



Certificate in Group Facilitation and Training

SCAN ME



Persona

Continued Professional
Development & Training

For all enquires please contact:

0330 202 0283

personacounselling.com

admin@personacounselling.com



Certificate in Group Facilitation and Training

This 8-day professional CPD programme is designed for those who are interested in developing their understanding and skill in facilitating groups and training. The programme is ideally suited for individuals in the helping professions and those who are interested in delivering training in an organisational setting or stepping into offering CPD sessions.

The programme will integrate theory, experiential learning activities and group discussion and provide opportunities to practice in small groups and the larger group. The course actively supports participants to discover and appreciate their own unique facilitation style and develop the skills and confidence to create engagement, self-discovery, and meaningful learning and personal development in the groups they intend to work with.

Programme dates for 2026:

Study Day	Day 1: Sunday February 22nd
Weekend	Days 2 & 3: Saturday March 28th and Sunday March 29th
Study Day	Day 4: Saturday April 26th ONLINE
Weekend	Days 5 & 6: Saturday May 30th and Sunday May 31st
Weekend	Days 7 & 8: Saturday June 27th and Sunday June 28th

Programme Content:

- Creating engaging, inclusive environments which encourage participation and discovery
- Planning and preparing a session/programme
- Facilitation skills and styles of facilitating
- Stages of group development, group dynamics, the roles people take in a group
- The role of a facilitator and types of interventions used with groups
- Creative-experiential learning
- Professional issues and responsibilities
- Evaluation, assessment and endings

Starts:
22nd February - 28th June 2026

Location:
Persona Training Centre,
Uddingston, G71 5PH.

Course Fees:
£988 including £100 deposit
Flexible payment options available

Closing date for applications:
26th January 2026

Facilitated by:
Ishtar Swaffield &
Ross Cairns

Programme Structure

The programme consists of two stand-alone study days and three weekends. Training days will be held in-person at the Persona Centre, Grove House, Uddingston, G71 5PH, apart from the online study day on April 26th. **Each day will start at 9.30am and finish by 4.30pm**

Day 1 Planning and Preparation

- Introductions, different learning styles and preferences, planning and preparing a programme or session

Day 2 Facilitation Skills and styles of facilitation

- The difference between presenting and facilitation, types of groups and interventions and ways of managing the training/group process, discovering personal facilitation preferences

Day 3 Group Development and Group Dynamics

- Stages of group development, individual processes and the impact of individual process on group dynamics, working with difference, diversity and inclusion

Day 4 Training and Facilitation Online

- Creating a group environment online, the impact of working online for the programme and participants. This session also provides an opportunity for everyone in the group to practice their skills by preparing and facilitating a mini-session for the group to participate in.

Day 5 Dimensions of the role of the Facilitator/Trainer

- Exploring power, authority and influence and the power of authenticity and presence, working with vulnerability

Programme Structure Cont'd...

Day 6 Creative Experiential Processes

- The value of creativity for learners and learning, working with different mediums, integrating different mediums into a programme/group process

Day 7 Professional and Ethical Issues

- Exploring professional responsibilities and ethical thinking in group work

Day 8 Evaluation, Assessment and Endings

- Evaluating individual learning and development, programme evaluation, assessment and feedback and endings

Course Requirements

In order to complete the course participants are expected to meet the following requirements:

- Attendance: the course requirement for successful completion is attendance at every training day. It is understood that unforeseen circumstances do occur, and it is suggested that students discuss with tutors anything that comes up which may prevent them from attending any part of the training as soon as they become aware of this.
- Active participation in group activities during the study days
- The presentation of a Statement of Learning, Development and Competence to the group at the end of the programme.
- Maintenance of a Reflective Journal throughout the programme (not for submission)

Course Facilitators



**Ishtar
Swaffield**

Ishtar Swaffield is an educator/trainer/group facilitator/counsellor and supervisor who has been practising for longer than she cares to admit!

She has designed and delivered personal-professional development programmes for corporate and statutory organisations and has been programme director for the Persona Diploma in Counselling and Psychotherapy (BACP Accredited Course) for over 20 years.

Ishtar is Person-Centred therapist, (PCT Britain) has an MSc in Counselling and Psychotherapy and a Certificate in Clinical Supervision.



**Ross
Cairns**

Ross Cairns is an experienced counsellor/ psychotherapist/ supervisor/ trainer/ tutor and group facilitator who has been involved in developing and delivering training in a variety of setting and sectors over the last 20 years. He has created and delivered bespoke training packages for the Scottish Construction Sector as well as working with some smaller organisations to assist with staff training and implementation of key initiatives.

Ross is a lead tutor/trainer with Persona and has played a key in the delivery of the Diploma in Counselling and Psychotherapy over the last 10 years. Ross is an MSc qualified Psychotherapist and an accredited member of BACP and he currently runs a private therapy and supervision practice as part of his portfolio of interests.

Costs & Application

The cost of the programme is £988.

A deposit of £100 is required to secure your place on the programme. The remaining course fees can be made as one instalment of £888 or as 6 separate instalments of £148 due monthly from January 31st 2026.

Application Process:

The programme is open to anyone who is interested. If you are interested in participating in the programme, **please complete the Application Form** and forward to admin@personacounselling.com

We look forward to hearing from you.

Closing date for applications is Monday January 26th 2026

Please note there will be a minimum number of participants for the programme to commence. The course will be limited to a maximum of 12 participants.



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"I very much enjoyed this - I feel I gained a lot of insight into how I am as a group member and it allowed me to touch base on how I am as a facilitator. I'm now looking at ways to take this forward."

PREVIOUS STUDENT

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