

What is Facilitation?

The word Facilitation comes from the Latin word, *fácilitēr* or “easy, willingly”. Facilitation is the art of making a conversation easy and safe, and to have its participants share willingly. It is classified as a 21st century skill for its importance in modern day communication, both in the personal and professional contexts, and even more so in cross-cultural dialogue. Facilitation, because of its non-invasive and safe character, is also the basis of any Alternative Dispute Resolution discipline and can be easily modeled to be used on online platforms.

The Soliya Facilitation and Online Conflict Resolution Training offers the unique opportunity to learn an indispensable 21st century skill and actively facilitate live cross-cultural conversations on the ever evolving relationship between West and predominantly Muslim societies. In a real and stimulating context, trainees analyze a number of group dynamics and a variety of topics with peers in over 30 countries, fostering better understanding and lasting relationships.



Why develop your facilitation skills at Soliya?

- Extensive training for both in-person and online group facilitation
- Hands-on experience facilitating international cross-cultural conversations
- Personalized feedback and coaching on your facilitation skills and style
- Opportunity to develop your **21st century skills**:
 - **Leadership and initiative**: Trainees will lead a group of Connect Program students through a semester of intercultural dialogue. Trainees will plan weekly sessions on the basis of Soliya’s curriculum and guide students through a dialogue process and challenging group dynamics.
 - **Critical thinking and problem solving**: Trainees will learn how to become more self-aware of their triggers and biases, discuss assumptions and beliefs, and practice neutrality. Trainees will practice how to bring forth critical thinking in a discussion, and will exchange ideas and knowledge to address common challenges.
 - **Cross-cultural collaboration**: Trainees will work with international peers and learn about culturally sensitive topics from each other; they will discuss how to approach and lead difficult conversations in multicultural settings.
 - **Teamwork**: Trainees will work closely with a co-facilitator and will be part of an international community of professionals and conflict resolution experts.
- **Certificate** - After completing the Training and Practicum, applicants will receive a Soliya Facilitation Training Certificate.

“I took Soliya’s Advanced Facilitation Training and it was outstanding. I am sure that most, if not all, of our JAMS [professional mediators and arbitrators] could benefit: listening and empathy skill building, connecting with and understanding people from different cultures, communicating effectively on line, effectively facilitating group conversations while maintaining neutrality. This is an exciting opportunity.”

David Ross, Lawyer, Alternative Dispute Resolution Professional, Professor at Columbia Law School



Part I: Advanced Facilitation Training

20 hours of session time + 10 hours preparation (avg. 3hrs/week)

During the training, participants meet with their training groups for two-hour weekly training sessions for a period of ten weeks on Soliya's video conference application. Group will meet real-time in a space that functions like a small classroom, with each person having access to streaming video and audio, and a shared chat box. Through discussion, practice, and group feedback, Trainees will learn about conflict resolution and facilitation concepts and techniques applicable in a variety of settings, and challenges and advantages of online facilitation.

Part II: Facilitation Practicum

20 hours of session time + 20-30 hours of preparation and debrief (avg. 5hrs/week)

After successful completion of the training, participants will then facilitate a Soliya Connect Program group for eight weeks. The Connect Program is a unique cross-cultural education program that enables university students in the US, Europe, and the Middle East to discuss the relationship between their countries, and improve intercultural awareness and understanding. Facilitators will be teamed up with a co-facilitator to plan and lead weekly online dialogue sessions for a group of 8-10 participants. They will plan sessions allowing their participants to engage in meaningful exchange and will work through different group dynamics and processes. Coach support and feedback will be available to help facilitators continue improving their conflict resolution and facilitation skills.

Please Note - All applications are subject to review by Soliya to determine training level placement. If you qualify for the Basic Training, your participation will be sponsored, but you will have to complete the Advanced to qualify for the Practicum. Session times will be tailored to fit each trainee's schedule. All sessions take place online, on Soliya's custom platform. Participation will require computer, web-cam, headset and a reliable high-speed internet connection. Trainees will be able to connect from wherever they have access to the above!

- **100%** of Soliya facilitators state that serving as a facilitator provided them with facilitation skills that they can use in other settings.
- **92%** of facilitators state that serving as a Soliya facilitator provided them with leadership skills that they can use in other settings.
- **95%** of facilitators rate the level of training they received for the Soliya Connect Program as "high" or "very high"

Application:

- To apply, please complete the online application at: http://soliya.net/?q=apply_to_become_a_facilitator
- Fill in the application form and mention **ARAVA**. Then click **Submit**. You should receive an email confirming that we have received your application. If you don't receive confirmation please send an email to facilitator@soliya.net.
 - Staff will get in touch with you for an interview. If you are selected, the discounted rate for **ARAVA applicants** will be **500 USD** that includes training + practicum. **7 scholarships** will be reserved to the best applicants from ARAVA.

The deadline to apply for the next training round is March 24th.

Soliya, an international non-profit organization and implementing partner of the United Nations Alliance of Civilizations, has been advancing the field of virtual exchange and facilitation for the past 10 years.

With offices in NYC and in Cairo and an international community of over 6000 members, every year Soliya brings more than 900 people in the United States, Europe, North Africa, Asia and the Middle East on a custom online platform to offer the opportunity for constructive dialogue and exploration of the other and to develop 21st century facilitation and ADR skills.

Soliya, building bridges across divides.

