



Transformative Conflict Facilitation for Groups and Organizations

INTRODUCTORY COURSE

A Course For:

- Facilitators who want more transformative options and perspectives and who see a need to unlearn some approaches and embody other ways of working with groups in conflict.
- Mediators who will be working with groups in conflict.
- Organizational or group leaders want more ways to work with conflict and transformational processes.
- Community organizers or leaders.

Virtual Platform

We will utilize Zoom for this course. Participants will experience firsthand how to work with this platform when dysregulation occurs. Additionally, participants will learn how to continue the work when they return to “in-person” settings.

Note: Parts of this course will be recorded and available for participant use only.

Experience

Each class will consist of:

- Presentations about the topic
- Experiential exercises
- Break-out sessions
- Discussion
- Questions
- Sharing

Teachable moments will be utilized, and the instructor will exhibit methods while teaching, being transparent about what skill or approach is being demonstrated. Each class will offer opportunities for participants to experiment with the material to find methods that fit their style and the kind of practice they currently have or want to develop.

Schedule

September 22, 24, and 25, and
September 29, 30, and October 1

9:00 am – 2:30 pm (Mountain Daylight Time)
Includes a 30-minute lunch break

Due to the dense nature of this coursework, “rest” and bio-breaks will be available to integrate this content in a sustainable way.

Course Fee: \$450 (Includes all materials)
Class Size: 15-20 Participants

How to Register

1. Complete the registration form at
<https://forms.gle/Xqgi7937XDZKft8S9>
OR scan this QR code with your
smartphone camera.

2. Submit your payment via
Venmo (@Barbara-Barnes-25) or
check made to “Brave
Conversations LLC” and mailed
to 7 West 6th Avenue, Suite 514,
Helena, MT 59601.



Pre-Training Questionnaire

Participants will be sent a questionnaire to complete before the course. This form includes questions to help Barb tailor the course design. The responses to the questionnaires will be confidential.

Course Objectives

Upon completion of this course, Facilitators and Mediators should be able to:

1. Understand the importance of modeling the principles of transformative methods.
2. Confidently assess the nature of conflict.
3. Design large and small group processes:
 - a. That support people in coming to a deeper understanding of the nature of the conflict they are in,
 - b. That support experiencing shared values and needs even during conflict or disagreements, and
 - c. That support groups as they work toward sustainable and flexible agreements over time
4. Identify aspects of Systems Theory that govern group conduct.
5. Find new ease in utilizing:
 - a. Transparency in facilitation,
 - b. Curiosity in the moment and during design work,
 - c. Exploring one's own discomfort and judgments that arise and using those in the service of further understanding the group being worked with,
 - d. Leadership that is omni-partial,
 - e. Important pauses and quiet moments,
 - f. Standing with an empathetic, soft, curious attitude in the face of anger and fear expressed by group members,
 - g. Ways to raise or lower energy in a group,
 - h. Humor, and
 - i. Ways to explore "teachable moments" to help participants find new ways to see conflict
6. Understand the importance of working with one's own confirmation biases with grace.
7. Understand the benefits of "front-loading" sessions.
8. Understand how trauma responses may appear and have some tools to work with that.
9. Demonstrate the ability to facilitate via Zoom, including:
 - a. Page sharing,
 - b. Break-out groups,
 - c. Polls,
 - d. Use of music, and
 - e. Use of recording and ethical considerations.
10. Present and explain basic agreements for the facilitative process and demonstrate ways to elicit "agreements of conduct" at the start of facilitative processes.
11. Understand when pre-facilitated session questionnaires can be helpful and:
 - a. Wording that is clear and open,
 - b. The importance of phrasing, and
 - c. The importance of open questions.
12. Understand the dynamics of real and perceived differences and how they impact power, agency, autonomy, and the way this impacts agreements being reached by groups:
 - a. Racial
 - b. Gender
 - c. Ability
 - d. Geo-political
 - e. Economic
 - f. Educational
 - g. Geographical
 - h. Cultural
13. Be comfortable with the practice of writing a case study after each facilitation, dedicating time to the consecration of missed opportunities to the service of future work with human beings experiencing conflict.
14. Understand the benefits and appropriate timing of conflict coaching for individuals or groups during a process.
15. Understand how to estimate hours needed for processes.
16. Understand the neurological impacts of digital formats on the brain and, therefore, on the manner that people integrate the work of conflict resolution and prevention.
17. Name and understand the great value of a mindfulness practice or something comparable and how it can support an elevated facilitation experience.

Course Assignments

- Read assigned chapters before each session in the manual that will be provided electronically.
- Keep a brief journal of what was learned and what needs or questions arise after each class.
- Practice writing a case study, including the consecration of what could have gone better.

Course Agreements

- Participants will attend each class.
- Participants will complete each assignment on time.
- Participants will commit their full attention to the course, meaning no other digital use or distractions during class.
- Participants will arrange their technology so that their faces and upper bodies are visible on Zoom and ensure that their microphones are functioning.
- Participants will commit to spending 30 minutes after each session without digital media use, except to turn on soft music. This time can be spent writing, listening to soothing music, resting, walking, or doing yoga. This will ensure the integration of the material and give room for processing if necessary.



COURSE INSTRUCTOR

Barbara Barnes

Barbara Barnes has worked with hundreds of groups in conflict and has trained facilitators in her own offerings and alongside Ken Cloke and Joan Goldsmith. She also does conflict coaching for a variety of clients including executives, employees, leaders and spiritual teachers. Her clients include corporate and nonprofit organizations, municipalities, communities, spiritual groups, creatives and other facilitators. This course is modeled after the course she, Ken, and Joan developed and presented in Salt Lake City, Utah, just prior to the start of the pandemic. She uses transformative principles and tries to embody omni-partiality in all her work. Barb is a long-time meditator and lifelong learner. Her studies include the neurology of conflict and trauma, mindfulness, organizational systems including for-profit, non-profit, educational, multi-national, communities, and more. Barb actively participates in ways to understand her inherent biases in all situations to better connect with what is needed by her clients.

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