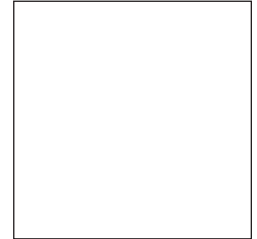
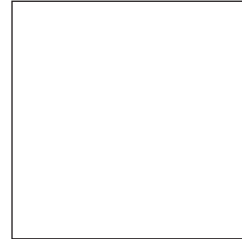
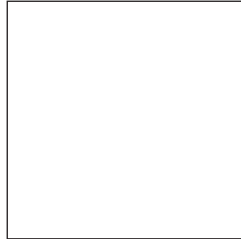
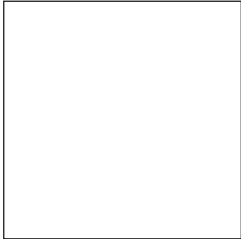


Facilitation Mastership[®]

Mastering the Art of Facilitating Group and Individual Transformation



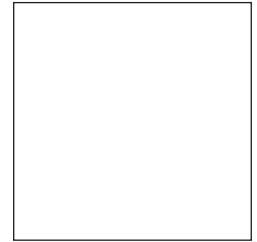
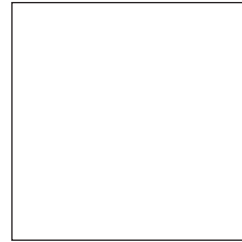
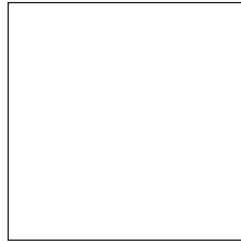
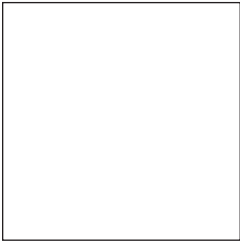
Facilitation Mastership is a 3-day highly interactive workshop to develop experienced leaders, organization development practitioners, executive coaches, and change agents in advanced techniques and tools for facilitating personal transformation and culture change. This unique offering uses an “inner-outer” approach to learning new skills. You will apply each technique for improving your own life and career as the means for learning how to apply each technique in your profession as an internal or external change agent and leader. In other words, you will learn approaches for coaching and facilitating others to change, by applying those tools for your own personal development.

While most facilitation programs only focus on adding new techniques for facilitating meetings and team building, this program also focuses on you. You will explore your beliefs, perceptions, intuition, thinking, and reactions in order to heighten your awareness of yourself and others. Through this gained awareness and insight, you will “see” complex or challenging situations more clearly, provide more creative solutions, and apply your unique talents to better support others in their personal growth process. You will not only come away with over 20 different tools and techniques, but you will have applied them to your own life in a way to leave you energized, inspired and revitalized. And, while this program promises to be enlightening for improving all levels of personal development – mental, emotional, physical and spiritual – it is both highly practical and very fun! This is not a “spill your guts” approach to personal development – it is safe and fun! –Did I mention how fun it was?

Facilitation Mastership offers tools and techniques not found in any other single-development experience. It is comprised of a multitude of skills that was developed during the past 25 years facilitating personal, team and organizational transformation.

Because this is a Mastership Program, there is a limit of 18 people per workshop to ensure the highest level of participation and individual attention. Also, there will be an application process to select participants who will contribute to the highest caliber learning experience. While this program is not for everyone, it is for the individuals who qualify based on the following criteria:

- You have been facilitating change or developing others as your profession for more than 10 years
- You are dedicated to your personal and professional development
- You are open-minded to learning new tools and techniques, putting aside your initial reactions or doubt, and testing the tools for yourself in your own application (learn through experience rather than opinion or assumption)
- You will honor and respect your own and other people's stage of personal development – creating a safe environment for yourself and others
- You will actively participate in activities under the conditions of a safe environment, confidentiality and openness
- You are dedicated to supporting others in their personal and professional development, and raising consciousness for greater peace, loving, compassion, joy and abundance in people's lives (professionally and personally)



Enroll and Apply Today

- Dates** May 10, 11 and 12
- Place** Los Angeles
- > Reserve your seat** \$500
- > Tuition** \$2,495
- Early Enrollment** \$1,995 by April 1, 2011
- For more info and to receive your application call** 323-969-0088 ext. 204
- Or email** info@impaqcorp.com

