

(FI)awesome Facilitator

1:1 MENTORING PROGRAM



For experts and consultants
in professional services

Deliver incredible value with
authentic flair and be invited back.

Elevate engagement and
participant feedback.

ARE YOU A GOOD FACILITATOR AND WANT TO BE (FL)AWESOME?

Are you an expert or consultant who:

- ✗ Feels like you're facilitating a bit by rote?
- ✗ Worries that you're overwhelming people with too much content?
- ✗ Feels like a failure if you don't get ★★★★★ from everyone in every workshop?
- ✗ Is scared you won't be asked back?



IT'S NOT JUST YOU

75% of us have had no training in how to facilitate a group and keep them engaged. We are expected to know and it's rarely taught. We make it up as we go and repeat the mistakes of others. As an expert, it probably feels too late to ask for help.

It's never too late. Every single cause of low engagement in workshops can be fixed. Here's a few:

- ✗ You haven't told people what to expect at your workshop.
- ✗ You expect too much of groups: 'they'll get through this fast!'
- ✗ You don't give people time to share and listen to each other.
- ✗ You have too much content and people feel overwhelmed.
- ✗ Your workshop goes really well with one group and pear-shaped with another. You don't know why.
- ✗ You stick to the same old workshop activities. People get bored and so do you.
- ✗ You only hear from the loud people.
- ✗ You can't get a peep out of the quieter people.

Workshops where the expert talks more than the participants sap motivation and sink engagement. It doesn't have to be this way.

Uncover the secrets to elevate engagement in your workshops with the (FI)awesome Facilitator 1:1 mentoring program.

IT'S TIME TO INVEST IN YOUR FACILITATION CAPABILITY

Facilitation is a critical skill for any expert who wants to have a transformative impact on their clients.

Facilitation is less about *what* you deliver. It's about *how* you deliver it.

Facilitation excellence is the secret to your clients not just learning your content, but experiencing it.

Facilitators know how to make content stick. Education researchers since Edgar Dale in the 1960s have shown that what people retain in learning increases by about 90% when they participate in their learning.

Facilitators know how to cut and dice content into engaging activities that appeal to different professions and learning styles.

They provide the structure for people to be able to touch and feel the content, look at it in different ways and share their stories to bring it to life. All while meeting learning outcomes and finishing on time, energised.

To have an impact on your clients, you must engage them first.

- ? How would you rate your facilitation capability?**
- ? What do your participants say?**
- ? What do your clients say?**






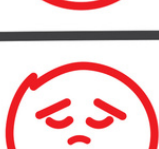
IMAGINE IF YOUR WORKSHOPS...

- ✓ Gave people opportunities to learn from each other, not just you.
- ✓ Had the time and space to explore unexpected questions.
- ✓ Gave everyone the time and space to think and contribute.
- ✓ Were not dominated by the loudest voices.
- ✓ Heard from the quieter people.
- ✓ Left people feeling energised, not drained.
- ✓ Left people wanting more, not feeling stuffed.
- ✓ Featured creativity and visuals.
- ✓ Energised you.



HOW (FL)AWESOME FACILITATOR DELIVERS VALUE

You have completed confidence in your content. How confident are you in your facilitation capability?

Capability	Focus	Engagement
(Fl)awesome	Expand	
Accomplished	Enhance	
Adept	Embed	
Adequate	Explore	
Awkward	Educate	
Flawed	Enlighten	



Flawed: It feels like you're herding cats, not facilitating. The most important thing for you about the workshop is just getting through it.



Awkward: You're scared to go off your workshop 'script'. You copy what you've seen other facilitators do, but neither you, or your groups, are at ease. You can learn how to hold your workshop plan 'lightly'.



Adequate: You are going through the facilitation motions. Your groups 'get the work done' but people don't leave energised or inspired.



Adept: Your facilitation fundamentals are solid and you are always well-prepared. But you leave little room to adapt and innovate in the moment.



