



ADVANCED FACILITATION SKILLS: CONNECT, LEAD & GROW **8 HOURS OF INSTRUCTION OVER TWO DAYS (CREDITS VARY)**

The Advanced Facilitation Skills Training is designed for One Circle Foundation Certified Facilitators who are ready to expand their capacity to connect, lead, and grow their facilitation skills with greater intention and responsiveness in today's highly digital, interconnected world.

Grounded in recent research and real-world practice, this engaging training equips facilitators with progressive, creative, and practical strategies to manage challenges in face-to-face engagement, particularly with youth affected by reduced attention spans and increased attachment to social media, gaming, and digital devices.

Facilitators will participate in experiential and applied learning through role plays, group work, and real-life conflict scenarios between youth and adults. Practicums allow participants to experience and practice in real-time, strengthening their ability to apply effective facilitation responses.

The training also emphasizes practical strategies that move facilitators away from power-and-control responses and toward relational, trauma-informed, and strengths-based approaches. Participants will develop actionable goals and tools to guide their continued growth, support, and engagement with youth.

Agenda

Opening Welcome & Introduction

Group icebreaker; creation or review of training community agreements

Understanding Youth Engagement in a Digital World

Current research and social-emotional challenges youth face in a highly digital world; effects of social media on attention, communication, and connection. Implications for Circle facilitation and safe space creation. Strategies for responding to digital distractions and disconnection.

Facilitator Self- Awareness & Responsiveness

Identification of facilitator triggers. Understand how youth may respond to adults as a result of past traumatic experiences. Trauma-informed approaches to support youth safety and de-escalation. Building internal awareness to support external responses.

Managing Challenging Group Dynamics

Focus on avoiding shame, judgment, lecturing, and power struggles. Use of scripted language and tools to model emotional safety and trust. Effective strategies to manage disruptions and re-engage youth using a strengths-based approach.

Applied Practice of Facilitation Skills

Experiential practice in small groups using real-life challenges. Role plays, Circle scenarios, and facilitator demonstrations. Participants receive feedback from facilitators and peers. Debrief and reflection to support integration of new skills.

Relational Responses to Conflict

Differentiate between controlling vs. relational responses. Applying motivational interviewing and strengths-based techniques to address youth behavior with dignity. Practicing interventions that promote trust and relationship building engagement.

Creating a Personal Action Plan

Participants develop individualized, written goals to guide post-training facilitation techniques during Circle. Action planning includes specific facilitation approaches to manage challenging Circle dynamics and improve youth engagement.

Closing

Final reflection and evaluations. Certificates of Completion will be emailed to participants upon verification of full attendance, within two days of the training.