

## Facilitation Skills Program

“Facilitators for development & building consensus”

**Mobaderoon**, a civil and commercial training company registered in Commercial Register No. /6/ bears a societal responsibility within a vision that works on “building trust and understanding to support and sustain peaceful coexistence” by providing research and training work in all its forms, developing the administrative capacities of institutions and teams, and completing studies and surveys, workshops and conferences in the field of raising awareness and community support.

In its work, Mobaderoon follows developed approaches to empower individuals and groups with specialized knowledge that matches their local needs and enables them to activate their roles in their societies in all areas of their work.

Mobaderoon has been the fruit of diverse knowledge since 2009, and this knowledge is shared through providing consultations and training programs, which serve the needs of capacity building at several levels, including programs that support youth and leaders, programs that support children and adolescents, and programs that support owners of social initiatives and projects. Mobaderoon provides its training and advisory services to:

- Organizations, institutions and associations of civil society.
- Companies and commercial establishments affiliated with the private sector.
- Teams, individuals and entrepreneurs.

### **Awards:**

Mobaderoon is proud of the recognition by many international bodies for its programs and services. Mobaderoon was awarded the following awards:

1. Livia Foundation Prize 2014 for its work in peacebuilding.
2. The Economic Citizenship Award in 2017 for its work with street children.
3. The 2019 Facilitation Gold Award for its pioneering use of facilitation in its programs to create positive change.

## What is the Facilitation Skills Program?

The Facilitation Skills for Development Program at Mobaderoon was developed based on the core competencies identified by the International Association of Facilitators (IAF), modified work mechanisms, and concepts, and tailoring them to suit our societies through several years of work in the field of facilitation with various groups and communities, and through building partnerships with several local sectors; governmental and private.



Facilitators of Mobaderoon are invited to play the impartial role to help the group be more effective.

The facilitator leads procedures and creates a balance between participation and results.

Mobaderoon facilitators believe that our profession presents us with a unique opportunity to make a positive contribution to individuals, organizations and societies. Our effectiveness is based on our personal integrity and the trust shown between ourselves and the people we facilitate for. Therefore, we recognize the importance of identifying and publicizing the values and ethical principles that guide our work.

The Statement of Facilitators' Values and Ethics is an acknowledgment of our complex roles, including the wide diversity of personalities, environments, and cultures where facilitators are committed to applying these values and ethics to guide their professional practice.

Mobaderoon believes that the facilitators' value charter should be based on the intrinsic value of the individual and the collective wisdom of the team.

We strive to help the group make the best use of the contributions of all group members. We put our personal opinions aside, and support the group's right to make its own choices. We believe that the participatory interaction methodology contributes to building consensus and produces meaningful results for all. We appreciate professional cooperation to improve our profession.

Mobaderoon, with its value charter, interconnects with the value charter of the IAF and is keen that our work methodologies are compatible with internationally defined standards and competencies for facilitation. Therefore,

Mobaderoon is keen to focus on these basic facilitation competencies, which consist of a set of skills, behaviors, and basic knowledge that facilitators must possess to be successful facilitators in a wide variety of environments.

### **Program Objective**

Based on our belief in the importance of facilitation, Mobaderoon will, through the facilitation skills workshop, work on introducing facilitation and the intrinsic tools and competencies.

### **Program Learning Journey**

Mobaderoon relies on the learn-through-practice method, and believes in that the set of skills, behaviors, and knowledge require undergoing life experiences so that they are attained and imbued. Hence, Mobaderoon provides the training workshop as a first step in learning journey that is designed with each facilitator to guarantee that they gain the necessary experiences and provide him/her with the essential tools and skills so that they are accredited by Mobaderoon as facilitators.

The learning journey begins with identifying the basic skills of facilitation and forming knowledge about what facilitation is. It gives the space for a period of reflections and personal experiences to return after a while to transfer the participant to the intermediate level of knowledge with giving him facilitation jobs to work on before returning for the last time to acquire advanced skills in facilitation and the value group accompanying the facilitation process.

### **Expected Outcomes**

- Develop a plan for the work of the group in proportion to the time, place and methods.
- Create and maintain a participatory work environment that ensures inclusion and stimulates creativity, with good communication and conflict management.
- Achieving the desired results from the group in a consensual manner within clear future operations.
- Build and maintain professional knowledge.
- Strategic positions and maintain group dynamism.

## Workshop Program

The workshop provides facilitators and those wishing to enter the domain with a set of skills, behaviors, and knowledge that embody the 6 main competencies of facilitation according to IAF, and displays the charter of values and ethics and its projections on facilitation skills and facilitator behavior.

All of this is done through a 15-day workshop, each level (workshop) with a duration of 5 days.

