

# Facilitator Guide: Introduction to Leadership - Training Course

The Centre for Global Health, University of Oslo is proud to present this course free of charge. This course can be completed individually, but as we have used many of these elements in interactive onsite courses, seminars, and workshops, we have decided to provide a facilitator guide, which we welcome to use in groups. You can do this in person, or virtually, placing participants in small groups as well as hosting plenary sessions.

## How to prepare

As a future facilitator, we encourage you to first complete the course yourself, complete the recommended exercises or challenges, use time on the reflections and visit the resources. Take notes on what you think is important based on your setting, the environment and culture you work in. These are all aspects your group needs to heed. Please be mindful that the topics might need adaptation to your context and thus expanded with relevant materials.

Please develop context unique learning objectives that cover what you want to achieve with this course. This will also be your guide when using this training course. Please present that to your participants.

## Modules

Each module or theme can be regarded as a stand-alone group session. You can also choose to combine Modules based on the context unique learning objectives you develop.

You can use at least two different strategies. 1) Ask your participants to have watched the video(s) before attending the group session or class, or 2) Do it together in the beginning of the session. Please feel free to combine this with additional information, increasing the depth of the topics.

## Small groups

In small groups, preferably not more than six, if relevant based on culture or context, consider separating men and women in different groups, and have them discuss the reflections provided most relevant for your context or additional questions you have identified. It is our experience that in cultures with clear or strict gender roles, collective learning is enhanced when genders are separated.

Ask each group to take notes, and if possible, write it on a Flip Chart or a PPT slide. This permit saving the reflections for later use as this can give the group and you a perspective or their progress through the course.

## Plenary session

Each group reports-back their reflections and considerations in the plenary sessions. Invite the other groups to reflect or comment. As a facilitator, remember to encourage consideration related to tradition, context, gender or cultural aspects to increase the depth and relevance of reflections.

Summarize, look for patterns, look for system, discipline or area, professional, gender or person related aspects.

Please work especially on asking open-ended questions. Develop a set of such questions that are relevant to your context to ease your facilitation.

## Feedback

We hope this can be helpful in your context. Please give us feedback on how this worked for you: [global-health@uio.no](mailto:global-health@uio.no)