

Facilitation Theory and Low Course Elements Training **May 19-20 and June 2-3, 2018**

Course Description

This training program is the entrance point to challenge course facilitation under the WSU 4-H system, the standards by which Chelan County Extension operates its challenge course program. The course is based on the Experiential Learning Model “Do, Reflect, Apply” and is structured as such. Your training cohort will start the course as participants on the low challenge course together, experiencing the course through the lens of the groups you will be leading in the future. After you “Do” the training will move into the deep work of the science and theory behind group dynamics and facilitation. This will be the bulk of our “Reflect” as we discuss the hows and whys of sequencing, framing, and debriefing. Then we will move into “Apply” as you and your cohort will have your turn leading each other through initiatives and elements on the course.

The course is split roughly 50/50 between “outdoor classroom” learning, and “experiential” learning all outside. While the 3 overall segments of training (participation, theory, and practice) relate closely to the “Do, Reflect, Apply” model, you will find yourself engaging in this cycle on a smaller scale in every activity that you do during this experience.

While the main objective of this training is to prepare you to become a challenge course facilitator, the leadership skills and methods taught in this course are beneficial to anyone who works in group settings. Aside from the obvious youth-workers, these skills are valuable and applicable to HR professionals, team supervisors, managers, and those who teach other city-wide trainings.

Logistical Details

- 40-hour training- we offer one options of 4 (8) hour days over the weekends of May 19-20 and June 2-3. There is the requirement of you to “Apply” your skills with a group, this date will be outside of the training dates listed above.
- You must be able to be present for ALL of the training cycles.
- Training will be at the Challenge Course located within the Tierra Learning Center. The address 2000 NF-7705, Leavenworth, WA 98826 and follow WSU 4-H Challenge signage to the challenge course parking area.
- This is an intense experience- physically, mentally, and emotionally.
 - 100% of the time during training will be outside on the physical course- be prepared with adequate clothing for the weather.
 - We have a propane 2 burner stove and large cooler with ice onsite where you can store and heat food, but we will not be offering meals as part of the training, only fresh carbs, fruits and vegetables.
 - There is no food for sale onsite. The closest food to the Leavenworth Challenge Course is approximately 8 miles away. Please plan to bring the food you need for each day.
 - There is a lot of material to cover each day- your promptness to start times and break times helps us get through it all.

- You will probably need to do some reading of course materials on your own in the evenings.
- Successful participation in a group (as well as facilitation of a group) requires emotional buy-in. You will experience a wide range of often powerful emotions during this training.
- Training is NOT the end of the learning process, only the beginning. You will need to complete further apprentice time under experienced facilitators before becoming certified to lead groups independently.

Learning Objectives

- Deep understanding of the Experiential Learning Model (Do, Reflect, Apply) and how to properly implement
- Understand the basic needs of participants and how to meet them
- Be able to create appropriate framing and apply appropriate debriefing tools to initiatives, activities, and elements to meet your groups' goals
- Maintain physical and emotional safety for everyone in your group (including yourself)
- Be able to create an appropriate sequence of activities to meet your groups' goals, and have a basic understanding when and why to adjust that sequence based how the group performs.
- Understand the Full Value Contract including the two “non-negotiables”, and how help your group create an appropriate one.
- Understand the concepts of Assumption of Risk and Contributory Negligence
- Be able to explain Perceived Risk vs Actual Risk
- Be able to demonstrate and teach proper spotting techniques, and understand how and when to use them with a group.
- Deep understanding of Challenge by Choice
- Understand the requirements for use of the individual low course or portable elements
- Understand the relationship and differences between ACCT, State 4-H, and LOP standards
- Understand how Ages and Stages will impact the abilities of your group on the course
- Understand the stages of group development and how to move a group into and through them