



## > 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 DDI-certified 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.



## Make an Impact at the Mid-Level

- Only 26% of HR professionals rated their mid-level leader quality as very good or excellent. (DDI, *Global Leadership Forecast*)
- “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 leaders, anchored to your organization’s strategic context.

**The *Facilitator Booster: Amplify Insight at the Mid-Level* session 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)*

## > Facilitator Booster: Foster Inclusion and Courage

This half-day session is important for facilitators who lead sessions on particularly personal, emotional, or sensitive topics.

**The *Facilitator Booster: Foster Inclusion and Courage* session 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

- “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* session 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

- Up to 50% reduced turnover in organizations that use Targeted Selection consistently. (DDI Evaluation Studies)

### ➤ 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*® session 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)

### > 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* session 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