



BULGARIA ♦ April - May 2023

# Integral Facilitation Training

## THE ROOTS





## Integral facilitation, a story

In October 2018, the local government of my city asked me to facilitate a 4-hour session with experts and policy makers to create the city participatory guidelines for young people. There were not young people invited to the process and the expectations were to finish the session with some key ideas. I realized that I could propose a facilitation session where splitting in groups, we might discuss and exchange ideas, then prioritize and voila! But I felt that we were missing something. I proposed them a systemic travel back to their adolescence and staying there. They shared their feelings as teenagers participating in local spaces in the city. The perspective was completely different and the director of the local program was astonished of the experience and the results. Here, I realized that working in the visible field of the information with useful facilitation tools (world cafe, open space, small groups, etc) was important but if we want to create a deeper awareness of what it means to work together and how to develop a sense of service and impact of our work, we have to be able to work on different levels of experience. We need an integral facilitation frame.

We need to help the group to see these dynamics and second, to offer tools and spaces to raise and develop collective awareness about the deep interdependence that we are part of. But tools are not enough! We need to develop a deeper and more integral perspective of what is happening within the group dynamic. To be able to work in the visible and invisible field that is affecting the group dynamic. Both dimensions are related and need a different perspective, rhythms, tools, and awareness. It's an organic process where the facilitation needs different qualities of being present, and you as a facilitator need different levels of awareness.





# We just developed the training that we would like to receive WHY?



It's a living, experiential and transformative journey where the same group dynamic is the main source of learning



It's based on 10 years of experience and it focuses on developing effective, applicable and concrete tools to work with groups and organizations



It offers an opportunity to explore and unfold your own potential as a facilitator and participatory leader





## You can help groups and organizations to:

- ❖ Learn how to navigate the different dimensions of their current reality
- ❖ Develop tools and awareness to move from one dimension to another
- ❖ Support accountability with autonomy and confidence in the group process
- ❖ Discover new organizational models and new drivers on how to run and manage a more conscious, caring and purposeful organization
- ❖ Gain an awareness of how power relations operate and are part of the process
- ❖ Integrate the strength and systemic view of the organization and its history as a future and present ally
- ❖ Learn how to harvest the fruits of the collective wisdom of the group and support the emergence and blossom of the collective wisdom
- ❖ Develop awareness about their own wisdom and potential to care and achieve their own purpose







## And your own transformation journey



This training will help you to gain more awareness of how to move from the different dimensions operating in the group



You will explore and unfold your own and unique skills and capacities to facilitate and support groups and teams with different needs and cultures



Every student will have online individual mentoring sessions





# From the roots to the fruits

Developing tools from your own experiences and your different expressions (movement, theater, art, playing...)

Gaining awareness of your facilitation style

Integrating new tools to work and support groups and organizations

Exploring and experiencing the systemic perspective

Integrating the strength and systemic view of the organization and its history as a future and present ally

Developing the collective intelligence and wisdom



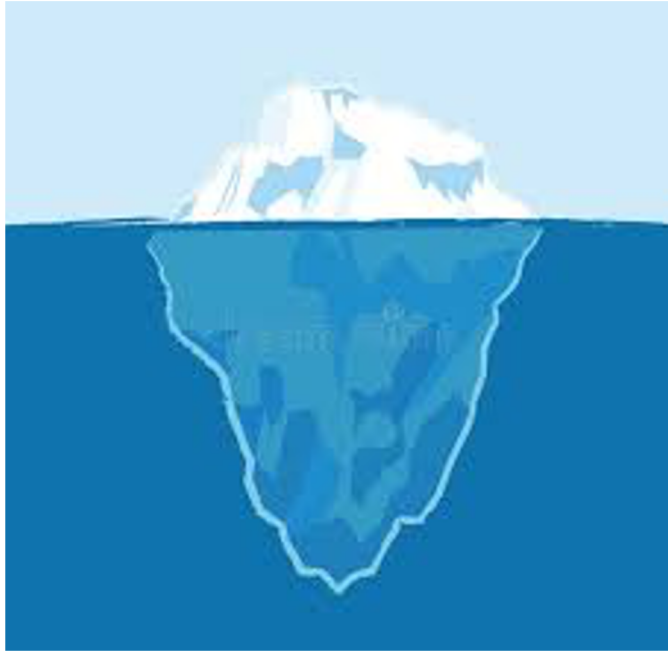


# CONTENTS





# The three dimensions of group experience



## **MEASURABLE FACTS**

(Roles, tasks, agreements, data)

## **INTRA AND INTER PSYCHODYNAMIC**

(Projections, atmosphere, feelings,  
intentional signals, nonverbal  
communication)

## **ONENESS OR NONDUAL LEVEL**

(Nonlocal experiences, insights,  
intuitions)





# What is facilitation and how can it contribute to the wellbeing and effectiveness of groups and organizations?

Group facilitation is a set of tools, techniques, and skills to ensure the proper functioning of a group, both in achieving its objectives and realizing its collective vision, and in creating a relational climate where trust and fluid, empathetic and honest communication reign.

