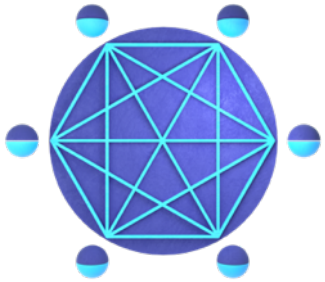
ASSOCIATES

Facilitating a culture of participation

Participation Paradigm



The Basis of ToP Methodology

All ICA and ToP™ methods have common values and philosophy that are implicit in the methods but are visible in their impact and results. This course makes values and processes explicit for the facilitator and shows how and why they work.

Participation in the decisions that affect us is not just a slogan for ICA Associates Inc. It is part of who we are and how we work.

The processes in this course are at the core of ICA's Technology of Participation ToP™. They are transferable to all disciplines and are essential for supporting change.

Learn how to:

- Facilitate in challenging situations and modify techniques.
- Respond appropriately to individual and group struggles.
- Enhance motivation to action. and reduce discouragement.
- Focus on core information and motivation.
- Maximize the impact of meetings and planning sessions by the intentional use of verbal and visual images.

You will recognize:

- Deeper insights into facilitation method and style;
- A more grounded view of your own life struggles;
- Stronger connections between facilitation techniques and deeper principles;
- The course draws heavily from *The Courage to Lead* by Brian Stanfield.

Learn why ToP™ methods work so successfully in all situations and why they affect participants so profoundly. ICA methods are based on years of cross-cultural research into human patterns of perception and experience. Discover the framework for creative, powerful usage and understanding of all ToP™ methods.

The dates of all courses, and registration can be found online at:
https://ica-associates.ca/courses/participation-paradigm

Course agenda

DAY ONE	DAY TWO
Images and behaviour • Experiences of transformation • Imaginal Education: the link between images and behaviour	**Designing transformation** • Diagnosis and design process • Designing meetings and workshops
Effective image change • Image shifting experience • Phases of image change • Shifting images exercises	**Transformational environment** • Facilitating difficult situations • Applications

Enable human and group transformation:

- Learn how to use your facilitation and leadership to effect reflection and change.
- Use tools and techniques that reinforce positive images and behavior.
- Learn to design participatory processes that transform.

Shape the atmosphere for collaboration and transformation:

- Create the conditions for positive participation.
- Address difficult situations and meet ethical challenges.
- Tools to find and respond to the sources of unhelpful behaviours.

Practical ways to maximize the impact of facilitated events:

- Skills to deepen your facilitation.
- Ability to motivate individuals and groups to positive action.
- Appropriate responses to individual and group struggles.

Participation Paradigm is part of the **Facilitative Leadership Program** and the **Advanced Facilitator Program**.

PRICE: $1,445.00 + HST

PREREQUISITE: Group Facilitation Methods

REGISTER ONLINE AT https://ica-associates.ca/courses/participation-paradigm

AVAILABLE AS:
a classroom **In-Person (IP)** course,
a scheduled **Live-Online (LO)** course

For more information or to register, please contact us at:
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