



MASTERY TRAINING PROGRAM IN DYNAMIC FACILITATION

I. The Purpose of the Mastery Training Program

Dynamic Facilitation Associates (DFA) is pleased to offer our next step in sharing this valuable work: a Mastery Training Program for practitioners who want to train intensively in this approach. This is a way to support those of you who want to develop proficiency in this practice, and to grow into mastery.

Practitioners who complete this program will be acknowledged in an upcoming roster of DF practitioners on the DFA website. To develop a community of advanced DF practitioners, master practitioners will also be invited to share their experiences through listservs, conference calls, webinars, and other DF events.

For those of you who are interested in becoming a licensed Dynamic Facilitation instructor, completing the Mastery Training Program in Dynamic Facilitation is a preliminary step. In addition, there are several further steps for becoming authorized to teach, detailed in another document.

II. Our Intentions In Offering a Mastery Training Program in Dynamic Facilitation

These are the qualities and competencies that we want you to have as a master practitioner. We have designed the Mastery Training Program to help you develop in these areas:

- Having a broad base of DF experience in a variety of professional contexts;
- Having a thorough understanding of the principles of DF;
- Holding and respecting individual and group emergence through deep and reflective listening;
- Having had personal experiences of significant breakthroughs as a participant in DF sessions, and therefore knowing this work “from the inside out;”
- Having your own developed sense of quality standards in DF work.

III. Enrolling in and Advancing through the Mastery Training Program

If you have taken any seminars or workshops in Dynamic Facilitation, there is a sense in which your Mastery Training has already begun. The next step of the process is to declare your formal intention to continue along this path, and to complete the various educational requirements detailed below (some of which you may have already completed.)

Along the way, we will be engaging in a mutual process of exploring your strengths, your growing edges, and your individual learning needs. This will allow us to build a relationship so that we can customize the program to best meet your needs. The time period for completing the program is variable for each practitioner, and depends on a number of factors including your own prior experience. For most people, we expect that this can be accomplished within two years.

Disclaimer: Please note that completing all of the educational requirements listed below is *not* a guarantee of reaching mastery. Depending on their pre-existing level of skill and experience, as well as each person's unique mix of talents and gifts, some aspirants may need to engage in further practice and additional training, beyond the minimum described below.

A. In-depth learning of Dynamic Facilitation

To help you develop a strong foundation in Dynamic Facilitation, we invite you to complete the following set of basic practices:

- 1) Attend at least 4 DF seminars, for a minimum of 12 full days of training. This can include basic seminars, advanced seminars, and workshops taught by other certified DF instructors.
- 2) Begin using DF with your own clients.
- 3) Participate in the DF listserv.
- 4) Receive at least 6 coaching sessions on your DF work, outside the seminars, from a DFA coach.
- 5) Apprentice as a volunteer assistant to an experienced DF practitioner for two client engagements.
- 6) Create four case studies of your DF experiences to share with the DF community of practice and with DFA.

We are willing to be flexible and to tailor these elements to your individual circumstances. Depending on your experience with DF, some of these elements may be waived or substituted for others.

B. Coaching Support for Mastery

As a Mastery Training Program participant, you will be working with a DFA coach. Your coach will be available to:

- 1) explore your DF client work with you so that you can maximize your learning from these experiences;
- 2) support you in converting these experiences into case studies;
- 3) clarify and address any individualized learning needs you may have in order to become fully competent and confident as a master Dynamic Facilitation practitioner.

C. Evaluating Competency and Growing Edges

The evaluation of competency and growing edges is an on-going process that involves you, your coach, and core DFA staff. We want to do everything we can to support you in completing the program, as well as in reaching a high level of mastery in this practice. At the same time, for your learning process to be of greatest benefit, we want to also offer you honest feedback about your growing edges as we see them.

In any situation where we feel that a practitioner needs additional practice and/or training beyond the minimum described above, we will provide that practitioner with a written evaluation of strengths and areas in need of improvement to support them in their on-going development. The practitioner is of course free to follow our recommendations, or else to decide that they have learned enough for their own purposes for now, and withdraw from the program prior to completion.

IV. Fee Structure for the Mastery Training in Dynamic Facilitation

A. Application Fee

As an aspirant to mastery, you pay a non-refundable one-time application fee of \$350. along with your coaching fee of \$750.

In addition to the initial application fee and the coaching fee, you are responsible for the remainder of your educational expenses, including the four seminars that are part of the educational requirements. You are also responsible for the costs of any additional training and/or coaching that may be recommended, as part of your development into mastery.

B. Coaching Fees during Education Program

The initial coaching package for the certification program is \$750, and it includes a basic set of six sessions. Each session is 60 to 90 minutes long.

If additional coaching is needed, it can be obtained at a reduced fee of \$95/session (regular fee is \$150) for up to four additional sessions.

V. Master DF Practitioners: Letter of Understanding and Ongoing Requirements

A. Letter of Understanding

Completing the minimum requirements of the Mastery Training Program as described above, does NOT guarantee that the aspirant will reach mastery. At the same time, we all benefit from recognizing and acknowledging practitioners who do reach this level.

At whatever point we reach the mutual determination that a DF practitioner has reached a significant level of mastery, DFA will offer you a Letter of Understanding (LOU). The LOU will include that DFA will:

- Grant you permission to use “Master Dynamic Facilitation Practitioner” on your website and promotional materials.
- List you on the DF website as a Master DF practitioner with bio and photo.
- Provide opportunities for further learning including webinars, conference calls and DF International Gatherings.

The LOU will also include that a Master-level DF Practitioner will:

- Provide a fee to DFA of \$85 each year to renew their listing on the DFA website. (The first year is covered by your initial application fee.)
- Abide by the Guidelines for Ongoing Mastery as outlined below.

It is expected that both DFA and the master-level DF Practitioner will honor the LOU and be open to future changes as mutually agreed upon.

B. Ongoing Requirements and Expectations for Master DF Practitioners:

Once you've been acknowledged as a master-level DF practitioner, we expect that you will:

- Honor all written agreements with DFA, including the LOU;
- Participate in at least 8 hours per three-year period of continuing DF education: e.g. webinar, coaching, advanced instruction in DF. This can also include contributing to the larger DF community of practice, by participating in list-serve conversation and/or periodically writing up case studies about your practice to be shared with others.)
- Be open to and participate in giving and receiving feedback with fellow DF practitioners and DFA, as a form of professional supervision and peer review.