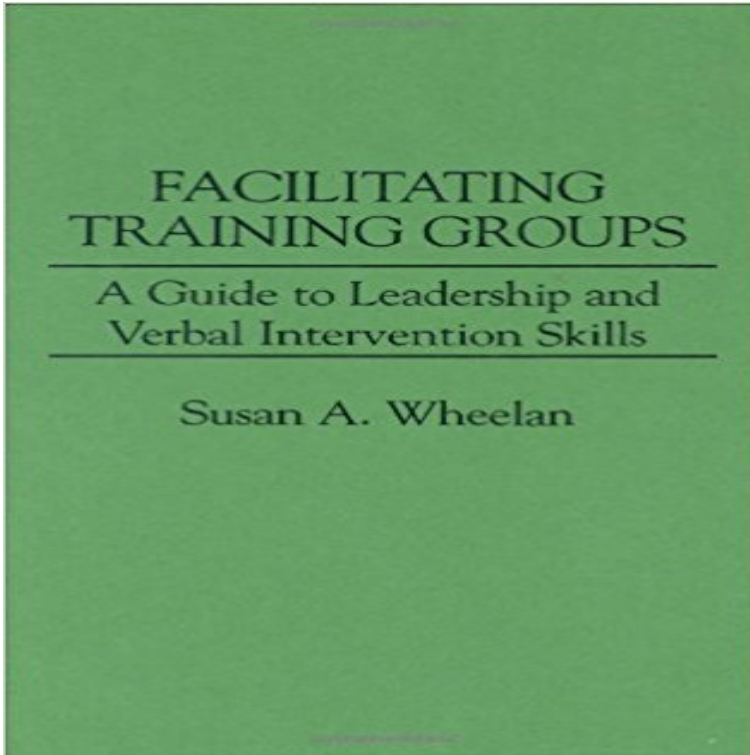


Facilitating Training Groups: A Guide to Leadership and Verbal Intervention Skills



Most trainers rely on trial and error as the only means of improving facilitation skills. This definitive text furnishes a comprehensive framework for determining the best interventions to use in a given group situation. The trainer is presented with strategies for assisting the individual to establish an attainable goal, develop a strategy for change, and implement and evaluate that strategy during and following the life of the group. Both personal and professional development groups are addressed in the model. Most current literature describes how to design management training and human relations group. This text goes a step further by providing a framework for intervening on a moment-by-moment basis to ensure group goal achievement. Facilitating Training Groups provides clear descriptions of three primary models--T-groups, personal growth groups, and skills training groups. Their goals, theoretical underpinnings, and required leadership style are explored. The book focuses on what trainers say and do during the life of a group to facilitate the accomplishment of the goals of a particular model. Trainers learn a process for deciding what interventions to use in different circumstances and models. Practice exercises assist the reader in assimilating the material. This book is particularly relevant for those studying human resources, human resource training, psychology, sociology, and social work.

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