

Working with Diverse Value Systems

Module 4 of the ToP Facilitative Leadership Program

WHO IS IT FOR?

Working with Diverse Value Systems is for anyone wishing to improve the effectiveness of their communication and interaction with others:

- With application from one-on-one contact to large group processes, for any interaction that matters
- Not just people who stand up in front of a group as the obvious leader of a discussion or workshop, but also those who are happy to help a group from within the group
- Not just in big rooms with whiteboards, but also over coffee tables and on telephones, in any setting
- Not just dealing with events while they are happening, but also designing interactions to maximise the chances of successful outcomes

LEARNING OUTCOMES

At the end of this Module, each participant will have the knowledge to:

- Diagnose, understand and value diversity within and group and themselves
- Develop customised solutions appropriate to community groups and organisations
- Develop a suite of tools and techniques to apply and practise in their everyday work environments

At the end of this Module, each participant will be able to:

- Understand and apply the model of formation of an individual and collective self-image
- Understand and apply the model of Multiple Intelligences
- Understand and apply the model of Spiral Dynamics
- Develop and apply a plan to facilitate change in behaviour

Interactive delivery is by facilitators who have demonstrated skills in training and learning support, and sound experience in the practices of working with diversity.

WHAT IT COVERS

Individuals:

- ▲ Processing differently: filters, blind spots, images and messages
- ▲ Thinking & learning differently: Multiple intelligences

Groups & Organisations:

- ▲ Mindsets and value systems: Spiral Dynamics
- ▲ Diagnosing systems in organisations
- ▲ Designing effective engagements
- ▲ Real-life applications

Material addressed or presented in the training is drawn or adapted from established and emerging developments in facilitation and communication practice, and a range of practical models of human intelligence, behaviour, communication, dynamics and learning, to deepen understanding, assist in diagnosis and design, and encourage application.

LEARNING EXPERIENCE

Experiential and adult learning principles support the learning and application of tools and techniques by grounding these in actual work projects of participants.

This builds competence and confidence in the continued use of principles and methods, and deepens understanding of the profound role of facilitation in leading change.

At the end of the training each participant will have a certificate of attendance, a comprehensive set of course notes, and proposals for application and practice of their learnings in real-life situations

CONTACT



ToP-GIFL.com

WHAT PARTICIPANTS SAY

About the content and resources:

- ▲ Thanks very much, challenging and thought-provoking, great skills to apply in all aspects of life
- ▲ Beyond methods
- ▲ [Brought] an awareness that what I know has many languages!
- ▲ Excellent process for me to deconstruct and examine my own processes
- ▲ Valuable refresher and introduction to new concepts that will change my future approach to facilitation tasks
- ▲ Broadening and enriching my thinking on the why and how frameworks to work with others AND myself
- ▲ Challenged my approach to design, my thinking on organisation shared views/values, my bad habits
- ▲ Great to have affirmation of what I know – great to have a really big list of what I now want to learn, what I haven't known until now
- ▲ Expanded my knowledge and thinking around diversity and the need to always take it into account

About the leaders:

- ▲ Very knowledgeable and enthusiastic
- ▲ Great interaction
- ▲ Good presenters; well structured material clearly explained – they walked the talk
- ▲ Leaders showed great energy and enthusiasm
- ▲ Excellent!
- ▲ Wizardry

PROFESSIONAL PATHWAYS

This is Module 4 of the **ToP Facilitative Leadership Program**, which is offered internationally by the **ToP Global Institute for Facilitative Leadership** (a Registered Training Organisation - National Provider 52360). See TOP-GIFL.com

Completion of all seven face-to-face Modules of the ToP Facilitative Leadership Program is a requirement for being assessed as a **Certified ToP Facilitator**.

This Module relates to a unit of competency which forms part of the Australian qualifications:

10443NAT **Diploma of Facilitative Management**

10444NAT **Graduate Diploma of Facilitative Leadership**

Negotiations are currently underway with universities on potential articulation to higher postgraduate awards.

A qualification can be awarded after all required units of competency are completed and assessed.

To receive a Statement of Attainment, a participant needs to complete the **Assessment** for each unit of competency.

A fee is payable for undertaking Assessment.



CUSTOMISED OPTIONS

The **core** of the package includes:

- Two days of face-to-face interactive delivery (can be split into two one-day sessions for in-house delivery)
- Pre-consultation for in-house sessions to tailor content and resources to the needs of participants
- A comprehensive participant manual

Content examples and learning activities can be **tailored** to client needs for specific applications such as:

- stakeholder engagement/community participation
- cross-cultural communication and application
- training design and delivery (train-the-trainer)

Potential **expansions** include:

- Additional time focused on grounding learning through case study analysis, scenarios and role plays
- A follow-up advanced session after 3 to 6 months to deepen learning and reinforce application
- Post-session coaching and mentoring to enhance application of learning