ASSOCIATES

Facilitating a culture of participation

Facilitative Leadership Program

The *New* Face of Leadership

Facilitation is the new face of leadership. Leverage the knowledge and experience of your people to make sound decisions and implement effective action. Become knowledgeable and skilled in the complex task of departmental and organizational development. Transform the culture of your organization. Plant seeds of a culture of participation.

The complete FLP package is **$8,812.00 plus TAX**. The package saves 20% over individual course pricing. There are many date options for each course which can be taken in person or live online.

Register online at: https://ica-associates.ca/packages/facilitative-leadership-program-flp/

FLP Program Courses

prepare for ToP certification CTF

Leverage the knowledge and experience of your people to make sound decisions and implement effective action. The Facilitative Leadership Program can transform the culture and practices of your organization by equipping you with the ability to get employees and all stakeholders working together from plans they develop together. Courses address all ToP competencies.

Seven courses make up the FLP:

- Group Facilitation Methods
- Transformational Strategy
- Organizational Transformation
- Power of Image Change
- Participation Paradigm
- Leading Dynamic Teams
- Facilitating Conciliation

Transformational Strategy

Embed commitment and action into planning

Executives, managers, and consultants must maximize a group's potential to think and act strategically and find effective solutions to challenges. This course demonstrates practical techniques to get the synthesis of strategic thinking into the analysis of strategic planning. The ToP® participatory process achieves consensus among participants with diverse economic, political and cultural perspectives. For real vision instead of vague slogans, and real action instead of paper plans that gather dust, this course is a must.

Course includes the PDF of the book *Transformational Strategy: Facilitating ToP Participatory Planning* by Bill Staples

Learn how to:

- Create an inspiring and inclusive vision everyone wants
- Identify underlying issues and systemic blockages safely
- Shape innovative strategy with group commitment
- Generate immediate and effective implementation
- Support new behaviours required by implementation teams

PRICE: $1,895.00 + TAX

PREREQUISITE: GROUP FACILITATION METHODS

THREE-DAY COURSES IN 2024-25

REGISTER ONLINE AT: https://ica-associates.ca/courses/transformational-strategy

The dates of all courses, and registration can be found online at:
https://ica-associates.ca/packages/facilitative-leadership-program-flp/

PRICE: $1,445.00 + TAX

TWO-DAY COURSES IN 2024-25

REGISTER ONLINE AT
https://ica-associates.ca/courses/group-facilitation-methods/

Course timing is 9 am - 5 pm ET for both days, unless otherwise indicated.

"ICA Associates Inc. provides the best training I have come across. Their decades of learning and development have resulted in methods unsurpassed by anyone else in the field."

Dr. David Burman

Group Facilitation Methods

Powerful methods to facilitate and build consensus

Move beyond "seat-of-the-pants" facilitation and reliance on instinct, to use the most powerful facilitation methods and processes available. Learn step-by-step approaches to clear thinking, sound decisions, solid consensus and open dialogue.

Learn how to:

- Facilitate groups more effectively.
- Make meetings more productive and efficient.
- Focus a diverse group's energy on common goals.
- Create a sense of teamwork and improve staff morale.
- Tap into group creativity to maximize productivity.

Learn the Focused Conversation Method which provides a structure for clear dialogue and reflection, probes beneath the surface to the depth of a topic, encourages a diversity of perspectives and leads to decisions. Learn the Consensus Workshop Method to engage participation of diverse group members and create genuine consensus. Build effective team partnerships and lead large groups effectively.

In Person Toronto course includes *The Art of Focused Conversation: 100 Ways to Access Group Wisdom in the Workplace*.

Insightful learning for experienced as well as novice facilitators, this signature and our most popular two day course is offered all across Canada. It will make an immediate and dramatic difference in your understanding and practice of facilitation.

Group Facilitation Methods is a prerequisite for Transformational Strategy, Art & Science of Participation, Organizational Transformation, Advanced ToP Tools, Power of Image Change and Participation Paradigm.

Daily Structure

DAY ONE	DAY TWO
SESSION ONE **Focused Conversation Method** • Demonstration of the Focused Conversation Method • Focused Conversation Method Theory	**SESSION THREE** **Consensus Workshop Method** • Demonstration of the Consensus Workshop Method • Workshop method theory
SESSION TWO • Practice designing and using the Focused Conversation Method • Practice and facilitating in small groups • Reflection	**SESSION FOUR** • Practice designing and using the Consensus Workshop Method • Practice and facilitating in small groups • Reflection

