



The Art & Science of Facilitation

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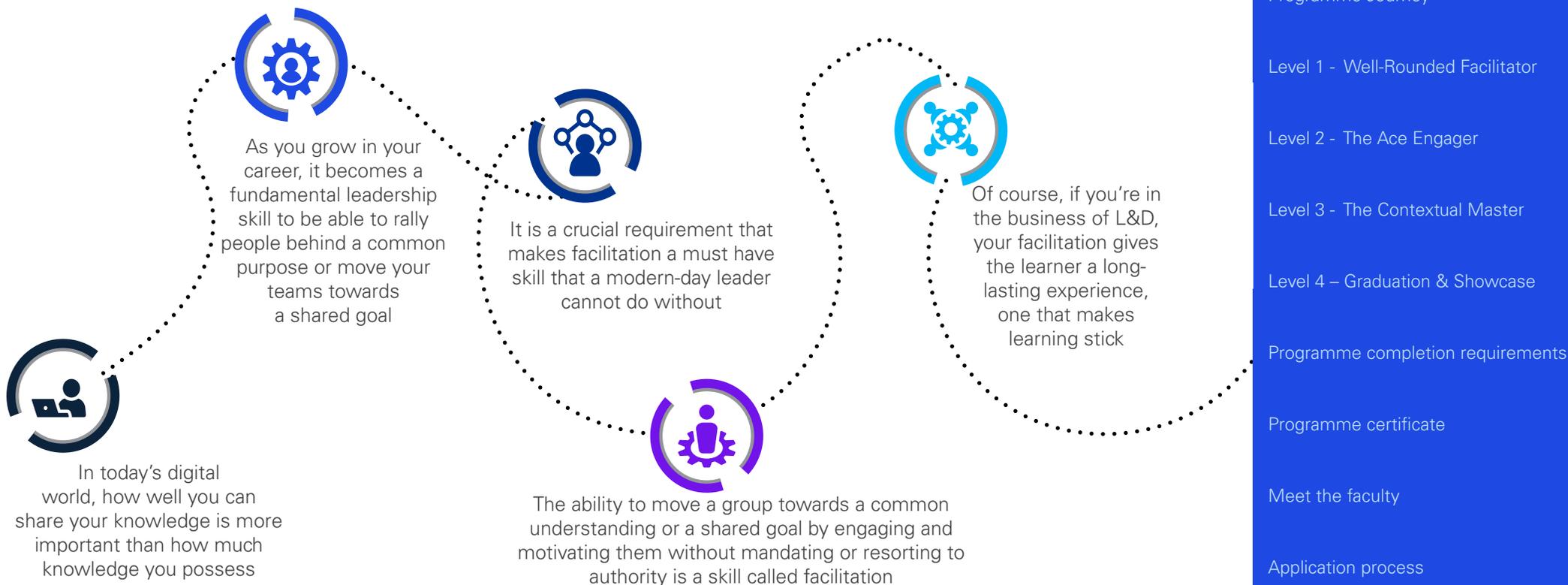




Why this programme?

“ It is likely that facilitation will become widespread as a transversal competence among leaders. ”

Gerardo de Luzenberger
IAF Certified Professional Facilitator | Master



Why this programme?

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- Who is this programme for?
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 - Level 1 - Well-Rounded Facilitator
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 - Level 4 – Graduation & Showcase
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- Meet the faculty
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Programme overview

The Art & Science of Facilitation equips you with the skills required to facilitate an engaging session be it a business discussion or transfer of knowledge to your team or a learning intervention. You will learn about the necessary frameworks, tools and techniques and build your competence by applying them practically.