Accomplished: You make facilitation look effortless and your advice is sought by peers. You are primed to reach new heights and enhance your facilitation skills.

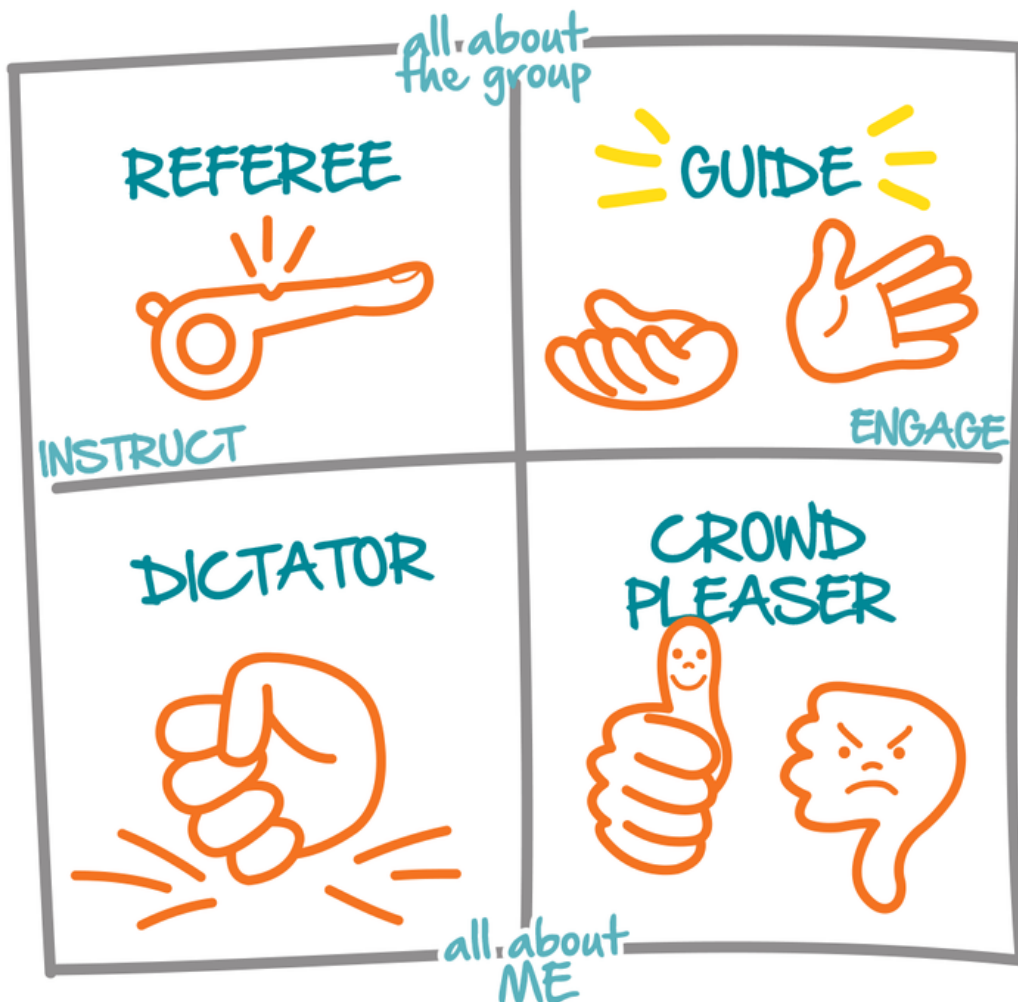


(FI)awesome: Your mantra is to serve the group. You are comfortable with your imperfections, being vulnerable with a group and experimenting. You appreciate every opportunity to grow your grow and expand your facilitation capability.

How confident are you in your facilitation capability?

HOW TO BE A (FL)AWESOME FACILITATOR

Work with Jacinta 1:1 to explore the question 'what type of facilitator am I?' and learn how to use the map below to help you navigate your response to it.



