



# H3ABioNet

Pan African Bioinformatics Network for H3Africa

Introduction to Bioinformatics course: IBT

## Staff Training

# Day 2 Part 4 – Good Facilitation Practice



**H3ABioNet**

Pan African Bioinformatics Network for H3Africa



Introduction to Bioinformatics online course : IBT

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# Teaching vs. Facilitating

## Teaching...

- lecturing from the "stage"
- providing information in one direction
- involves telling other people instead of letting people figure out from themselves
- often means answering questions yourself, instead of listening to your participants' answers

## Facilitating...

- means using practical, participatory methods
- means making sure information flows in all directions
- means encouraging and valuing different views
- means considering participants as being "equal"
- means asking instead of answering questions yourself

<http://celemi.com/facilitating-vs-teaching/>

Check out this video:

<http://www.facilitating.xyz/difference-between-facilitation-teaching-lecturing-sam-killermann/>

# What makes a good facilitator?

## Activity (10-15 minutes):

**What to promote and what to avoid?**

1. Think back to training that you have been involved in as a participant...
2. What characteristics make a good facilitator?
3. Take 10 minutes to brainstorm ideas in your group (remember to select a scribe etc.)
4. Select the top 5 characteristics
5. Upload these characteristics as a post to Vula IBT STAFF -> Question and Discussion Forums -> What makes a good facilitator?
6. Don't forget to include the name of your IBT classroom in the title of the post

**PAUSE the video and do this activity now, resume video once activity complete**

## Look here fore some inspiration:

From the Gulbenkian Training Programme in Bioinformatics, Portugal

– Train the Trainer course:

[https://github.com/Pfern/TtT-in-Portugal-2016/blob/master/TtT\\_session\\_2.md#challenge2](https://github.com/Pfern/TtT-in-Portugal-2016/blob/master/TtT_session_2.md#challenge2)

# Facilitation skills matrix

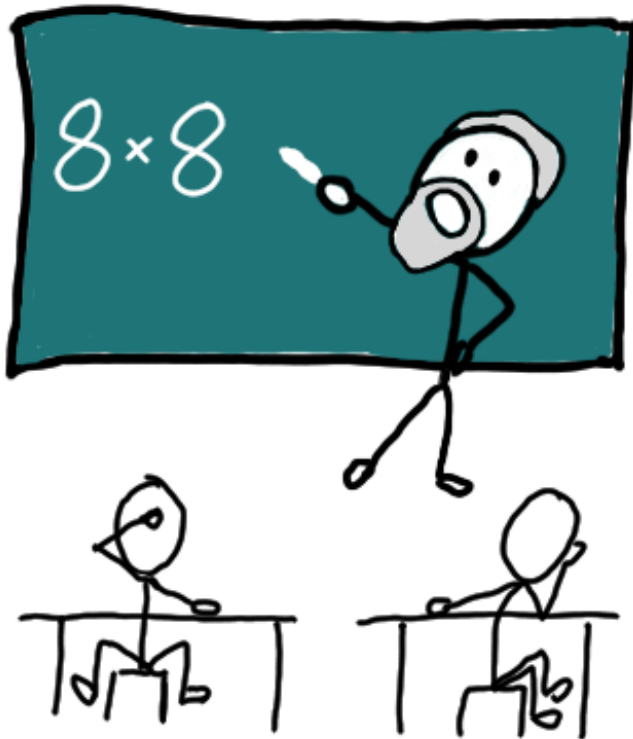


Goblet Skills matrix for trainers and facilitators (i.e. teaching assistants)

<http://mygoblet.org/>

# 'Sage on the stage' or 'Guide on the side'

sage on the stage



guide on the side



[http://pistadler.ch/wp-content/uploads/sage\\_guide.png](http://pistadler.ch/wp-content/uploads/sage_guide.png)

# Not just for teaching assistants

- also important for the system administrators, and all other staff
- Facilitation skills are essentially about **communication**
- everyone can benefit from improved communication in their interactions.

# Next

Watch video labeled:  
Day 2 Part 5