The programme is unique in the following three ways:

80-hours

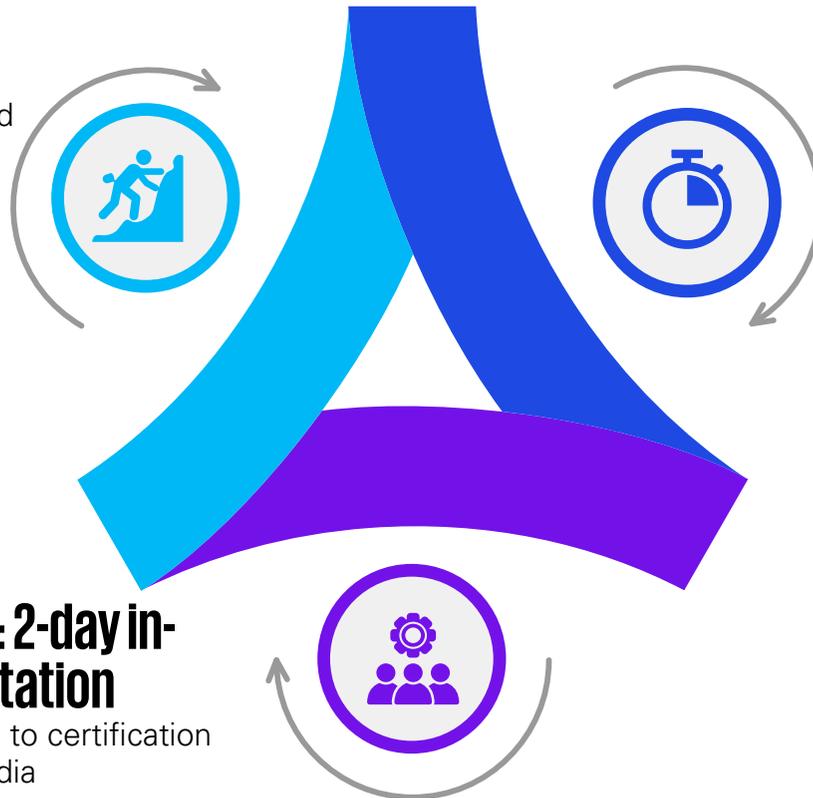
of live instructor-led and in-person, hands-on sessions spread over **12 weekends**.

(4 hours

per weekend)

Grand Finale: 2-day in-person facilitation

challenge leading to certification from KPMG in India



Significant time allotted

for practice, followed by personalised feedback from seasoned facilitators for each competence area



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Who is this programme for?



Academics

Teachers who believe that teaching is not just about imparting knowledge but facilitating a discussion to spark critical thinking. Also, those who wish to transition to the corporate world.



Leaders As Teachers

Business leaders who walk the talk, who want to inspire their teams with their domain knowledge and practical expertise.



Trainer Community

Product, process or behavioural trainers. Human Resource **professionals venturing into facilitation.**

The programme is open only for professionals with up to 15 years' experience.



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Why enroll in this programme?



Theory-Practice-Feedback

You learn the 10 competencies that make a great facilitator, practice each one of the them and gain feedback on areas of improvement.



Time-spaced

This programme is spread over 12 weeks, allowing for adequate time for practice and remedial actions based on feedback.



Comprehensive coverage

This is one programme that covers all aspects of facilitation from engagement to technology to business impact.

Addresses hybrid environments

Learn specific nuances of facilitation in the virtual and hybrid work environment.



Focus on demonstrated competence

Demonstrated competence and learning by doing is the hallmark of this programme.



KPMG in India Certification

Get certified by KPMG in India, a leading professional services firm.



