

Professional Diploma in Leadership Facilitation

Professional Diploma in Leadership Facilitation—designed for professionals, supervisors, coaches, team leaders, or facilitators who want to deepen their ability to **lead, guide, and grow teams through participatory leadership practices.**

Professional Diploma in Leadership Facilitation

Empowering Leadership through Reflective Practice, Coaching, Supervision, and Group Facilitation

Diploma Aim

To equip leaders, supervisors, and facilitators with the mindset, skills, and frameworks required to **design, facilitate, and lead effective group processes** that foster learning, inclusion, innovation, and sustainable outcomes.

Core Learning Outcomes

By the end of the diploma, learners will be able to:

- Facilitate leadership and learning in individual, group, and team settings.
 - Apply reflective practice and supervision frameworks to support growth.
 - Navigate power, dynamics, ethics, and boundaries in leadership facilitation.
 - Design and evaluate engaging, purpose-driven facilitation processes.
 - Model inclusive, participatory, and values-based leadership.
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Modules Overview

Module No.	Module Title	Key Themes
1	Foundations of Leadership Facilitation	Role of the facilitator, leadership presence, styles, ethics
2	Group Dynamics and Psychological Safety	Trust, safety, inclusion, stages of group development (Tuckman)
3	Reflective Practice & Supervision for Facilitators	Gibbs, Johns, Kolb, reflective tools, logs, contracting
4	Facilitation Models and Methods	Theory U, World Café, Open Space, Liberating Structures
5	Leadership Communication and Process Design	Visual mapping, storytelling, active listening, dialogue frameworks
6	Systems Thinking and Strategic Facilitation	Stakeholder mapping, systems leadership, Theory of Change
7	Ethics, Power, and Boundaries in Leadership Roles	Managing authority, dual roles, presence, conflict and repair
8	Designing & Evaluating Transformational Learning Spaces	Learning design, feedback loops, evaluation, continuous improvement

Assessment Methods

- **Reflective Journal** – documented across the diploma
- **Facilitation Practice** – design and lead a group/team session
- **Peer Supervision Logs** – participation in triads or small groups
- **Portfolio Submission** – artefacts of facilitation (plans, tools, feedback)
- **Final Presentation** – showcase of learning and future application

Sample Resources and Tools

- **Facilitation Planning Templates**
 - **Feedback & Evaluation Forms**
 - **Ethics and Boundaries Case Scenarios**
 - **Team Learning Cycle Frameworks**
 - **Reflective Practice Journal & Log Templates**
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Ideal Participants

- Team Leaders & Managers
 - Learning & Development Professionals
 - Supervisors & Coaches
 - Group Facilitators & Consultants
 - HR or OD Specialists
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Duration Options

- **6–9 months part-time** (modular/blended)
 - **12 full-day sessions** or equivalent learning hours
 - Includes **supervised practice**, online or in-person
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Values-Based Frameworks Integrated

- **Transformational Leadership**
- **Servant & Distributed Leadership**
- **Appreciative Inquiry & Dialogue**
- **Psychological Safety & Trauma-Informed Facilitation**
- **Ethical Supervision & Reflective Practice**