prevention, and interpersonal skills.</p>
<p>Effective Facilitation Skills 9:00 – 9:50 (50 minutes)</p>	<p>The “Art of Facilitation,” setting expectations and objectives, question/answer techniques to encourage critical thinking, behavior choices, and decision making; effective listening skills, motivational interviewing strategies, modeling effective group behavior, and pitfalls to avoid.</p>
9:50 – 10:05	BREAK

Promoting Dialogue and Discussion 10:05-11:05am (60 min.)	Engaging and promoting dialogue and reflective discussion with boys and young men, presentation of the “Experiential Group Discussion Model,” open, structured and experiential models of discussion, advantages of group discussion, preparation to lead a experiential activity and reflective discussion, and techniques for making discussions engaging and lively to promote critical thinking in boys’ lives.
Effective Group Facilitation Skills Practice 11:05am-12:15pm (70 min.)	Each participant practices the “experiential group discussion model” by leading a small group activity and reflective discussion followed by constructive feedback from the facilitators and their peers.* <i>*This experiential practice is continued throughout the day</i>
12:15-1:15pm	LUNCH
1:15-2:15pm (60 min.)	*Continued Participant Practice – Facilitating Discussions and Feedback
2:15-2:30pm	BREAK
2:30-4:00pm (90 min.)	*Continued Participant Practice – Facilitating Discussions and Feedback
4:00-4:15pm (15 minutes)	Debrief
4:15-4:30pm (15 minutes)	Closing, Evaluations, and Certificates