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Programme Journey

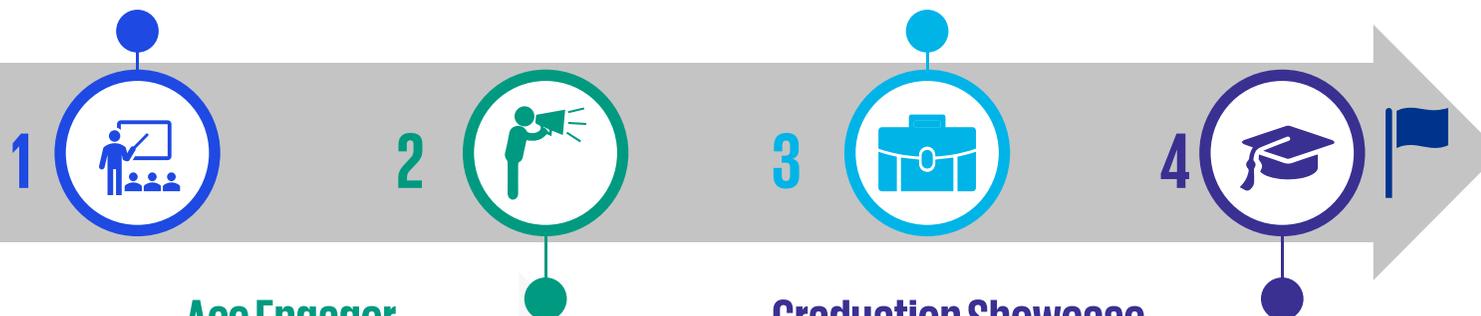
The programme is divided into four phases designed to progress the participant to higher levels of competence at a measured pace.

Well-Rounded Facilitator

In this first level, you will strengthen the core adult learning principles and learn to keep them in the centre of every intervention you deliver. Remember, you are not the hero of your sessions, but the learner is!

Contextual Master

Delivering business impact is the ultimate test of your facilitation mastery. Everything we do must result into tangible outcomes. Your facilitation must be relevant to the learner with a view on the operating environment. Creating application opportunities and success metrics is what you would ensure at the end of this challenge.



Ace Engager

Now that you have mastered the art of facilitation, you will learn to embrace technology and make the learning offering easy and interesting for the learner. Baking in enough practice for the learner using tools and methods to keep your learner engaged, especially in the hybrid format.

Graduation Showcase

You will demonstrate your facilitation capabilities over a 2-day in-person bootcamp at KPMG office, where expert facilitators and business leaders will provide practical feedback and areas of improvement.

You are now ready to take on the world as a mature facilitator.

You will receive a certificate of completion after finishing all the milestones.



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Level 1 - Well-Rounded Facilitator

Objective: This level is to provide participants with a comprehensive introduction to facilitation, enabling them to understand the fundamental role and responsibilities of a facilitator, grasp the core adult-learning principles that underpin effective facilitation.

Modules

Introduction to Facilitation

- Understanding the central role of a facilitator
- Embedding the adult-learning principles into our facilitation
- Breaking some myths and clearing the path

Ten Competencies that make a great facilitator

- Understanding the 10 competencies and why they are important
- Deep dive into each one beginning with preparedness
- Presenting with Presence

Conversation skills for facilitators

- Facilitating effective group discussions
- Active listening and questioning techniques
- The Art of Storytelling

Facilitation Challenge #1

The Facilitator Showcase offers an opportunity for participants to engage in a simulated facilitation session. Participants will be putting into practice the principles of effective facilitation, effective communication techniques and facilitation styles.

This immersive experience will empower participants to employ techniques for inclusivity, addressing diverse perspectives and fostering an environment that transcends cultural boundaries.



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Level 2 - The Ace Engager

Objective: This level forms the bedrock of facilitation. Driving learning amongst participants in a fun, easy way that makes learning stick. Adding to this is your ability to coach in the moment and clear the learning path for your learner.

Modules

Learning Agility

- Being a learner for life
- Drawing insights from the learners
- Thinking on the feet

Playful Leadership

- Keeping a session light; room for humour
- Building psychological safety
- Getting comfortable accepting mistakes

Coaching in the moment

- Active listening
- Asking more than telling
- Feedback skills: true test of a facilitator

Facilitation Challenge #2

In this level you ace the game of engagement by being an agile learner yourself and driving the learning agility amongst learners. This is your chance to keep the session lively, making learning stick.

