

## Inner Compass Facilitator Overview

### Inner Compass Guide CIC



Welcome to the Inner Compass Facilitator Programme. Over the next 6 months you will develop as a facilitator/trainer and/or coach and we will support you as you find your voice around the Inside-Out understanding.

We will give you opportunities to mentor participants on the Community Listener Programme and to help facilitate programmes we run. You will be given behind-the-scenes access to Liz and Stu and you'll be able to shadow them in their training and learn with them as they run the Community Listener Programme. Liz and Stu will be there to support you and will encourage you to spread your wings and to reach out into your community so that you can share the Inside-Out understanding with those that inspire you. If you're not yet sure of your community, we will spend time exploring what that might look like for you.

Like the Community Listener programme, you will enjoy a journey that takes two paths. One path is inward facing, and the other path is outward facing. The inward facing path is a journey of self-exploration. You will reflect on the Inside-Out understanding and how it shows up for you personally.

The outward facing path complements the inward facing journey. We will support you as you find your own voice and as you reach out and share the Inside-Out understanding more widely. Both paths (inward and outward) explore the Inside-Out understanding in action. As you deepen your curiosity about your true nature – you will find your articulation of the Inside-Out understanding evolving and crystallising.

#### **We will support you with a light touch**

We (Liz and Stu) will support your learning with a light touch. This is not an academic programme with hard and fast outcomes. This is an experiential programme that encourages exploration, experimentation and evolution.

We will give you opportunities to co-facilitate and to co-create programmes and we will also support you as a co-facilitator on programmes that you devise. Through 1:1 & group mentoring we will encourage you to take opportunities that involve you mentoring and training others. It is through this kind of learning that you will start to distil your own voice and find your own ways of sharing the Inside-Out understanding.

**Please note that we may shift and tweak things in the programme according to the needs of the group.**

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### The Inner Compass Facilitator Certificate

The programme is certificated. To achieve the certificate, you will need to provide the following:

- **Mentoring:** To complete a minimum of 6 mentoring sessions with your participants.
- **Receiving mentoring/coaching:** To attend 4 mentoring sessions (these might be individual or group mentoring sessions)
- **Reflective journal:** A written personal account of your own journey with Inside-Out. 500-1000 words in total. This is a private document and will only be shared with the Training Team.
- **Facilitator Journal:** A written personal account of your learning as a facilitator and trainer. This will reflect your professional development: 500-1500 words in total. We would like to share this document with future Inner Compass Facilitators
- **Zoom Training Sessions:** Attend 4 of the 6 sessions

See information below to better understand requirements.

#### **1. Mentoring: What will the mentoring involve?**

You will be given 2-3 people to mentor during the programme. You will provide 6 mentoring opportunities to each of these people. These will be a mixture of 1:1 and group mentoring sessions.

The sessions will last between 30mins to 1hr 15mins. You will be led by your mentees around the nature of the sessions, but it is likely they will follow the Community Listener programme and you will support mentees around their project and learning journey.

To be eligible for the certificate you will need to submit dates and times of sessions. Your mentees should be offered one session per month (either 1:1 or group)

#### **2. Receiving Mentoring/Coaching**

An integral part of this programme is the mentoring/coaching you will receive from Liz and/or Stu. This will be a mixture of 1:1 and group mentoring opportunities. You will be given the chance to attend 6 mentoring sessions. To be eligible for the certificate you will need to attend 4 of these sessions they will be from 45mins-1hr15mins

**What is the difference between coaching and mentoring?**

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The mentoring will be practical, hands-on advice/Q&A from one professional facilitator to another. The coaching will be relevant as and when you feel stuck or in need of being reminded of your true nature. It is likely that each session will consist of a mixture of both coaching and mentoring. These sessions will be tailored to your needs and requirements.

### 3. Reflective Journal

Whilst you support the Community Listener participants and providing mentoring and co-facilitate some sessions – you will discover great opportunities for self-reflection and learning.

The reflective journal is something that will only be shared between the facilitators on the programme – it won't be shared more widely. You are encouraged to use one of your mentoring sessions to explore your journal with your mentor. Your journal will be between 500-1000 words and it counts towards your certificate. We recommend that you start making notes towards your self-reflective journal immediately. It'll be good for you to consider and to give examples of what you're learning. Here are some ideas to consider:

- What are you seeing more deeply for yourself around the Inside-Out understanding?
- Give examples of you as a mentor/facilitator and the personal learning you have taken from these situations?
- What do you know for sure about the IO understanding? How does this show up in your personal life and/or as a facilitator?
- When are the times when you've felt challenged, confronted or confused about the Inside-Out understanding?

### 4. Facilitator Journal

This Inner Compass Facilitator programme is focussed on you developing your own way of articulating the Inside-Out understanding. You will be given many opportunities to engage with participants through mentoring, co-facilitation and supporting your mentees.

If you have a project (that is independent of the Inner Compass Facilitator programme) where you would like help (online) from Liz or Stu we will be happy to be your co-facilitator/support. We would endeavour to support you on 1-3 sessions during the course of the 6 months (diaries permitting).

Your facilitator's journal will reflect your journey over the 6 months. We would like you to reflect on:

1. What were your aspirations when you set out on the facilitator's journey?
2. What have been the challenges?
3. How have you been sharing IO during the 6-month programme?
4. Give examples of metaphors/stories that you have shared to illustrate the IO
5. What have been the challenges for you as a facilitator?
6. What have been your successes? Give examples from your mentees/course participants
7. What next for you?

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You will write up between 500-1,500 words (please include images, quotes, examples etc). We would like to share your journal with future participants to the programme, so please ensure you are happy that it is written in a way that you're happy it is more widely shared.

#### 5. Zoom Training Sessions

Each Zoom training session is for 3hrs. They are scheduled each month and will explore a different topic. They will run from 1000-1300. During these sessions the Community Listeners will attend for 1.5hrs (between 1030-1200).

This is your opportunity to experience and to be involved in looking after a group and developing and bringing on participants.

Each session will comprise of:

1000-1030: Prep for the session

1030-1200: Delivery of session for Community Listeners (there may be occasions where you lead part of the sessions)

1200-1300: Reflections on the session

You will spend time with Liz and Stu before and after the Community Listener segment of the 3hrs session. This will be your opportunity to:

- Shadow and participate in the session prep and debrief for the Community Listener Programme
- Participate as a co-facilitator in elements of the Community Listener Programme
- Discuss and consider challenges and successes experienced by participants
- Reflect on how your mentoring might support participants following each monthly session

DATES for training.

- Oct 20th: 10am-1pm
- Nov 17th: 10am-1pm
- Dec 15th: 10am-1pm
- Jan 19th: 10am-1pm
- Feb 16th 10am-1pm
- March 16th 10am-1pm

You will need to attend four of the six sessions to obtain a certificate. We are not planning to record the sessions at this stage.

#### Summary

The Inner Compass Facilitator programme is designed to be fluid and flexible. We want to support you as you develop as an Inner Compass Facilitator/Trainer/Coach and to encourage you to start sharing the Inside-Out understanding with others. Please be pro-

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active if you would like us to adapt the programme in any way. We want to be responsive to your needs.

Liz Scott and Stu Newberry are always available for questions and queries. It's best in the first instance to email them [info@innercompassguide.com](mailto:info@innercompassguide.com) or you can text them (or call them)

Liz – 07884063592

Stu – 07901506649