Facilitation helps to prevent conflicts by influencing both the structural and productive aspects of the group, especially in decision-making and evaluation of existing group structures, visible and hidden. Facilitation helps in the group process itself, revealing relational problems, situations of privilege and abuse of power, and other undesired effects of group culture. It also helps to resolve conflicts, in case they appear, in combination with diverse techniques, such as nonviolent communication, restorative circles or mediation.





## Skills and resources for a facilitator

In order to do their job properly, facilitators must know a set of tools and techniques that are essential for facilitating different types of group processes. However, the formal and routine application of these techniques does not guarantee success. It is necessary that the facilitator knows and has integrated a series of skills that really facilitate these processes, showing himself or herself as an example and adopting an attitude of service to the group, in which respect and compassion are essential elements.

Finally, it should be noted that in a formal context, the facilitator is a prominent and visible role in the group dynamics. As the conductor of the process, he or she exercises a clear leadership role. His or her performance will be continuously observed and judged by others, who will be demanding of his or her work and will denounce any hint of impartiality or loss of direction. In some cases, your work may be openly criticized, even receiving personal attacks.





## The systemic perspective

Systemic language uses images, feelings, thoughts, and movements to allow groups to access deeper spaces of understanding. This look comes from organizational and structural constellations and allows us to configure in space stories, questions, diagnoses, relationships or invisible patterns that help us to better understand the relational dynamics that develop in organizations. We will work with this first look with the same training group.





## The contribution and sense of the roles to the group dynamic

The roles or temporary spirits are like the characters in our dreams. When you identify with one of them in a given field, you actually experience the feelings of that spirit, your consciousness is altered and you are not you. You become angry or filled with pride, you play the victim or the hero. The energy of the spirit puts you in a changing mood, possesses you, makes you mad or jealous, depressed or suicidal.

Communication difficulties and conflicts arise because groups or individuals identify only with one form of behavior, only with one quality, with one part, and deny the existence of the others. They are trapped by one spirit or role and are unable to detach themselves from it. They experience everything that contradicts their role as an attack, as an aggression to their identity, and they become even more closed. It is true that all people have barriers that serve to limit or define their identities, and that these barriers are necessary for our emotional stability. However, if they become rigid they can cause resistance to recognizing, allowing, and living certain experiences that we also need in order to grow and establish harmonious relationships with people. Roles are not static, nor are they permanent states. If one processes these roles by consciously identifying with them, representing them or even being them for a while, they change. Temporary spirits transform.







## The four sacred spaces of groups and communities (emotional management, cohesion and caring, decision-making process, and collective intelligence)

For a group to be effective, it must know how to manage different types of processes, including work design and management, problem-solving, decision-making, emotional and conflict management, communication and information management, boundary management and relations with the environment, etc. Each of these requires certain skills and knowledge that the group must equip itself with and, if necessary, rely on external help. A first approach to this diversity of needs is through the four areas of facilitation. Emotional management, collective intelligence, information transmission and decision-making, and group cohesion. Each of these areas requires its own tools and processes that we will present during the training.





## Power and love.

### How to keep the balance between caring and production

To co-create sustainable alternatives and solutions, we have to work with two main forces of the group dynamic: Love and power. When we say 'love', we mean the drive towards the unity of the separated as Adam Kahane defined it. And 'power' as the need of growing and evolving to a better state.

We need to keep in mind that power is not something that a person holds in a situation but a relational quality that lives in the minds of those around that person. A quality coming of the deep need of solving and facing obstacles to respond to the common objectives that call us to be together.

We have to address both dimensions and forces as facilitators. Each requires its own tools and skills, from empathy to clarity and determination. We will explore and develop both during the training.





# Groups as living systems in an ongoing adaptation

A system is composed of a set of agents (people, teams, departments...), which interact with each other generating a global, ordered and cohesive dynamic pattern. This global pattern consists, ultimately, of a set of rules (purpose, strategy, structure, identity, culture) that limit in some way the possible behaviors of the parties, generating the order and cohesion necessary to achieve the desired results. The agents, in turn, actively participate in self-organized processes (not necessarily conscious) in which the rules are revised, producing changes in the overall pattern. This circular and recursive dynamic of mutual influence between the agents and the overall pattern is only possible in the presence of a flow of matter, information and energy, to which the system must have access in order to maintain itself as such.