Also, take initial steps towards coaching, a key skill that can separate an average facilitator from a great one. Helping the participants learn from their own experiences.



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Level 3 - The Contextual Master

Objective: The make or break of facilitation is business impact. The ability to connect learning outcomes to business results. This level is about how you achieve the required business relevance through your learning delivery.

Modules

Establishing Business relevance

- Delivering learning to the learner's business context
- Creating a conducive environment for learning and application
- Helping learners share their success stories to the business

Assessing Learning Effectiveness

- Creating learning assessments - case study competitions, simulations
- Assessing learning outcomes and participant progress
- Establish mechanisms to track key business metrics related to training

• Creating Continuous learning

- Providing follow-up resources and tools
- Facilitating action learning projects
- Offering ongoing support, mentoring and coaching

Facilitation Challenge #3

The Facilitation challenge would assess the participants' ability in creating impactful assessments for measuring learning effectiveness, and their skill in assessing the learning impact through key business metrics.



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Level 4 – Graduation & Showcase

The 2 day in-campus immersion programme will include a series of activities and events designed to provide an intensive and immersive learning provides an opportunity to the participants to have face to face interactions with the faculty. **Venue: KPMG in India office, Cybercity, Gurugram**

Demonstration of facilitation skills in front of a panel at KPMG in India, Gurugram office is a mandatory component counted towards the completion of the programme.



Final Facilitation Challenge



Assessed by expert panel

You will be assessed on:

- Presentation essentials
- Engaging the audience
- Use of technology
- Business impact



Certificate of completion

Highlights of Grand Finale



Expert talk by KPMG in India leader



Connect with KPMG Learning Academy



Network with community of facilitators

In case a participant is not able to attend the in-person presentation, participant must provide a statement of reason and opt to share a 30-minute recording of facilitation, followed by a Q/A session and feedback by the panelist virtually as per the schedule.



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Programme completion requirements

To enhance the credibility and demonstrate participants' knowledge and skill, this programme will provide the grades based on the coursework assigned to them.

Evaluation parameters are mentioned below:

Parameters	Weightage	Parameters	Weightage
Challenge 1: Foundational skills challenge	20%	Challenge 1: Foundational skills challenge	20%
Challenge 2: Leveraging Technology	20%	Challenge 2: Leveraging Technology	20%
Challenge 3: Business impact	20%	Challenge 3: Business impact	20%
Practical feedback on final demonstration by panel	40%	Practical feedback on final demonstration by panel	40%

Minimum completion requirement: A participant needs to attend or view recordings of at least 75% of live sessions, minimum two levels of teach back and presentation in grand finale

Only participants fulfilling minimum completion criteria will be awarded a KPMG in India certificate of completion.

Any participant who is unable to fulfil the minimum attendance requirements, they would only be awarded a KPMG in India certificate of participation.



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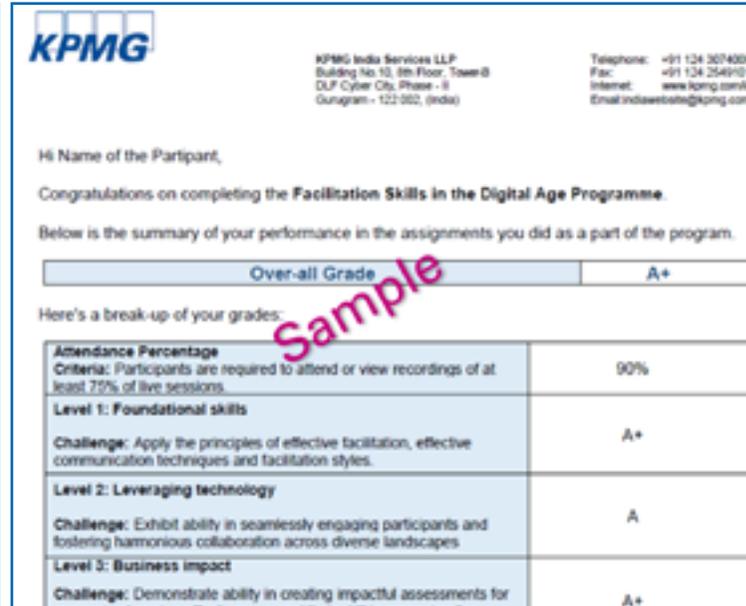
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Jagpreet Brar
Director, KPMG in India

