

# Group Dynamics & Facilitation

Type of event: Practical facilitation workshop

Target group: Trainers, educators, youth workers, and facilitators

## Short description:

The Group Dynamics & Facilitation workshop enables participants to understand group processes and develop competences for effectively working with diverse groups. Using the “fishbowl” method, participants analyse group dynamics, inclusion, conflict management, and facilitation skills. They actively practice facilitation roles, reflect on group processes, and increase awareness of their personal leadership and collaboration styles.

## Framework (structure)

### Before the session (online):

Participants receive a short briefing on group-level competences: managing group dynamics, ensuring inclusion, and moderating conflicts.

Reflection question: “Which group challenge do you find hardest — inclusion, conflict, or keeping focus?”

### During the session (online or in-person)

#### 1. Introduction to Group-Level Competences (10 min)

- Trainer introduces group competences: managing dynamics, ensuring inclusion, moderating conflicts.
- Connect to earlier sessions (listening, dialogue competences).
- Online adaptation: Use slides or a Canva Whiteboard to list competences. Launch a quick Mentimeter poll on which challenge feels hardest.

#### 2. Explain Online Fishbowl Method (10 min)

- Trainer explains setup: 5–6 people in the “inner circle” (active speakers) and others in the “outer circle” (observers).
- Observers receive a digital checklist with prompts on inclusion, turn-taking, facilitation, and conflict management.
- Trainer clarifies rotation rules and ensures understanding.



### 3. Round 1 – Fishbowl Discussion (25 min)

- Inner circle discusses a prompt (e.g., “The role of religion in public spaces”).
- Outer circle observes silently, using checklist for observations.

Online adaptation: Observers post quick impressions on Canva Whiteboard (visible but non-disruptive).

### 3. Observer Feedback & Reflection (15 min)

Outer circle shares observations in plenary.

Prompts:

- “What helped inclusion?”
- “Where did conflict arise?”
- “How was it managed?”

Online adaptation: Trainer clusters key points visually on Canva Whiteboard.

### 4. Round 2 – Improved Fishbowl with Facilitators (15 min)

Switch inner circle participants and assign 1–2 as facilitators.

New discussion prompt (e.g., “Balancing cultural traditions and equality in schools”).

Facilitators practice inviting quieter voices, summarising, and de-escalating.

Observers track how facilitation influences group dynamics.

### 5. Plenary Debrief: Comparing Round 1 & 2 (15 min)

Group reflection on differences between the two rounds.

Prompts:

- “What worked better the second time?”
- “Which strategies could you apply in your own facilitation?”
- Trainer highlights lessons on inclusive facilitation and adaptive leadership.

### 6. Wrap-Up & Takeaways (10 min)

- Trainer summarises key insights: group-level competences include inclusion, conflict moderation, and managing online dynamics.
- Participants share one facilitation tip they want to apply in future.
- Online adaptation: Close with a one-word checkout in chat (e.g., “energised,” “curious,” “confident”).





Follow-up email includes:

- Link to Canva Whiteboard summary of key learning points
- PDF with facilitator checklist and CoE resources
- Reflection question: “How can I consciously influence group dynamics to create safer and more inclusive spaces?”

