

Cayuga Prison
AVP Training for Facilitators

Session 1. Building Community and Intro to T4F Training, 2 hours

- Welcome
- Agenda Preview and why we do it
- team Introduction of Facilitation Team—adjective name and why I choose to volunteer to facilitate workshops.
Facilitator asks: *Why do we introduce the team at the start of every workshop?*
- Introduction of Participants:
Adjective name and why I want to become a facilitator is...
Facilitator asks: *Why do we start each session with a gathering?*
- team Opening talk
How this workshop is different: *we will be explaining why we do what we do and you will be facilitating.*
p. 46 points 3-9, 11-12
Goals of this workshop (post the poster p. 47)
Schedule and Attendance (*if a participant misses more than 4 hours of in-session time, he will not receive a certificate of completion.*)
Housekeeping (*no smoking, walk outside of circle if need to leave the circle*)
Buzz word
Elicit Ground rules and #10 on p. 46
Explain: *We have modeled the way you begin a workshop: In the opening talk, each facilitator has a part so that the participants see how a team works. The opening talk should not take more than 10 minutes total.*
- Adjective Name with gesture
Facilitator asks: *Why do we have adjective names? Why do we put this exercise here at the start of a workshop?*
- L&L: Big Wind Blows
Facilitator asks: *Why do we do L&Ls? Why do we do BWB in the first session of every workshop?*
- Break
- are Brainstorm Guidelines (p. 56, posted—read through, ask if they clear)

Brainstorms:

AVP Facilitator qualities and skills

Draw a Pillsbury doughboy outline and "Good AVP Facilitator" at top of sheet. The group brainstorms qualities and skills of a good AVP facilitator. Write qualities inside the doughboy and skills outside the doughboy outline.

AVP Effective Facilitation Team characteristics

Session 2. Community Building, Introduction to the basic manual and Practice Team Building and Planning, 2.5 hours

Agenda Preview

Gathering: An animal I'd like to be is...

Ex: Concentric circles

1. Something I saw a facilitator do in an AVP workshop that really impressed me was...
2. A time somebody told me about a behavior of mine that was affecting them negatively and I could hear it because they...
3. I feel trust in another person when...
4. A quality of a team member that I see in myself or others is...

Debrief: *Why do we put concentric circles in the first or second session of every workshop?
Why do we ask these questions in a T4F workshop?*

Team Distribution of basic manual and summarize each section of manual (one or two sentences)

Section A + B

Section C + D

Section E + F

Section G + H

L+L: WBLS The Quiet Storm

Team Assign practice teams

Intro to Practice Sessions

Each team will get a practice session agenda. Decide who will facilitate each item. One person should not facilitate more than one exercise. A facilitator will be working with your team to help plan. The exercises will be shortened—you will set them up and

begin to run them but we do not have time to run them fully.
Use index cards—write notes.

Before we plan we do team building. In your team, each person checks-in i.e. says how they are doing in this moment and then each team member responds to whips 2-5. Tell participants:
You will not receive your practice session agendas until you have completed the five rounds of team building questions:

Team building

1. check-in
2. what I'm looking forward to in our practice session
3. what might be holding me back from being fully present and available during our practice session
4. what are my strengths and weaknesses as a facilitator.
5. what do I want from my teammates.

Practice teams: Planning – hand out practice session agendas. Explain that all three teams will do their practice session tomorrow.

Note: Be sure to allow enough time for teams to plan. But explain that they will have time tomorrow as well.

Closing: Texas Hug

Session 3. Feedback and Practice Session Team A and Coaching, 3.5 hours

Agenda preview

Gathering: A time I used what I learned from an AVP workshop was...

Team Team Debrief in a Fishbowl
(Model giving feedback to self and teammates—important to give affirmation and some constructive criticism.)

Evaluation Sessions 1+2

Brainstorm: Giving feedback: Why and how

Brainstorm: Receiving feedback: Why and how

Team A Practice Team planning time
Team A Practice Session led by Team A
Team A Team Debrief in a Fishbowl by Team A
Facilitation
Team Coaching of Team A

Session 4. Practice Sessions Team B and C and Coaching, 3.5 hours

For all future agenda previews, gatherings, light and livelies, evaluations and closings, ask for a volunteer from the participants

Agenda preview
Team B Practice Session led by Team B
Team B Team Debrief in a Fishbowl by Team B
Facilitation
Team Coaching of Team B

Team C Practice Session led by Team C
Team C Team Debrief in a Fishbowl by Team C
Facilitation
Team Coaching of Team C

Cubework instructions: Read over the TP talks in the manual. Tomorrow, each team will give a transforming power talk.

Session 5. Transforming Power Talks, 3.5 hours

Agenda preview
Gathering: Something I thought about since yesterday is...

Evaluation Sessions 3+4

Break

Facilitation

Team TP Talk Explanation
Team members have one piece of the mandala and a facilitator leads off by reminding the group of their basic workshop in which the team each told a story of a time that because they were able to do what their piece says, transforming power shifted the energy from a negative direction to a positive one. Practice teams will each give a TP talk in the same manner. (Post Sing Sing TP definition)
Introduction to Transforming Power
Respect for self
Caring for others
Think before reacting
Ask for a non-violent path
Expect the best

Practice Team Planning for TP Talks
Team B TP Talk
L+L:
Team C TP Talk
Team A TP talk

Session 6. Role Plays and Closing, 3.5 hours

Agenda preview
Gathering: What I have learned about being an AVP facilitator is...
Intro to Role Plays—post De-brief and De-role steps.

Facilitation

Team Role Play by Team C

Team C Role Play by Team A

Team A Role Play by Team B

Team B Role Play by Facilitation Team

Break

Ex: Whispered Affirmations
This is best led by an inside facilitator—inside circle is invited to gently close their eyes and outside circle gently places hands on inside circle's shoulders. Do not leave your person until next person has at least one hand on one shoulder.

Trust: Car and Driver

Guided Meditation

Team Graduation (name something you want to affirm in the person)

Where do we go from here? –go over next year's schedule

Evaluation sessions 5+6

Closing: Affirmation Pyramid

De-brief and De-role Role Plays

1. How are you feeling?
2. Where was the turning point for you?
3. Are you okay with the outcome?
4. Are you ready to come out of your role?

5. Stand up, put your name tag on the chair.
6. Turn around and shake off your character.
7. Who are you now? (very important that the person says his/her adjective name.)
8. Is there anything you would like to say to (character's name)?
9. Please take an audience seat.