

Training Course Outline



THE COUNCIL FOR BOYS AND YOUNG MEN® **FACILITATOR TRAINING** **13 HOURS OF INSTRUCTION (CREDITS VARY)**

The workshop provides a comprehensive online 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.

Agenda

Opening

Welcome and Introduction.

Group icebreaker; Creation or review of training community agreements

Theoretical Framework of The Council

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, gender-specific and gender-expansive development. Strengths-based strategies address "what works with boys."

The Council Model

Presentation of the overall framework of The Council, including the Seven Step Council Format to create structure, security, and boys' connection; combining verbal, creative, and physical activities to 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.

Participants will experience the format and will practice facilitation skills in small groups, followed by a de-briefing session to capture the participants' feedback and response.

The Primary Role of the Facilitator

Defining and clarifying the role of the facilitator regarding protecting the council environment, 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.

The Council Agreements: Promoting Respect in the Group

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 best practices to establish commitment and ownership of the agreements.

Challenging Behaviors: Anticipating, Reducing and Responding Effectively

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.

Participants will role-play or review videos of challenging group dynamics and practice resolving difficult behaviors within a group setting.

Research and Results

Presentation of outcomes and findings from studies on The Council for Boys and Young Men. Current studies, available tools to measure change in boys' attitudes and behaviors – especially related to risk and protective behaviors associated with violence prevention, substance abuse prevention, and interpersonal skills.

Effective Facilitation Skills

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.

Experiential Model

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 an experiential activity and reflective discussion, including in face-to-face and online groups, and techniques for making discussions engaging and lively to promote critical thinking in boys' lives.

Effective Group Facilitation Skills Practice

Each participant practices the Experiential Group Discussion Model by leading a small group activity and reflective discussion followed by constructive feedback from their small group peers and trainers.

Closing

De-Brief, Closing Activity, and Evaluations.

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