

CULTURAL AND ARTS ENTREPRENEURSHIP IN ADULT EDUCATION

## Module 2, Session 5

### Facilitation Skills



With the support of the  
Erasmus+ Programme  
of the European Union

## Module 2, Session 5:

### Facilitating Group Discussion and Inclusive Learning Environments

#### Introduction to Group Discussion

Employing effective group discussion in your teaching practice, involves the recognition and promotion of different perspectives, opinions, beliefs and skills from individual learners. By promoting this nature in your teaching approach, it provides learners with an opportunity to immerse themselves in an inclusive learning environment. Discussion is a powerful tool to encourage active engagement in learning and allows individuals to explore new concepts while recognising the value of the opinions of others.

#### How to Facilitate Group Discussion

When facilitating group discussion, it is important to create an environment where everybody feels comfortable to share their views, especially in a multicultural environment. Inclusive learning environments offer individuals the opportunity to share diverse perspectives which can promote learner engagement.

When facilitating your own group discussion, it is important to maintain good group dynamics. Try to remember the following steps:

- Allow participants to speak amongst themselves.
- Be clear and concise about the topic / subject / question.
- Use inclusive language.
- Avoid bias, prejudice or cultural stereotype.
- Treat individuals with respect and consideration.
- Understand that there are many cultural, social, individual barriers to learning.
- Provide sufficient time for learners to respond and contribute to group discussion.
- Provide opportunities to include all group participants.
- Do not discourage alternate views.
- Do not use or allow the use of disrespectful language, tone or non-verbal communication.
- Keep discussions constructive and positive.



- Try to encourage participants throughout the discussion.

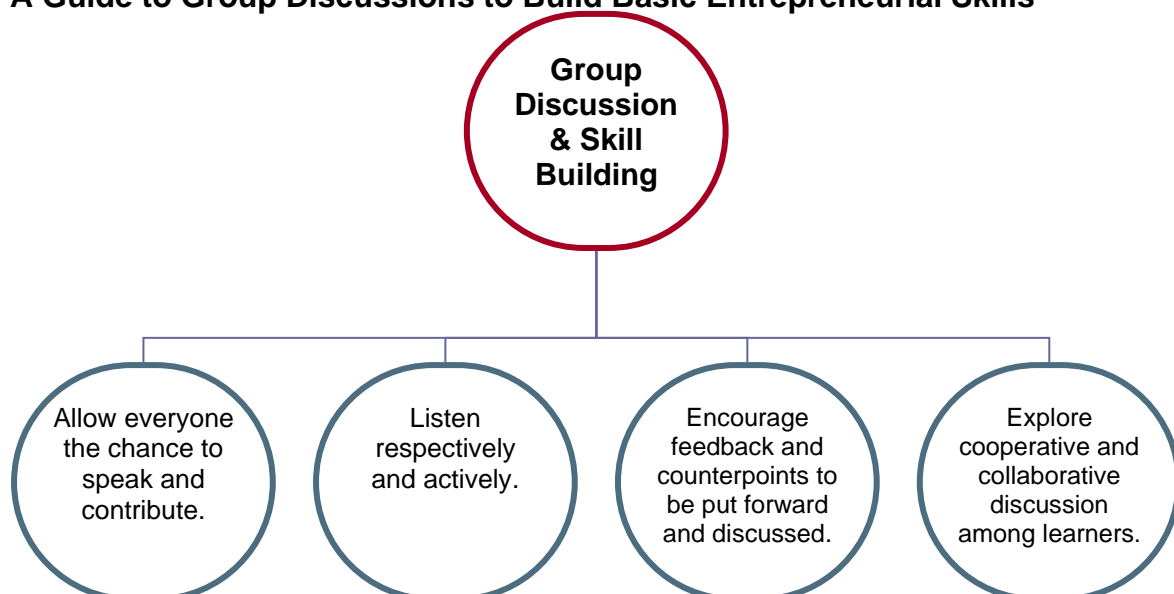
## How Can Group Discussion Build Basic Entrepreneurial Skills?

Facilitating group discussion is a powerful mechanism for individuals to upskill in many different areas. Group discussion encourages learners to use higher order thinking in order to deconstruct and understand subject topics and information. This teaching method allows students to compare and contrast ideas. Using group discussion can be a great teaching strategy to build basic entrepreneurial skills through participatory learning.



Through group discussion, you can encourage individuals to chair discussions. This offers learners an opportunity to help them improve their presentation and speaking skills whilst centring them in their own learning environment. This technique can motivate learners to actively engage with other students and take agency over their own learning.

## A Guide to Group Discussions to Build Basic Entrepreneurial Skills





Many companies or job opportunity require advanced soft skills in the workplace. Job offers usually look for people with good interactive skills and want to see how well individuals can communicate with others. Group discussion can help to contribute to these qualities and can help individuals to enhance their ability to participate and contribute. The most important elements of group discussion that can build basic entrepreneurship skills are verbal communication, non-verbal behaviour, decision making. However, as a whole group discussion can facilitate the upskilling of:

- Communication skills
- Interacting with others
- Verbal behaviour
- Conformation to ideas
- Decision-making ability
- Cooperation
- Confrontation
- Interpersonal skills
- Leadership skills
- Motivational skills
- Team-building skills
- Tolerance
- Active listening
- Presentation skills
- Analytical / Logical skills



## Conclusion

By facilitating group discussions and inclusive learning environments in your teaching practice, you can enhance the learning process of individuals. Through this teaching approach, you have the ability to; support individuals within their learning process, help individuals to retain and process information, structure classroom settings and apply appropriate group facilitation techniques, foster participation and encourage active engagement.