



Anita Curle

Master Facilitator *and* Brain-Based Coach

What Are My Credentials as a Facilitator?

- Completion of numerous face to face and virtual courses in facilitation, learning design and learning theory during my tenure at Royal Dutch Shell
- Seven years' experience **teaching** facilitation skills to Leaders and faculty for a broad range of courses
- 15 years' experience facilitating courses and meetings of all types, including the following:
 - formal blended learning courses and training programs
 - workshops (of varied durations)
 - meetings of all types,
 - team building,
 - lunch and learn sessions,
 - conferences,
 - virtual webinars,
 - e-learning
 - Engagement Sessions

My expertise and skills as a facilitator are first and foremost grounded in my skills as a *learning designer*, which is my ability to build learning experiences by focusing on understanding the learner's challenges and by building fitting solutions by working through an iterative process.

I believe this strong background in learning design has contributed to my ability to facilitate effectively in front of an audience. I have learned which ideas work best to achieve certain outcomes, and I bring that background and experience to any event which I facilitate.



Who Are My Past and Current Facilitation Clients?

Royal Dutch Shell

- Leadership courses and webinars to front line and Senior Leaders across all of Shell's Downstream and Upstream businesses
- Diversity and Inclusion courses, including women's Leadership development, Gender Balance Workshops for men and women, Unconscious bias training, Cultural training and Indigenous Awareness training and other soft skills
- Team building workshops using IOPT and other team effectiveness Tools

Neuro Leadership Institute

- 2-day Inclusive Leadership course,
- Brain Based Coaching Skills course
- Brain Based Coaching Certificate

Catalyst

- Unconscious Bias and Inclusive Leadership workshop

My Topic Areas of Expertise Include:

- Diversity and Inclusion – including Gender, Inclusive Leadership, LGBTQ, Working across different Cultures, Inclusion, Disability, Unconscious Bias, Indigenous Awareness, Micro-Behaviours/Micro-Inequities, Generational Difference
- Leadership Development
- Women's Leadership
- Team Building
- Vision, Mission and Purpose work
- After Action Review/Look-back activities



What is My Typical Role as Your Facilitator?

Prior to the Session:

- To engage you through a simple learning design process (key questions) to help you articulate your specific meeting goals and/or learning objectives
- To explore and understand the audience needs as much as possible
- To collaborate with you to plan and design a balanced and effective agenda/session that meets your goals
- To collaborate with you help you to design and prepare engaging and impactful activities that are fit for purpose
- To be prepared for technical challenges by ensuring back up strategies for technology are in place
- To be prepared with content, slides, posters, flip charts, activity aides etc. as required

During the Session:

- To be inclusive and respectful of all participants
- To set up the meeting by outlining key behaviours necessary for success
- To listen and respond well to questions
- To set up and debrief all activities extremely well
- To monitor the room and respond as appropriate (need for temperature adjustments, washroom breaks etc.)
- To utilize technology effectively to deliver an impactful session
- To adjust my facilitation style in the moment as required, which means at certain times I will:
 - Inspire in the moment through use of effective storytelling to make a point
 - Hold the tension in the room through thoughtful, provocative, questions
 - Bring energy when needed by leading fun and engaging energizers that get people moving
 - Bring some levity and “fun” by being engaging and playful when appropriate
- Encourage silence and reflection periods at the appropriate times to support deep reflection and learning
- To close strong, by reinforcing the key learning points as necessary and providing clarity on next steps.

After the Session:

- To seek feedback from participants and the client through formal and informal channels to understand the impact of the session and obtain key learnings about what worked well and what maybe could have been different. This is a critical step in my process because I do take on board any feedback for improvements, and this has contributed to my strong skills as a facilitator.



What Do I Charge for Facilitation?

Prior to the session when we are in the design phase I charge an hourly rate which can vary slightly depending on the task or focus of my time.

For Facilitation I usually charge a per day rate, which is inclusive of my personal facilitation preparation time. I do not charge for my travel time.

Are My Facilitation Skills Right for You?

Please reach out to inquire if my Facilitation skills could be of service at your next learning event. I am open to working with you collaboratively and virtually as required to prepare for a session. I am available and willing to travel within Canada or Internationally.



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