Workshop Facilitator, Mark Samuel

Mark Samuel, CEO of IMPAQ, is considered the Execution Expert by organizations that have benefited from Mark’s Culture Change system and services. He is the author of the best selling books, *The Power of Personal Accountability* and *Creating the Accountable Organization*. His focus on personal, team and organizational accountability has enabled him to understand the root causes of execution breakdowns and find unique solutions that achieve measurable and sustainable results. Mark combines his degrees in organization development, applied psychology and applied statistics along with his 30 years of experience assisting organizations to achieve break-through results to develop the concepts and strategies taught in this workshop. While Mark’s methods are practical and innovative, his style of presentation is informal, direct and fun.

Benefits of Attending Facilitation Mastership

Besides your own personal growth and transformation, you will learn skills to further develop your capability in the following areas:

- Create a powerful “picture of success” leading to transformation rather than creating meaningless vision statements that take forever and are soon forgotten
- Develop your skill in facilitating team or group agreements that builds trust in a way that achieves 15% to 35% improvement in 6 months and is sustained for as much as 15 years
- Learn and apply “accountability agreements” to resolve conflict which has been used to address the most intense grievances in organizations (racism, insubordination, personality differences)
- Apply a facilitation method for turning resistance into creative and positive action
- Surface and overcome any personal issues that prevent you from being clear or balanced when facilitating group process
- Develop your skill in applying “self-forgiveness” to experience a greater sense of peace, clarity and compassion
- Bridge personal growth, spiritual growth and leadership development
- Increase trust, support and teamwork in groups with measurable results
- Learn to read and apply “energy” in facilitating groups and individuals to overcome challenges and produce creative solutions
- Develop your sense and use of “intuition” as applied to your experience for developing inspired and creative solutions
- Build your ability to see “patterns” of behavior in order to more quickly diagnose root causes for challenging issues
- Develop the art of asking questions by gaining several sets of questioning approaches to facilitate different kinds of transformation
- Learn to use “pain” experienced by individuals as a tool for transformation and change
- Experience the power of “celebration” to inspire groups to new levels of performance and teamwork
- Experience personal growth while learning to facilitate change in others

Facilitation Mastership–3 Day Agenda

While the following topics would be interesting for discussion, Facilitation Mastership is about experiencing mastership, not just talking about it. Each bullet below represents at least one activity to demonstrate and experience the learning as opposed to talking about it. You will receive over 20 activities you can use with groups or individuals that you are facilitating or coaching for personal transformation and change.

Day 1: Setting the Stage for Change and Transformation

An “Inner-Outer” Approach to Facilitation

- Common misperceptions about facilitation
- Victim and Accountable responses to situations
- Creating a safe and open environment for difficult conversations
- Experiencing “inner-outer” transformation

Understanding, Experiencing & Using “Energy” to Facilitate Change

- Exploring needs related to “competition” and the “being right” and styles of facilitation
- Understanding and dealing with denial
- Looking for patterns in relationships, personal growth and life cycles
- Experiencing energy and intuition when facilitating groups or coaching individuals

Day 2: Dealing with the Barriers that Prevent Success

Uncovering and Overcoming Inner Barriers to Success

- The importance of tracking mental, emotional and physical barriers to success for systemic and lasting change
- Using resistance to change for the purpose of transformation
- Understanding the process for personal, team and organizational transformation
- Applying mental turning points and beliefs to facilitate change
- The key for taking actions to achieve sustainable results

Day 3: Experiencing Individual & Team Transformation

The Process of “Healing” to Transform Relationships

- Overcoming guilt and resentment
- Self-forgiveness in action
- The “Complete Truth Process” for expressing anger, hurt and other disturbing feelings

Self- Mastery

- Completing incompletes
- Using positive reinforcement to create an environment for change
- The power of personal vision statements
- Facilitating positive self-talk to reframe limiting beliefs
- The power of your mental focus

Building Team Spirit

- Misperceptions and perceptions
- Using acknowledgement to build trust and respect
- Expressing appreciation to take acknowledgement to the next level