

AVP FACILITATION TRAINING COMPETENCY GUIDE (5-20-10)

Units	Elements of Competency	Stages of AVP Training & Levels of Competency									
Stages of AVP Training	<i>What it looks like</i> <i>Knowledge, skills & attitudes</i>	1 Participate in Basic	2 Participate in Advanced	3 Participate in T4F	4 Apprentice Facilitator	5 Facilitate Basic	6 Continuing Training	7 Facilitate Advanced	8 Facilitate T4F	9 Coordinate facilitation & training	10 Ongoing personal learning
Levels of competency		Personal awareness & experience	Deepen understanding	Begin to learn to facilitate AVP	Practice facilitation	Consolidate Facilitation	Strengthen skills & broaden perspective	Facilitate in-depth learning	Understand AVP processes & mentor facilitators' training	Facilitator oversight, training, mentoring & quality	AVP as a way of life
AVP Values & skills	Understand & use AVP philosophy, principles & practice										
	Be open to Transforming Power										
	Recognize that your AVP journey is your own										
	Recognize the impact of others behavior on self & of own behaviour on others										
	Be open to change & recognize areas needing improvement										
	Recognize the range of violence (overt & covert) & the range of harm arising										
Personal development	Recognize own personal agendas										
	Be able to work with everyone – to accept diversity, no matter the race, sex, age, religion, nationality or crime of others										
	Develop personal & inter-personal communication skills - listen & show compassion & connection										
	Speak from the I / assertive speaking										
	Take responsibility for - one's own violence & actions & own safety										
	Develop conflict transformation skills										
	Share from a real & personal place										
	Keep clear of drugs & alcohol when facilitating										
Team Work	Maintain detachment. Be safe with participants & avoid co-dependent & romantic relationships										
	Build a team										
	Work together in a team										
	Use consensus decision making in a team										
Group Dynamics	Give & receive feedback in a team										
	Learn ways to deal with difficult behaviour nonviolently										
	Be familiar with the stages of group development										
	Be aware of group dynamics										
	Build a sense of community										
	Read the group & its behavior										
	Adapt to the group's needs										
	Negotiate group agreements / safety strategies										
Facilitation skills	Develop cultural sensitivity & respect (family to ethnic cultures)										
	Identify & use the AVP learning style										
	Identify the qualities & role of a facilitator										
	Speak & explain clearly										
	Facilitate activities on Transforming Power & AVP philosophy, principles & practice effectively										
	Plan, debrief & improve sessions with co-facilitators										
	Facilitate & present activities effectively										
	Be familiar with AVP experiential learning activities										
	Facilitate AVP group processes – debrief & hold the space										
	Set up & process role plays safely										
	Balance own needs with the needs of the group										
	Mentor, coach & model										
	Learn ways to deal with participant difficulties nonviolently										
	Apply AVP conflict transformation strategies										
	Contribute to own & others learning										
	Organisation & leadership	Apply AVP philosophy, principles, practices & conflict transformation									
Apply listening & consensus decision making											
Develop confidence managing AVP teams											
Use initiative with AVP philosophy & processes											
Recognise & foster AVP vision											
Use & model co-operative leadership											
'Walk the talk' in the organisation											
Take responsibility in the organisation											
Be willing to commit time & energy											
Participate in governance & management											
Outreach & promotion											

This guide is primarily an AVP planning tool & can also be used for self awareness raising. Throughout AVP training people are encouraged to learn at their own pace and level. This guide should NOT be used as an assessment checklist to judge competency, as this is not in the spirit of AVP learning.