## Second level in Integral Facilitation Training

The training will continue with the second level in June'23 - "Power dynamics, conflicts and emotions in the group"

The focus will be on:

- The nature of conflicts and the role of differences and diversity in how they are perceived
- The escalation of the conflict and strategies to prevent it
- The role of emotions in conflicts
- How to work with aggressors, victims and saviors roles, conflicts on roles
- Power and privileges; hierarchy or flat structures
- Your power as facilitator: lights and shadows.





# An invitation to create abundance and place for everyone through conscious contribution

## Our intention

We would like to find a good and sustainable balance between the time, energy and love that we are dedicating in the organization of this training, on one hand, and the opportunity of creating enough abundance to welcome people with diverse economic backgrounds, on the other.

We have created a range of payment rates for participating in the training based on trust and responsibility. Throughout this range we would like to invite you to think what is the fair and sustainable contribution that you can make, having in mind the value of this training and your capacity of sharing and supporting the access and sustainability of this training.

We believe that collective wisdom, transparency and mutual support are the keys to creating sustainable and healthy communities, and we invite you to join and be part of this new paradigm that we want to share with all of you.





# Price

## **Training fee**

We invite you to decide what is the fair and sustainable contribution that you can make. The range we offer is from 600 lv to 700 lv. Our intention is to welcome people with diverse economic backgrounds. If you have difficulty paying the fee, please contact us to discuss the possibilities.

This sum covers all the costs related to the training, including materials, and online individual mentoring sessions with each participant after the training. The cost of the training is separate from the cost of the accommodation and food. For payment, please following the steps described in the registration form.

## **Accommodation and food fee**

60 lv per day per person

The food will be vegetarian and very delicious (3 main meals and coffee breaks)

Accommodation will be in shared rooms with 2 and 3 beds.





# Important Information about the training

## Dates

27th of April - 1st of May, 2023, including the travel days ( arrival - in the evening of April 27st, departure - in the afternoon of May 1st)

## Place

We will be accommodated in the "Dabravata" guest house - a place of peace and quiet. We will enjoy views of the Balkans.

<http://www.dabravata.com/>

- ❖ The working language is English, no simultaneous translation. For those who experience difficulties to express freely in English there will be support offered.
- ❖ The training participants will receive a training certificate.
- ❖ The training will take place with a minimum of 15 participants.

**Application deadline:** 21.03.2023

[Apply](#)

## For more information:

integral.facilitation@gmail.com, 0884990699, Vania Boneva, 0876597935, Sashka Vitanova





## THE TEAM BEHIND







**David Villota**

**Trainer**

Member of the Spanish  
Facilitation Institute

Professional facilitator since 2014, he has been working in the last years with all kind of groups around Europe and Africa. From occupy and grassroots movements to local governments, NGOS, universities, cooperatives or companies. Nowadays he is facilitating senior research groups in the Institute of Environmental Science and Technology in the Barcelona University and training facilitators in the national facilitation programme. He has been trained in organizational systemic, process work, dragon dreaming, nonviolent communication, Art of Hosting and social theater. In 2017, he did a training in Sofia about NVC and conflicts.

**Vania Boneva**

**Organiser**

Discovered Spaces Association  
[discovered-spaces.org](http://discovered-spaces.org)



She is working as a trainer and facilitator since 2004 with children and adults, in groups for personal development and with different kinds of groups and working teams. Her passion is to work in natural environments using the experiential learning and systemic approaches, which provide endless inspiration and flexibility to work individually with each person and each group, to meet their individual skills, needs and dreams on the way of their personal growth.





**Yasmina Ivanova**

**Organiser**

Natural Explorers

[estestvoizpitate.li.org](http://estestvoizpitate.li.org)

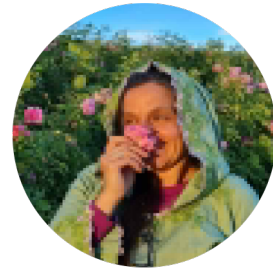
I love exploring nature and the human soul. I have some experience as an environmental activist and event organizer. I feel in my element when working with people to inspire and empower us to be the best versions of ourselves. I encountered the idea of facilitation in Erasmus+ projects and I want to integrate it in my life and work.

**Sashka Vitanova**

**Organiser**

Natural Explorers

[estestvoizpitate.li.org](http://estestvoizpitate.li.org)



Nature and our understanding we are part of It, is the path I walk. I began to discovered the nonformal education and facilitation in 2007, and since than applying it in my professional and personal life – as veterinarian, volunteers' coordinator, nature protection activist, youth worker, project manager, instructor in outdoor camps, trainer, founder, team member, woman, daughter, sister, wife, friend, healer, myself. Facilitation to me is a life skill, and it has a major part in my path.

