

FocusU Certified Facilitator Program

Get certified by industry experts!



“Laughter is no enemy to learning!”

This quote by Walt Disney has been the inspiration for the FocusU way of Facilitation. More than a thousand companies we work with resonate with this!

Why should you consider this program?

The demand for skilled facilitators is booming. This certification equips you with the tools and techniques to:



Craft a Fulfilling Career

Leverage your corporate experience with multiple clients in the thriving gig economy.



Work from anywhere around the world

This is one skill that you can put to use anywhere around the world (as long as you know the local language).



Become a Master Facilitator

Transform from delivering training to facilitating impactful learning experiences.



Boost Engagement and Learning

Discover how to guide teams to define goals clearly, identify roadblocks, develop actionable plans and unlock their full potential.



Deliver Exceptional Results

Become the difference between an effective corporate offsite and a dud.



Discover Experiential Learning

Employ experiential learning methods to engage adult learners and drive impact.

What can you expect from having this certification?

Here are a few things you can expect:



An opportunity to grow with us – being tagged as a Facilitator for FocusU programs. We run around 1000 workshops a year as of now.



Acceptance and recognition of the certification by a large community of learning delivery organizations in India and abroad with whom you could find work too.



Recognition by a large pool of corporates who have been through the FocusU experience.

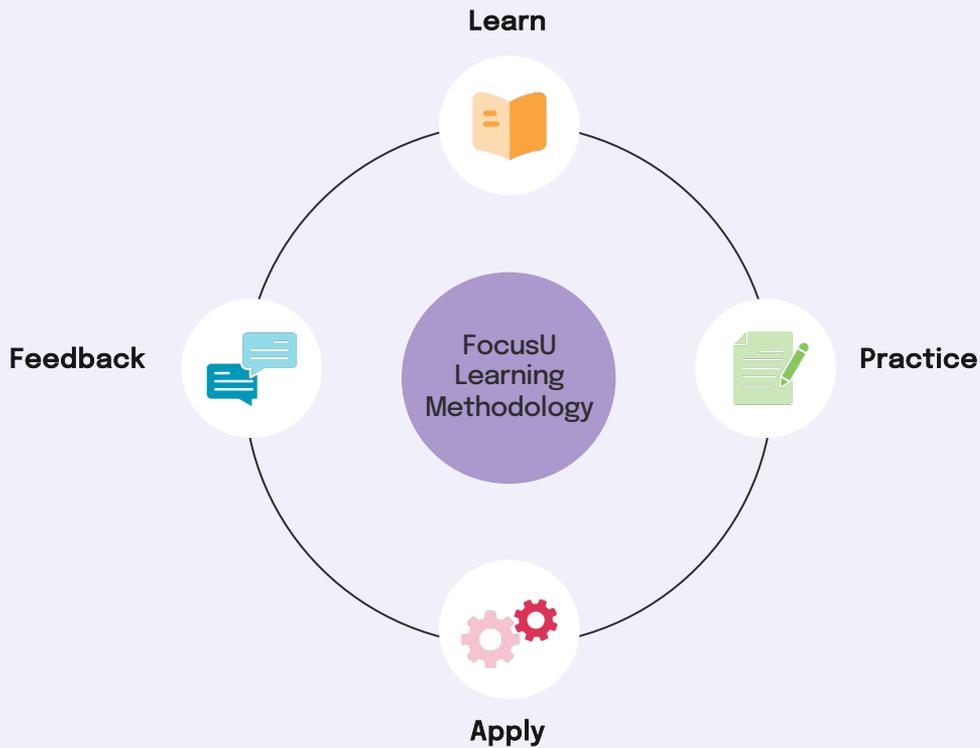


Becoming a part of a growing community of Facilitators and learning from each other.

Program overview

Experiential Facilitation taught using Experiential Facilitation.

The program follows the tried and tested methodology that we have applied in-house at FocusU to develop our own Facilitators who are today, much in demand in the industry.