Jagpreet is a highly experienced professional with over two decades of cross-industry expertise encompassing business development, team management, content creation, learning outsourcing management, sales training, contact centre operations, and retail sales. Throughout his career, he has assumed leadership roles with significant profit and loss management responsibilities in both business and HR capacities. With a consistent track record of successfully transforming business performance and delivering exceptional results in challenging environments, Jagpreet leverages his proficiency in consulting, coaching, and training. He has achieved sustainable impact through his adeptness in fostering motivated teams and cultivating superior client relationships.



Gunjan Ramchandani
Technical Director, KPMG in India

Gunjan is a distinguished leader in the field of leadership development, entrusted with spearheading the vertical. With over 20+ years of experience in talent development, she possesses a comprehensive skill set encompassing capability building, culture transformation, coaching, leadership development, curriculum design and management, talent assessments (including psychometric assessments and assessment centres), diversity and inclusion, communication, and change management. Gunjan has successfully designed and led extensive learning interventions on a large scale, harnessing the power of technology. Her expertise lies in creating customised learning journeys based on robust diagnostics and identified competencies, ensuring exceptional value delivery for clients.



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Sahil Nayar

Senior Associate Director,
KPMG in India

Sahil is a Certified MBTI, NLP Practitioner, a double graduate in management and law, a double postgraduate in HR and Marketing. A regular columnist in leading HR magazines, he shares his thought leadership under the pen name #HRBytes on LinkedIn and other Social Media platforms. He runs his own YouTube channel and also has his radio show on Spotify. Sahil has played various roles across the talent acquisition and business partnering landscape across multiple businesses ranging from Tax, Management Consulting - Business Consulting & Excellence, People Consulting, CFO Advisory and our Integrated Center of Excellence (ICoE) - Delivery Center. He brings with him rich experience in crafting human centered design experiences across the candidate and employee lifecycle.



Arun Babbar

Associate Director,
KPMG in India

Arun is a highly accomplished L&D professional with a remarkable career spanning over fourteen years, focusing on client services and team management. He possesses exceptional skills in project management for learning projects, as well as learning content and delivery. Arun holds a postgraduate degree from IMT, Ghaziabad, and has contributed his expertise to renowned organizations such as Dalmia Bharat Group, Max Life Insurance, and Dale Carnegie. His extensive experience and strong track record are a testament to his ability to consistently deliver exceptional results in the field of learning and development.



Prashant Dhyani

Manager,
KPMG in India

Prashant has over 10 years of multi experience across Risk Consulting, Leadership Consulting and Internal Learning & Development roles. He has a strong disposition for collaborative and interdisciplinary problem solving. Throughout his career, he has led efforts to help businesses envision, create and ideate a robust future state in the areas of learning strategy & transformation, leadership development, talent, coaching and organisational culture. Prashant has conceptualised, developed and facilitated several high-stake training and coaching programmes anchored in applied behavioural skills.



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To complete the application process, please reach out to:

Himanshu Anand

E-mail: himanshuanand@kpmg.com

Mobile: +91 9818445354



Your application will be reviewed for eligibility, and you will be notified of your acceptance to the programme.



Programme fees:
INR49,500 plus taxes



EMI options
available



KPMG in India contacts:

Vijay Gogoi

Partner

E: vijaygogoi@kpmg.com

Jagpreet Brar

Director

M: +9198118 21403

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30 years
and beyond

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