

Facilitate for Impact

Module 13 Transcript

Welcome to module 13 of facilitating for impact. This is wrapping it all up. So we've covered a lot of information together from understanding adult learners to creating space for reflection, connection, meaningful engagement.

We've built a foundation for what it needs to facilitate for impact. And we've discovered that while we may not always know our learners ahead of time, there are some techniques we can employ to make the learning experience, even virtual ones, more meaningful to the learners that we work with. It goes without saying, adults could be those that are younger than you, sometimes much younger, or those that are more senior to you.

And we have to factor that into our planning and our session development. Younger adult learners might be less tolerant of hiccups and may want to get to the meat a little faster, while more experienced learners may be harder to engage because they have to trust you. They have to, we have to prove credibility and earn that trust.

And all of that takes work and practice. But the things we discussed in this course are certainly going to help you earn trust and get to engagement earlier on. So now might be a good time to take a minute to reflect.

What is that one aha moment that stood out to you? Maybe it was giving them choices or using silence more intentionally. Or maybe it was just realizing that facilitation isn't about being the smartest person in the room or knowing that topic better than anybody else. It's about creating the right conditions for the learning to happen.

So you might want to take a moment to make three quick notes. Do a start, stop, continue reflection exercise. What's one thing that you want to start doing in your next session? What's one thing you want to stop doing because it's not serving your learners anymore? What's one thing that you want to keep doing because it's working beautifully? We talked about start, stop, continue in module four, I believe.

It is a very powerful reflection tool and it would be interesting for you to see is your start, stop, continue list the same now as it was back in module four or has it changed? Now remember great facilitation doesn't happen overnight and great facilitators aren't born that way. They grow that way. Every session, every audience, every learning moment gives you new insight into what works and what doesn't.

So you'll need to keep refining, experimenting, adapting and all that is exactly what makes facilitation, don't worry about being perfect, focus on being present. The magic happens when learners are seen, heard, and supported and you're the one that makes that possible. So facilitation is not about delivering information, it's about creating transformation and the more you invest in how you facilitate, the greater your impact will be.

So congratulations, you have completed Facilitate for Impact, turning learning moments into lasting change. There is a final learning prompt in your workbook to help you reflect on your

growth, identify your start, stop, continue plan, and then put your new knowledge into action. Thank you again for joining me on this journey.

I would love to hear from you and hear how things are going. Feel free to reach out and let me know how Facilitating for Impact has impacted you.