In-person Bootcamps

60 hours



Virtual sessions

6 hours



Attend Live sessions

16-48 hours



Mentor connects

6 hours



Reflection & Self-assessment

6 hours



Video assignments

3 hours



Peer feedback

3 hours



Solo check

1 hour

The program concludes with a solo check where each of the participants will need to run a module independently. On successful completion of this solo check, they will be awarded the FCF certification. Please note, participation does not guarantee certification. It has to be earned.

Your 3-Month Journey



Orient yourself

1. Kick-off
2. Mentor connect

- Know your cohort
- Know your mentors
- Know the journey ahead



Dip your toe

1. Attend a LIVE workshop
2. Reflection & self-assessment
3. Mentor connect

- Facilitation versus training
- Where do you stand?
- What fascinates you?



Immerse

1. 4 day Bootcamp
2. Theory & experience
3. Reflection & self-assessment

- Experiential learning
- Theory and nuances
- Getting in the ring



Practice & Reflect

1. Video assignments
2. Reflection & feedback
3. Mentor connect

- Self-practice & study
- Feedback
- What seems difficult?



Practice & Reflect

1. Attend a LIVE workshop
2. Reflection & feedback
3. Mentor connect

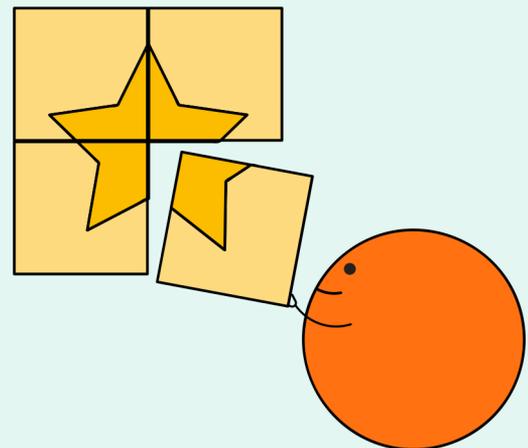
- Learn from experience
- Feedback
- Where is the gap?



Solo-check and graduation

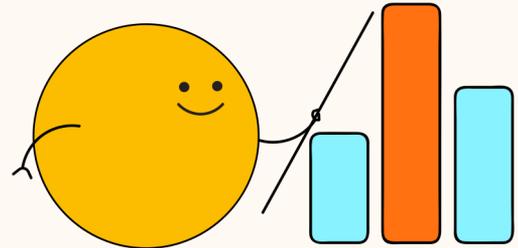
1. Practice & Feedback
2. Learning from peers
3. Solo-check
4. Graduation
5. Next Steps

- Practice and peer feedback
- Getting set to fly
- Learning from the community



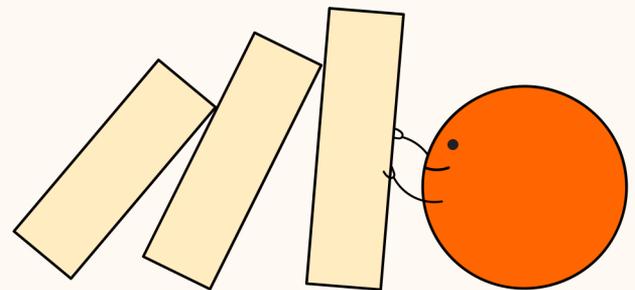
Key topics that we will be covering:

- ✔ Developing a Facilitation mindset
- ✔ Before the workshop starts: When preparation meets opportunity
- ✔ The first 15 minutes: Well begun is half done
- ✔ Understanding the Experiential Learning Cycle
- ✔ Deep dive into SPACE: The key Facilitator competencies
- ✔ Understanding adult learning principles
- ✔ Commonly used facilitation tools and techniques
- ✔ Mining for engagement in participants
- ✔ Handling tough participants
- ✔ The bookend effect: value of a strong closing
- ✔ Process facilitation tools and techniques



What we will not be covering:

- ✘ Virtual facilitation
- ✘ Planning and logistics of events
- ✘ Training techniques
- ✘ Assessment techniques
- ✘ Facilitating using simulations
- ✘ Facilitation using specific techniques like Lego Serious Play
- ✘ Designing and developing learning material
- ✘ Delivering blended learning
- ✘ Marketing yourself as a Facilitator
- ✘ Industry specific facilitation



While some of the points in what we will not be covering are relevant for Facilitators, this particular certification is focused sharply around building core Facilitation skills only. Hence they are excluded.

