Advanced Group Facilitation and Decision Design Course

23 – 27 August 2027
Frankfurt

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Training Center

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Ref: 957_173043 **Date:** 23 – 27 August 2027 **Location:** Frankfurt **Fees:** 5700 Euro

Overview

Advanced Group Facilitation and Decision Design Course is a 1-week course for experienced facilitators, team leaders, consultants, project managers, learning professionals, and managers who leave with a Complex Session Facilitation Plan. Participants practice session contracting, stakeholder analysis, inclusive participation, powerful questioning, visual facilitation, group dynamics, conflict navigation, hybrid facilitation, and decision design. Agile Leaders Training Center delivers this course on advanced group facilitation.

Who Should Attend

- Functions responsible for designing and leading strategic discussions, planning sessions, and decision forums.
- Teams responsible for cross-functional collaboration, stakeholder consultation, and organizational change conversations.
- Professionals responsible for learning events, group inquiry, and participant engagement.
- Leaders responsible for resolving difficult dynamics, resistance, and competing interests.
- Advisors responsible for structuring workshops and helping clients reach usable outcomes.

The course assumes participants already lead group sessions and leaves out introductory presentation skills and trainer certification assessment.

Departments and Industries

The course supports complex group decisions across corporate, public-service, engineering, technology, healthcare, and professional-service settings.

- Strategy, transformation, and organizational development
- Project, program, and portfolio management
- Human resources, learning, and talent development
- Operations, engineering, and technology delivery
- Healthcare administration and professional consulting

Learning Objectives

By the end of this course, participants will be able to:

- Analyze stakeholders, participant needs, power, and session risks.
- Build contracts and process designs for complex group sessions.
- Apply inclusive questioning, listening, and visual facilitation methods.
- Diagnose conflict, resistance, disruption, and stalled participation.
- Evaluate decision methods for alignment, consent, and prioritization.
- Build a facilitation plan for in-person and hybrid delivery.

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Course Agenda

Day 1: Contracting and Context

- Client Contracting and Outcome Definition Canvas
- Stakeholder Influence and Interest Map
- Participant Needs and Access Analysis
- Session Risk and Constraint Register
- Facilitator Neutrality and Role Boundary Checklist

Day 2: Participatory Process Design

- Group Process Architecture and Agenda Map
- Divergence, Emergence, and Convergence Sequence
- Inclusive Participation Method Selection Matrix
- Powerful Questioning and Active Listening Ladder
- Visual Facilitation and Shared Meaning Canvas

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Day 3: Dynamics and Difficult Interventions

- Group Energy and Interaction Pattern Scan
- Power Dynamics and Voice Balance Map
- Conflict Escalation and Intervention Decision Tree
- Resistance and Disruptive Behavior Response Menu
- Facilitator Feedback and Reflective Practice Sheet

Day 4: Decisions and Hybrid Delivery

- Decision Rights and Participation Boundary Grid
- Consensus, Consent, and Voting Method Comparison
- Criteria-Based Prioritization Matrix
- Hybrid Engagement and Channel Design Map
- Decision Record and Commitment Tracker

Day 5: Facilitation Practice

- Suggested Exercise: Contracting and Stakeholder Brief
- Suggested Exercise: Inclusive Process and Question Design
- Suggested Exercise: Conflict and Resistance Intervention
- Suggested Exercise: Hybrid Decision Session Simulation
- Capstone Exercise: Complex Session Facilitation Plan

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Practical Exercises

The course uses suggested activities to integrate process design, group intervention, decision methods, and reflective practice.

- Suggested activity: contract a cross-functional planning session and map participants, power, access needs, and risks.
- Suggested activity: facilitate a tense discussion, diagnose interaction patterns, and select a proportionate intervention.
- Suggested activity: compare consensus, consent, voting, and prioritization methods for a technology or healthcare decision.
- Suggested activity: design and rehearse a hybrid session with visual capture, decision records, and feedback.

FAQs

Who suits advanced group facilitation training, and what does it assume?

Experienced facilitators, managers, consultants, project leaders, and learning professionals suit the course. It assumes regular responsibility for group sessions and excludes introductory presentation delivery and certification assessment.

How does advanced group facilitation differ from presentation skills training?

Advanced group facilitation structures participant interaction and shared decisions, while presentation skills training focuses mainly on delivering information. Facilitation requires process design, neutrality, inquiry, adaptation, and intervention in group dynamics.

How does decision design improve group facilitation?

Decision design clarifies who decides, how participants contribute, which criteria apply, and how commitments are recorded. It prevents a discussion method from being mistaken for an agreed decision rule.

How should a facilitator respond to conflict and resistance?

A facilitator should diagnose the source and intensity, protect psychological safety, surface assumptions, rebalance participation, and choose an intervention that serves the contracted outcome without taking ownership of the group's decision.

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What makes hybrid facilitation effective?

Hybrid facilitation becomes effective when participation channels, turn-taking, visual capture, technology contingencies, decision rules, and feedback loops give remote and room-based participants workable access to the same process.

Conclusion

Participants take back a Complex Session Facilitation Plan connecting contracts, stakeholders, participation methods, questions, visual tools, interventions, decision rules, and hybrid channels. The plan improves how teams structure difficult conversations and record commitments. It turns facilitation choices into a traceable process that can be reviewed and refined.