



> Facilitator Boosters

Boost Facilitation Skills for Higher Impact

DDI-certified facilitators already have the skills and tools to deliver breakthrough moments of learning and leadership. As roles and the workplace continue to evolve, plus demands from learners and stakeholders expand, your facilitators need to continue to grow their skills and mindsets.

Our series of Facilitator Booster sessions is designed for client organizations and their facilitators to adapt and excel in changing times.

- **Facilitator Booster: Amplify Insight at the Mid-Level**
Get ready to deliver high-impact sessions for mid-level leaders.
- **Facilitator Booster: Foster Inclusion and Courage**
Create a psychologically safe space for learning and disclosure.
- **Facilitator Booster: Maximizing In-Person Delivery**
Build confidence to facilitate in person in a physical classroom.
- **Facilitator Booster: Targeted Selection®**
Get certified to deliver the industry's leading behavioral interviewer training.
- **Facilitator Booster: Virtual Classroom**
Transfer facilitation skills from an in-person to a virtual environment.
- **Facilitator Booster: Virtual Reality**
Build confidence and skills to embrace immersive leadership experiences.

Ready to give your facilitators a boost?

Contact us at info@ddiworld.com for next steps.



Make an Impact at the Mid-Level

- Only 26% of HR rated their mid-level leader quality as very good or excellent. (*DDI, Global Leadership Forecast 2023*)
- Middle managers are 46% less satisfied with their jobs than senior executives. (*Harvard Business Review, 2021*)
- “An amazing opportunity to get feedback and guidance on being a better facilitator—from both the DDI Master Trainer and from my peers.” (*Feedback from Participant*)

> Facilitator Booster: Amplify Insight at the Mid-Level

This six-hour workshop builds on a facilitator’s existing skills from attending the *Facilitator Certification Process (FCP)*. Participants explore and practice the unique skills needed to position leadership development content for mid-level anchored to your organization’s strategic context.

The *Facilitator Booster: Amplify Insight at the Mid-Level* is designed for facilitators to:

- Explore the unique challenges and expectations when facilitating for mid-level leaders.
- Learn three new facilitator competencies: Compelling Communication and Facilitation, Credibility at the Mid-Level, and Being a Master Integrator.
- Practice delivering mid-level leadership development content and receive feedback from a DDI Master Trainer on effectiveness demonstrating the additional facilitator competencies.

Session Details

- **Prep Time:** 3 hours
- **Course Length:** 6 hours
- **Prerequisite:** DDI’s *Facilitator Certification Process (FCP)*
- **Group Size:** Minimum of 3, maximum of 4
- **Delivery:** In-person in-house workshop



Create a Safe Space for Learning

- “Our team of facilitators are always working to improve our craft to engage and encourage openness and dialogue. This booster provides so many amazing tools!”
(Feedback from Participant)
- Organizations with above-average diversity are 2.4X more likely to outperform their peers financially.
(DDI, Diversity, Equity, and Inclusion Report 2023)

> Facilitator Booster: Foster Inclusion and Courage

This half-day session is important for facilitators who lead sessions on particularly personal, emotional, or sensitive topics—including those having to do with diversity, equity, and inclusion.

The *Facilitator Booster: Foster Inclusion and Courage* is designed for facilitators to:

- Gain skills, resources, and tools they need to create a safe space for disclosure and courageous learning experiences.
- Create a psychologically safe space for learners to express emotion and vulnerability.
- Invite learners to examine entrenched biases and behaviors, and engage fully in learning that will lead to behavior change.

Session Details

- **Prep Time:** 1 hour
- **Course Length:** 3.5 hours
- **Prerequisite:** DDI’s *Facilitator Certification Process (FCP)*
- **Group Size:** Up to 6 people
- **Delivery:** Virtual instructor-led (via Zoom), available as an in-house or public workshop



Craving for the Human Experience of Learning

- Leaders ranked live, instructor-led training as their top choice for development, saying they want more meaningful, interactive learning experiences with their peers. (*DDI, Global Leadership Forecast 2023*)
- “I believe everyone certified virtually should go through this training.” (*Feedback from Participant*)

> Facilitator Booster: Maximizing In-Person Delivery

This 5.5-hour session helps your facilitators transfer the skills they learned in DDI's *Facilitator Certification Process (FCP)* workshop to the in-person classroom and builds their confidence using the materials and facilitating in a physical classroom environment.