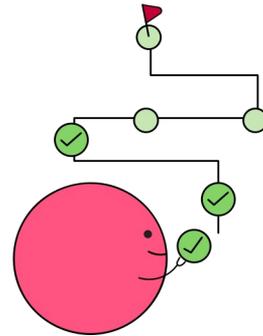
Certification requirement: The Solo Check

While the program is an intensive immersion for each of the participants, the culmination of the experience is through a Solo Check.

The key criteria for evaluation will be based on:

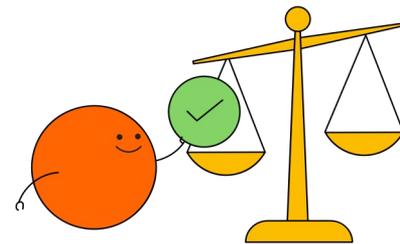
What you are able to do:

- Understanding and customizing to the brief received
- Ability to frontload / debrief learning experiences
- Ability to intervene when needed
- Ability to relate back to the real world
- Managing time and program flow



How you are able to do it (displaying SPACE competencies):

- By creating a psychologically & physically safe space
- Being well prepared
- Ability to fine tune and adapt the flow on the go
- Building easy conversations in the context of the workshop
- Creating the right balance between high energy and intensity.



Think of it like a maiden solo flight, where each participant will be evaluated by industry veterans for a level of skill, which enables them to take wing once achieved.

Only participants fulfilling a minimum completion criterion will be awarded the FCF Certification. Grades will be from 1 to 6 with a passing grade of 4. More details will be shared in the program.

Ready to take the first step?

The best things in life take time. This is an intensive 3-month immersion program into the world of Facilitation that is being run only for a small cohort of 10 people. If you think you meet these criteria below, we invite you to apply:



Corporate Leaders who have 10+ years of work experience, who would like to step out and venture as freelance Facilitators.



Corporate Trainers with 10+ years of work experience who aspire to transition into Facilitation using experiential methods.



Business Leaders who would like to pick up the art and science of Facilitation to be able to more effectively lead team discussions.



Learning consultants, Instructional designers with their own independent practice who would like to enhance their Facilitation skills.

What you should consider before you apply:

- Do you want to chart a career as a freelance Facilitator or leverage Facilitation in your corporate role?
- Do you think picking up the skill of Facilitation can give you a boost in your career?
- This will be an intensive program. Are you able to make the time commitment needed for this program?
- Besides the program fees, you will need to travel two times to Delhi NCR for 2 Bootcamps (each of 4 days). Will you be able to make that investment?
- Being a Facilitator is a great career if you are comfortable / willing to travel to different places and speaking in front of different audiences. Can you see yourself like that?

If you answered NO to any of these 5 questions above, we suggest this may not be your calling. There are plenty of options in today's world. This one may not be yours.

Building a strong cohort: The Selection Process

Here are the next steps, for you to become a part of this program:



Write in to haripriya@focusu.com expressing your interest along with your LinkedIn profile or formal resume. A detailed application form will be sent to you promptly.



Send in your fully filled application form at the earliest.



You should hear back from us within a week with all details including scheduled program dates.



If you are one of the ten chosen ones, we will send you a link to deposit the course fees. Once done, send us a confirmation of the same.

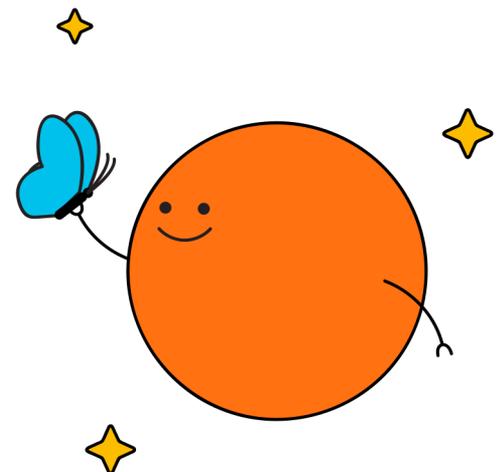


The program will be kicked-off (virtually) on the scheduled date.