A (fl)awesome facilitator accepts that no group, facilitator or workshop is perfect. They know the only thing they can truly control with a group is themselves.

At their best, a (fl)awesome facilitator aspires to be like a guide with groups, while recognising that they can also be a crowd pleaser, a referee and a dictator. No matter how familiar they are with the territory, a guide needs a map. This map helps a (fl)awesome facilitator to navigate themselves. Highly self-aware, they know their default style, which type of facilitator they are being, or need to be, with a group.

(FL)AWESOME FACILITATOR MENTORING PROGRAM

How it helps

As an expert, the one thing you can control in a workshop is yourself. In this program, you explore:

- 📍 Your facilitation style and approach.
- 📍 What impact this has on your groups and your workshops.
- 📍 What facilitation skills you would like to strengthen and learn.

You will:

- 📍 Uncover patterns and processes in your workshop designs to change and improve.
- 📍 Learn new activities and processes to elevate engagement.
- 📍 Identify your default facilitation style and what this means for your groups.
- 📍 Recognise facilitation red flags and opportunities, and how to avoid or harness them.
- 📍 Elevate your facilitation capability.



(FL)AWESOME FACILITATOR IS FOR YOU IF YOU.....

- ✔ Want to stand out from other consultants and experts.
- ✔ Want to create engaging experiences for your workshop participants.
- ✔ Embrace the opportunity to build, expand and extend your facilitation capability.

It's not ideal for you if you:

- ✔ Are happy with how you facilitate your workshops.
- ✔ Believe your content speaks for itself.
- ✔ Want to teach your content, not facilitate conversations about it.



HOW THE PROGRAM WORKS

The **3 month** program includes a combination of:

- ✓ 1:1 mentoring sessions
- ✓ Tailored content to suit your context, needs and interests
- ✓ Feedback on your workshop plans
- ✓ Observation of you facilitating
- ✓ A group mentoring session with a selected group of Jacinta's mentees



Jacinta draws on the full suite of facilitation skills throughout the program including:

- 💡 **Design:** workshop flow, variety, transitions, timing, what to cut out
- 💡 **Workshop stages:** open, connect, 'the work', synthesise, reflect.
- 💡 **Group dynamics:** such as group agreements and how to maintain them, and balancing the loud and quieter voices.
- 💡 **Visual facilitation** to communicate memorable content fast.
- 💡 **Facilitation 'red flags'** to look out for, avoid or negotiate.

CHOOSE THE SUPPORT YOU NEED

(FL)AWESOME FACILITATOR INVESTMENT

	ENHANCE 1-6 wks	ELEVATE 3 months
Discovery meeting 1hr online or onsite		✓
1:1 mentoring session(s) , 1hr online	1	3
Feedback on your workshop plans	1	3
Workshop observation online recording (30 mins)	✓	✓
Pre-session videos	1	3
Post-session emails	1	3
Email and chat support and accountability , as you need	✓	✓
Group Mentoring session (1 x 75 mins online)	✓	✓
Debrief meeting (1hr online)		✓
Check in one month after (45 mins online)		✓
Book: The Art of Gathering by Priya Parker		✓
Download of illustrated e-book HUM	✓	✓
Golden Giveaways monthly facilitation tips & activities	✓	✓
(F)awesome Facilitator weekly blog	✓	✓
INVESTMENT	\$2,225 (+ GST)	\$4,375 (+ GST)