The *Facilitator Booster: Maximizing In-Person Delivery* is designed for facilitators to:

- Understand how the competencies learned in DDI's *Facilitator Certification Process (FCP)* are applied and optimized for in-person facilitation.
- Leverage the classroom environment and materials to practice effectively delivering courses in an in-person setting.
- Explore best practices for facilitation preparation and delivery.
- Learn to proactively avoid common classroom challenges.

Session Details

- **Prep Time:** 20 minutes
- **Course Length:** 5.5 hours
- **Prerequisite:** DDI's *Facilitator Certification Process (FCP)*
- **Group Size:** 4 to 8 people
- **Delivery:** In-house workshop



Level Up with Interviewer Training

- Only 14% of leaders say they are confident in their hiring decisions. (*DDI, Global Leadership Forecast, 2021*)
- 80% of employee turnover comes from bad hiring decisions. (*Harvard Business Review*)
- Up to 50% reduced turnover in organizations that use Targeted Selection consistently.

➤ Facilitator Booster: Targeted Selection®

This full-day session helps your facilitators become well-versed in DDI's behavioral interviewing system and use their facilitation skills to transfer that knowledge to others in your organization.

The *Facilitator Booster: Targeted Selection*® is designed for facilitators to:

- Enhance their knowledge of DDI's system, process, and skills required to effectively conduct behavioral interviews and make better selection decisions.
- Explore content from *The Art and Science of Behavioral Interviewing* courses.
- Use the four facilitator competencies to effectively deliver *The Science of Behavioral Interviewing* course.
- Use a process to provide and receive specific and balanced feedback.
- Effectively handle difficult classroom situations.

Session Details

- **Prep Time:** 4.5 hours
- **Course Length:** 6.5 hours
- **Prerequisite:** DDI's *Facilitator Certification Process (FCP)* or Targeted Selection® Trainer
- **Group Size:** Up to 6 people
- **Delivery:** Virtual instructor-led (via Zoom) or in person, available as an in-house or public workshop



Develop Leaders in a Virtual World

- 90% overall satisfaction ratings from 7,000+ participants in a DDI virtual classroom program. (*DDI Workshop Evaluation*)
- 40+ leadership courses available in virtual classroom format.

> Facilitator Booster: Virtual Classroom

This half-day session helps your facilitators transfer the skills they learned in DDI's *Facilitator Certification Process (FCP)* workshop to the virtual classroom, taking into consideration the unique learning needs and technology challenges of a virtual setting.

The *Facilitator Booster: Virtual Classroom* is designed for facilitators to:

- Explore and understand how DDI's facilitator competencies and key actions translate in becoming an effective virtual facilitator.
- Learn how the classroom course design has been modified to engage learners in the virtual classroom.
- Identify development opportunities to enhance virtual classroom delivery skills.
- Discuss best practices, including the role of a producer.

Session Details

- **Prep Time:** 15 minutes
- **Course Length:** 4 hours
- **Prerequisite:** DDI's *Facilitator Certification Process (FCP)*
- **Group Size:** Up to 6 people
- **Delivery:** Virtual instructor-led (via Zoom), available as an in-house or public workshop



Pioneer VR for Leadership Development

"The future of work will be a headset on every desk."

– Strivr

> Facilitator Booster: Virtual Reality

This half-day session is for facilitators planning to do large-scale implementations leveraging virtual reality (VR) technology in leadership programs. It will build their skills and confidence in much needed areas for supporting a successful VR rollout. This session is for those who have already received technical upskilling on VR equipment.

The *Facilitator Booster: Virtual Reality* is designed for facilitators to:

- Embrace the superpowers of immersive learning.
- Practice navigating a variety of challenging situations that can arise in VR sessions.
- Build fundamental facilitation skills.
- Become familiar with immersive learning design principles.

Session Details

- **Prep Time:** 45 minutes
- **Course Length for FCP Facilitators:** 2 hours, 40 minutes
- **Course Length for Non-FCP Facilitators:** 3 hours, 15 minutes
- **Prerequisite:** Technical training in VR equipment and a license to DDI's virtual reality content
- **Group Size:** Up to 6 people
- **Delivery:** Virtual instructor-led (via Zoom) or in person, as an in-house workshop