

# Course : Trainers: improve your pedagogy with facilitation techniques

Collective intelligence, APP, flash codev

*Practical course - 2d - 14h00 - Ref. FAM*

*Price : 1310 € E.T.*

NEW

Become a facilitator trainer and transform your sessions into collaborative and engaging learning experiences. This two-day training course will provide you with the essential tools and posture to stimulate collective intelligence and unleash the potential of each participant.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Acquire and strengthen the facilitator's posture to foster collaboration
- ✓ Discover innovative tools for training and/or workgroup facilitation
- ✓ Using facilitation and collective intelligence to train differently
- ✓ Building your trainer-facilitator toolbox

## Intended audience

Trainers, instructional designers and collective intelligence group leaders

## Prerequisites

Knowledge of basic training preparation and facilitation techniques

## Practical details

### Hands-on work

Individualized training. Facilitation and regulation exercises, case studies, sub-group work, feedback and practice analysis. Learners create their own trainer-facilitator toolbox.

## Course schedule

### PARTICIPANTS

Trainers, instructional designers and collective intelligence group leaders

### PREREQUISITES

Knowledge of basic training preparation and facilitation techniques

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Facilitating through the facilitator's posture

- Identify the challenges of facilitating collective intelligence in training
- Understanding the systemic approach to facilitation
- Defining the facilitator's posture: pitfalls to avoid, behaviours and techniques to adopt
- Se doter des outils de facilitateur pour favoriser les dynamiques de groupes

### Hands-on work

Ice-breaker on sharing a memorable and effective training session.  
Situational exercises: dealing with complex situations (managing difficult participants, silences, conflicts). Leading a creative round table discussion.

## 2 Designing a facilitation sequence

- Create teaching sequences based on facilitation
- Organize a workshop from A to Z to generate knowledge through collaboration
- Dare to innovate with play, rhythm and space to hold attention and achieve pedagogical objectives
- Position yourself to stimulate construction in a group (high posture, low posture, listening)
- Managing different types of participatory time

### Hands-on work

Design a creative facilitation sequence on your own training topic.

## 3 Leading professional practice analysis sessions (APP)

- Discover the fundamentals of professional practice analysis: objectives, principles, stages...
- Identify the specific posture of the PPA facilitator
- Experimenting with situation analysis in training
- Focus on questioning and reformulation techniques

### Hands-on work

Facilitation of a full PPA session in sub-groups, with detailed feedback on situations linked to training provided by participants.

## 4 Developing collective intelligence with flash codev

- Understand the fundamentals of the approach and how a session unfolds
- Experience flash codev sessions in different roles
- Discover by experimenting how to set the framework, how to regulate and how to drive the dynamics
- Identify interactions that cause difficulties

### Hands-on work

Facilitate flash codev sessions by taking turns experimenting with the facilitator's posture.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 5 Capitalize and build your toolbox

- Summary of key tools and postures covered
- Exchange on best practices and pitfalls to avoid
- Building and sharing a personal "toolbox" for each participant

### Hands-on work

Present your toolbox. Develop an individual action plan for integrating what has been learned.

## Dates and locations

### REMOTE CLASS

2026 : 30 Mar., 1 June, 13 Oct., 17 Dec.

### PARIS LA DÉFENSE

2026 : 30 Mar., 1 June, 13 Oct., 17 Dec.