WHAT'S INCLUDED

1. **Discovery meeting** to understand your facilitation context and challenges; confirm your objectives; agree mentoring focus (e.g., workshop design, participant engagement, group feedback, visual facilitation, processes and activities). 1 hr online or onsite in metropolitan Melbourne.
2. **Comprehensive feedback** on your workshop plans (up to 3) and materials. Feedback provided in marked up PDF & loom video.
3. **Workshop observation** online recording of 30 minutes of you facilitating, with feedback provided by video.
4. **Mentoring sessions** aligned to your objectives and based on your workshop content. 1 hour, online. Recordings provided.
5. **Pre-session videos** from Jacinta to help you prepare and focus for the upcoming session.
6. **Emails** after the mentoring sessions, capturing what we discussion and any actions.
7. **Pre or post-workshop calls** with Jacinta for any ad hoc questions (15-minute phone call).
8. **Access to Group mentoring session** with a selected group of Jacinta's mentees, to ask questions, get advice and tips. 75 minutes, online.
9. **Debrief** with you to review the program, outcomes and feedback from your participants.
10. **Check in** one month after the program. 45 minutes, online.
11. **Book:** The Art of Gathering by Priya Parker.
12. **Download of HUM** Jacinta's illustrated e-book that fixes problems with online meetings.
13. **Golden Giveaways** a monthly facilitation tool or activity to help you mine the gold with groups.
14. **(FI)awesome Facilitator** weekly blog.

JACINTA CUBIS: YOUR GUIDE

Jacinta is a creative master facilitator. She loves supporting experts, consultants and facilitators to elevate their facilitation capability.

Jacinta's exceptional talent in visual thinking enables her to create captivating cartoons that simplify complexity.



With 25 years of facilitation experience, Jacinta has earned a reputation as a go-to facilitator, trainer and mentor for clients in diverse sectors including government, universities and community organisations, as well as consultants, technical experts and fellow facilitators.

Jacinta holds accreditations in community engagement (IAP2) and as a partnership broker, along with tertiary qualifications in corporate social responsibility, international relations and communications.

When not facilitating, or helping you learn how, you might find Jacinta on her yoga mat, in her art studio, on the tennis court or the tango dance floor.

JACINTA IS TRUSTED BY:



What People Say

Jacinta helped me take my facilitation of leadership programs up to the next level. She has a huge amount of generosity, knowledge, expertise, kindness, and empathy, that she brings into her mentoring around facilitation. My programs are now more enjoyable for participants, and for me, too as the facilitator. Thank you so much, Jacinta.

Rita Cincotta, People & Capability Leadership Expert

Jacinta's session made me wonder if I've been looking at our team's facilitation skills through rose-coloured glasses. It's helped me provide much more targeted coaching to my team.' CEO, Victorian state government agency



Jacinta has been an amazing coach for me on a few occasions in the past year. She has the ability to listen, to understand, to support and to help you find your own gold. She helped propel me forward - extremely well prepared to face the challenge". Fiona Ellis, Victorian Department of Health

Jacinta is like a modern-day Mary Poppins - providing a treasure trove of ideas that keep coming out to meet your needs. No sugar added - in a debrief call she really heard me in and helped me reflect deeply on my workshop practice. I really appreciate it. Thanks Jacinta! Angela McMillan, Organisational Development and Learning Partner, Planet Innovation

Jacinta was fantastic in helping me adjust to a different phase in my work life. Jacinta helped me identify strengths that I had and to be comfortable to step out in my own individual style and passions. She shared her knowledge and experience generously. As I have implemented this it has built up my confidence and energy at work. Donna Boughton, HealthWISE NSW

THE SMALL PRINT

The program fees are based on the following.

-  The programs will be delivered primarily online, in Jacinta's Zoom room, unless otherwise agreed.
-  The timing and sequencing of workshop plan critiques and mentoring sessions will be agreed with you in our discovery meeting.

Cancellation Policy

Please note that should the program be cancelled within 30 days of delivery date; a 50% cancellation fee is payable. If cancellation occurs inside of 29 days, full cancellation fees apply. Delays of less than a month will incur no additional fees. Once agreed, the program must be completed within twelve months.

NEXT STEPS

1. Decide if you'd like the Enhance or Elevate program, or a combination of both.
2. Book your dates with Jacinta.
3. Jacinta will send you confirmation for your signature, with final terms and conditions, and an invoice for the full fee to hold the date.
4. Get started.

I look forward to working with you to level up your facilitation capability so that it's as world-class as your content.

[Book a Discovery Call](#)

Jacinta

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