



THE LEADERSHIP  
COLLABORATORY™



# Facilitation Genius

## PROGRAM OVERVIEW

November 1, 2024



# Facilitation Genius: Program Overview



## MODULE 1: SET THE STAGE

- Assess your facilitation skills and identify learning goals for the program
- Establish how we work together and create a supportive learning environment
- Examine the foundations of adult learning to value the knowledge in the room
- Explore the foundations of experience design



## MODULE 2: LEAD WITH PRESENCE

- Develop energy awareness and your ability to engage people
- Create impact with purpose through pacing, pitch pattern and presence
- Examine how to connect with your audience through tone
- Practice delivering a story that evokes emotion and communicates your desired message



## MODULE 3: CREATE THE LEARNING

- Identify facilitation skills you want to develop and practice in a live environment
- Co-Facilitate a session to receive feedback on your strengths and practice areas
- Provide clear and thoughtful feedback to your peers to support their learning
- Practice Debriefing the experience in a virtual environment with state change techniques



## MODULE 4: PSYCHOLOGICAL SAFETY & BIAS

- Examine your unconscious bias and how it can influence your role as a facilitator
- Increase your understanding of psychological safety best practices
- Identify potential status and power imbalances and how to address them with confidence
- Practice identifying your privilege and communicating the desire for a safe environment



## MODULE 5: ANTICIPATE & IMPROVISE

- Regulate your inner critic and create strategies to increase your confidence
- Increase your skill at managing diverse and resistant learner personas with curiosity
- Deepen your ability to uncover and explore polarities and challenging dynamics
- Practice leading learner-centred debriefs and increase your questioning skills



## MODULE 6: THE GENIUS IS IN THE ROOM

- Apply your new skills and facilitate a learning experience for others
- Practice delivering solo content to a group
- Provide feedback to others in service of their learning and development
- Identify next steps for implementing your new skills in your work

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## Upcoming Dates & Fees

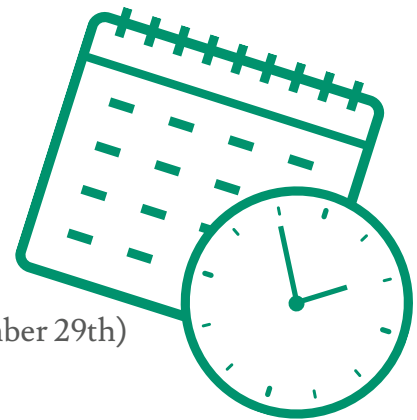
Fees: \$1,595.00 plus tax - Limited to 12 participants.

November 2024: Every Friday for Six Weeks (8am - 11am MST)

November 1, 8, 15 and 22, December 6, and 13, 2024

(extended by one week due to U.S. Holiday - no session on November 29th)

March 2024: Dates TBD



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## Customized Program Fees

If you're seeking to level up your team's ability to lead meetings and groups with increased skill, to design dynamic learning experiences, and manage resistance with confidence, reach out to explore a tailored Facilitation Genius program. The fee includes customizing the program to your organization's needs and using internal content for practice and feedback sessions. The custom program can be virtual or in-person with timing that best suits your business needs.

Custom Facilitation Fee range: \$19,140.00 (minimum) to \$31,900.00 (maximum 20 people)

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## Connect with Elaine



Elaine Broe is a leadership designer, facilitator, executive coach and founder of the [Leadership Collaboratory](#).



# Learning Commitments

## Synchronous Learning

6 weeks of 3-hour modules (18 hrs)  
Virtual learning includes practice & feedback sessions.



## Resource Guides

At the end of each module participants receive guides with resources from the program, and reflection questions to further apply the learning.



## Asynchronous Learning

3 - 4 hours in total  
Module 2: Prep Storytelling  
Module 3: Co-facilitation call  
Module 6: Solo-facilitation planning



## Coaching

A 1-hour Coaching Session  
Scheduled with Elaine when most useful mid-way through or at the end of the program.



### Real People Testimonials



**Catherine Hughes**  
Director of Talent, Shopify

Elaine brings incredible insight, energy, and enthusiasm to her crafts of creative leadership, facilitation and adult learning. While I've informally facilitated meetings and offsites throughout my career, Elaine's Facilitation Genius course was my first exposure to the art and human science of facilitation. Elaine's Facilitation Genius program is an opportunity to dive deep into the psychology and behavioural dynamics of facilitation and adult learning. Elaine creates a highly collaborative, supportive, high trust space for learning and growth. This coupled with her infectious energy, honesty and humanity, make for a rich learning experience. I'd encourage anyone who's interested in strengthening their leadership or facilitation skills, and/or simply interested in stretching outside their comfort zone, to register for one of Elaine's programs. She's a remarkable human, teacher-learner, and leader



**Banjo Edu**  
Recruiter, Technical Talent

I came across Elaine's Facilitation Genius program through a recommendation and honestly, I was blown away! She was able to navigate the challenges that came with hosting the program virtually while delivering impactful content & insightful feedback. Personally, I was able to learn how to navigate in-group contradictions in an inclusive and respectful way. I look forward to using the key skills learned, and more than happy to recommend the program to anyone looking to develop good facilitation skills.



**Piero Gandini**  
Strategist & Consultant

Elaine crafted an intimate, diverse, and rich group to make this journey very safe to experiment and at the same time to challenge each other to boost the experience of the different modules. It was a powerful adult-learning experience for me, surrounded by kindness, authenticity, and plenty of feedback to facilitate my process of improving my facilitator skills and attitudes. The Facilitation Genius course and Elaine as a facilitator are more than recommended if you are looking to increase your facilitation experience to higher standards.

## Real People Testimonials



**Marc Low**  
Head of KPMG Ignition, KPMG Canada

Elaine is amazing, a true master of her craft. I've had the pleasure of studying with her twice now, both exceptional experiences. She has an incredible depth of knowledge and you always leave having accessed a new skillset that Elaine has helped uncover and polish. It's a pleasure to recommend her to anyone wanting to build or refine the tools that enable us to show up as the fullest expression of ourselves.



**Jessie Bonisteel**  
Director Engineering, Thinkific

After the first workshop I attended that Elaine ran my first thought was "I want to be like Elaine when I grow up!" Since then, I have been lucky enough to attend her Facilitation Genius program where I gained clear and actionable feedback about how I can improve as a facilitator. I highly recommend Elaine whether you are looking for someone to run workshops for your company or help skill-up your team!



**Trish Tutton**  
Speaker & Mindfulness Teacher

I loved my time in the Facilitation Genius course with Elaine. Elaine certainly has a gift for facilitating this material. It was a great combination of learning, interacting, discussion and reflection. I appreciate how Elaine considers what each participant was looking to get out of the course, and made sure to address those elements. This experience helped me hone several areas of my facilitation and speaking skills and has enhanced my confidence in delivering impactful programming. I'd recommend any leader who finds themselves facilitating content or discussions to take Elaine's course. You'll certainly walk away with expanded knowledge, skills and connections.



**Milena Regos**  
Founder, Unhustle

Elaine's program takes you on a journey of embodied leadership, storytelling, dealing with bias in the workplace and emotional intelligence - all invaluable characteristics of an effective leader in our modern world. Being able to show up with authenticity, lead with courage and provide a safe and supportive environment for people to connect, be heard and grow will enable anyone in becoming a more human-centric leader. I loved the interactive exercises and the support of everyone in the group as we grew with each session! Highly recommend it.