The dates of all courses, and registration can be found online at:
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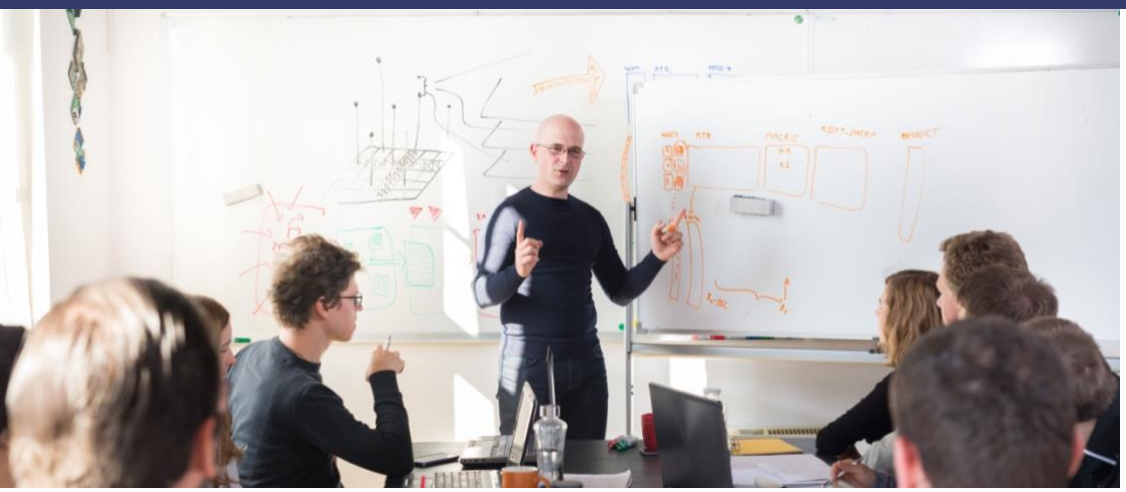

The complete FLP package is **$8,812.00 plus HST** and includes Group Facilitation Methods.

Courses and modules may also be taken individually. The package saves 20% over individual pricing.

Leading Dynamic Teams

Collaborative processes for team creativity

Get teams and departments working together to ensure success after success. Create collaborations that focus on results and keep people on track. Use the group's creativity to solve problems and build lasting solutions. Generate real commitment to immediate implementation.

Learn how to:

- Motivate and sustain coalitions and partnerships;
- Generate joint solutions for complex situations;
- Build models and frameworks.

PRICE: $1,445.00 + TAX

PREREQUISITE: GROUP FACILITATION METHODS

TWO-DAY COURSES IN 2024-25

REGISTER ONLINE AT:
https://ica-associates.ca/courses/leading-dynamic-teams

Facilitating Conciliation

Conflict resolution and beyond

Methods and tools for forming joint solutions for systemic, multi-stakeholder conflict that won't go away. This course shows the facilitative way for working through and getting beyond the entrenchment of multi-issue conflict in order to propel organizations and parties forward.

Learn how to:

- Find and understand the central core of the conflict;
- Use the 7 phases of conciliation and practical tools;
- Design solutions for complexity.

PRICE: $1,445.00 + TAX

PREREQUISITE: NONE

TWO-DAY COURSES IN 2024-25

REGISTER ONLINE AT:
https://ica-associates.ca/courses/facilitating-conciliation

Participation Paradigm

The Basis of ToP Methodology

Learn why ToP methods work so successfully in all situations and affect people so profoundly. Create your own new processes and interventions that carry you through your own difficult challenges.

Learn how to:

- Modify techniques for your situations;
- Respond to group struggles;
- Maximize the impact of all sessions.

PRICE: $1,445.00 + TAX

PREREQUISITE: GROUP FACILITATION METHODS

TWO-DAY COURSES IN 2024-25

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

PRICE: $1,895.00 + TAX

PREREQUISITE: GROUP FACILITATION METHODS

THREE-DAY COURSES IN 2024-25

REGISTER ONLINE AT: https://ica-associates.ca/courses/organizational-transformation

Organizational Transformation

Diagnose and Leverage System-wide Change

Transformation is the new normal. Use powerful sets of diagnostics and models to analyze and effectively enable change in any setting. The Organizational Journey maps out the concrete evolution. The Dynamic Screen provides strategies for structural and value changes.

Learn how to:

- Clarify the drivers of transformation;
- Map out a concrete journey of change;
- Alignment of behaviour and values;
- Diagnose systemic problems and leveraged strategies.

PRICE: $1,445.00 + TAX

PREREQUISITE: GROUP FACILITATION METHODS

TWO-DAY COURSES IN 2024-25

REGISTER ONLINE AT: https://ica-associates.ca/courses/power-of-image-change

Power of Image Change

Empowering Images, Values and Behaviour

Extraordinary facilitation leads to positive changes in how people see themselves and each other and results in meaningful behaviour change. This course shows the concrete path to empowerment.

Learn how to:

- Apply methods to support change;
- Equip yourself with deeper insight;
- Become comfortable with your own struggles.

The dates of all courses, and registration can be found online at:
https://ica-associates.ca/packages/facilitative-leadership-program-flp/

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