Our unconditional guarantee

For more than a decade now, we have offered this unconditional guarantee to all our customers: Happy or Free. We cannot guarantee you will turn out to be a great Facilitator. Like every new skill, it needs time, commitment and practice. However, we can guarantee that we will leave no stone unturned to set you on the path to be one.

If at the end of 3 months, you feel we haven't done enough – do let us know and we will refund your complete investment in this certification. No questions asked.



What clients have to say about workshops facilitated by FocusU Certified Facilitators

“People will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

- Maya Angelou



“They swayed us away from our daily work pressure with their warm and infectious smile and extraordinary energies.”

Vidita Chachra, Deputy Manager, XL Catlin



“The messages of continuous learning and co-creation were brought out beautifully through the experiential activity, during our workshop with our Top distributors.”

Ekta Kumar, Lean and Continuous Improvement Lead- India, Shell Lubricants



“The team had so much fun, while experiencing learnings from each other and the activity itself. So many moments of wow - we loved it all.”

Radha Sriharsha, HR Lead, Maersk OSC India Pvt. Ltd.



WE FUEL AMAZING

“You people have energized our team beyond our expectation.”

Kiran Kumar, HR Manager, Cairn India



“We have been thrilled to work with FocusU over the past three consecutive years in a row.”

Anoop Prakash, Managing Director, Harley Davidson



“I know I can never go wrong with FocusU when I wish to conduct an impactful session that leaves my team members energized and inspired.”

Akanksha Takyar, Associate Manager HR, Avery Dennison India



“Each activity that they conducted was done really-really well. A Ten star rating isn't enough to summarize the value that they added to the participants who attended.”

Antony Titus, Head - Customer Service Development | DHL Express



“I have never received such overwhelmingly positive feedback from each and every participant before for any other program.”

Taslima Hasnat Jaigirder, HR Business Partner, Unilever Bangladesh



“It's not about the content or activities. Those can be replicated by others. It's what the FocusU team does with them which makes the experience so special.”

Tanmaya Vats, VP & Head, Pepsico GVIC

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Clients who trust FocusU Certified Facilitators

Consulting



FMCG



Pharma



Technology



Others



[Click for more](#)

The FocusU footprint



Creating impact through learning **since 2010**



Backed by our unconditional promise: **Happy or Free**



Original proprietary content based on the **latest in behavioral science**



Trusted by customers across geographies



About Us

FocusU Engage is one of India's leading names in the field of learning and OD interventions. The inspiration behind FocusU is a quote from Walt Disney: "Laughter is no enemy to learning".

"To enable people and teams be more through meaningful learning."

This is the mission that has driven us over the years and made us a name that L&D stakeholders across more than a 900+ corporates place their faith on to deliver every single time.

We solve two big problems for our clients.

- Learner engagement: When a learning intervention is not customised, learners are not engaged.
- Application of learning: Without learning transfer, investments on training deliver very less ROI.

We believe one size never fits all. Hence for each engagement, we take time to understand the need deeply. We ask a lot of questions and at times push back against what we think are unrealistic expectations from a training program. But eventually this helps our clients and us arrive at a shared understanding on how we can create tangible impact for the business. Only then do we proceed to designing the learning intervention. And we own it end-to-end in terms of content, delivery, communication and program management.

Our learner-centricity is not an empty promise. We have backed it up from our founding days more than a decade and a half ago, with an unconditional promise to our customers that we call, "Happy or Free."

Every year, we conduct around 1000+ learning workshops – that touch the lives of over 40,000 employees. As our tagline says, we hope to inspire each person we touch to #BeMore.



To know more about us, drop in at: www.focusu.com

We are a very friendly bunch, so do feel free to reach out to us through:

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