



Conflict Resolution Facilitator Training I

With Barbara Barnes

- Have you been hoping to find more approaches with facilitation that fit into your own style and boost your skills in order to help groups experiencing conflict?
- Have you watched conversations, meetings and gatherings slowly devolve into quarrels between participants, each convinced that their positions are the right ones?
- Are you looking for ways to stand with equanimity in the presence of people who are acting out of anger and fear and have taken strong adversarial positions, thus eroding any hope of trust and forward movement?
- Do you want to acquire accessible techniques for mediating public policy disputes, facilitating organizational meetings, teams, focus groups, strategic planning and organizational retreats?
- Would you like to have solid and proven methods for helping groups build authentic consensus, reduce resistance and overcome impasse?
- Do you think it would be useful to know how to identify when interpersonal conflicts need to be addressed in a group facilitation, or when to call for a caucus?
- Do you want to have a working understanding of a trauma informed practice?
- Are you ready to move your Peace Building capacity to a new level?
- Would it be helpful to have support in finding your facilitative style?
- Would it make a difference in your work if you were able to have a deeper appreciation of your strengths and challenges as a facilitator?
- Wouldn't it be lovely to have confidence when working with conflict while also feeling a sense of humility and gratitude for the possibilities that come with conflict facilitation?

“Problems that remain persistently insoluble should always be suspected as questions asked in the wrong way.” Alan W. Watts

About Barb:

Barb has a coast to coast practice in the United States that includes organizational and community conflict facilitation, systems design, conflict coaching, teaching and mediation. She brings her calm yet energetic and curiosity driven style to this training. Having helped establish and teach this course with *Kenneth Cloke* and *Joan Goldsmith*, Barb is carrying on the tradition with experiential learning and classroom style dialogues. Barb trained extensively with Ken and Joan working with them as mentors and co-collaborators whenever possible. Drawing upon her training in body-centered mindfulness based psychotherapy(Hakomi), she has a deep understanding of what it means to be “trauma sensitive” while facilitating conflict. Utilizing a deep understanding of the neuroscience involved in conflict is another area Barb is passionate about. Barb has years of experience in the public and private sector, giving her a deepened sense of empathy for what it is like to be in an organization with chronic conflict. Currently Barb is mentoring several mediator/facilitators from across the world, as well as working with organizations making shifts toward conflict prevention and a less hierarchical models of governance including moving from management toward leadership frameworks. She conducts tailored trainings for all kinds of groups interested in utilizing collaborative communication and conflict resolution. Barb is also working within her own community to promote peace building and understanding. She also teaches peer dispute resolution to school aged children and their parents. She also has some exciting dialogue projects in the works, utilizing Reflective Structured Dialogue and other approaches to bring peace building conversations to communities in rural areas. She is based in Helena, Montana where she takes advantage of the mountains and rivers for peace and equilibrium. For more information please follow this link: braveconversationsllc.com.

The Course:

Over 4 ½ days, trainees will have a chance to identify their strengths and areas they want to build on

Topics will include:

- Introduction to Facilitation of Meetings and Focus Groups
- The role of Facilitators in all size groups
- The nature of Public Policy Disputes
- Creative techniques for facilitating meetings and disputes
- Six forms of decision making
- What is authentic consensus
- Role play/Practice

- Becoming aware of your own bias, prejudice, stereotyping
- Reducing impasse and resistance
- Using the energy of the group to their advantage
- Identifying the unspoken issues and surfacing them in ways that contribute to the dialogue and needs of the group
- Monologue vs Dialogue, Dialogue vs Debate
- Principles of Dialogue
- Designing Dialogue for hot topics (Race, Abortion, Immigration, Gun Control, Climate Change, LGBTQ)
- Stories of real-life facilitations and what was learned
- Identifying leaders within groups, both those that want to step up publicly and those who are suited to lead from behind.

(Course is limited to 20 participants)

Dates and Times and Cost: (expressed in MST):

March 1st -5th Monday-Thursday class will meet from 10:00-4:00 with a 45 minute meal break

Friday class will meet from 1:00-4:00

\$500 payable to ***Brave Conversations, LLC*** by check prior to the course, or by using VENMO. Mail to: 7 West 6th Ave Suite 514 Helena, MT 59601

\$48 for manual, shipped to you before start of course, or sent digitally for \$35

Certification:

After you have attended the course, participants will receive a certificate of completion of Level 1 Conflict Resolution Facilitation from ***Brave Conversations, LLC***

Contact info@braveconversationsllc.com to register

Participants *must* have access to reliable internet to attend. Because the class has many experiential elements, it is necessary to use a device with a working camera.

***"There is always light. If only we're brave enough to see it.
If only we're brave enough to be it." - Amanda Gorman***