

Simon Delf | Facilitation

Drawing on over 12 years experience of leading group learning and development activities, Simon is a confident and skilled facilitator.

His background is in experiential learning, often working with participant groups featuring significant levels of seniority and diversity (particularly in terms of sector and professional expertise).

His approach is often described as “natural” and “intuitive” – placing an emphasis on building a strong rapport with the participants in order to establish trust and confidence in the learning process.

His work in recent years has focused on the nature of “collaborative learning” in which participants are invited to see themselves as the subject of the learning as well as active learners about a chosen subject. This requires participants to bring high levels of motivation and curiosity to the learning activity in which they also accept responsibility for individually and collectively setting learning goals, bringing the learning activities to life through creative engagement, and drawing out sought and unsought insights from the activity.

Although he draws on a wide range of techniques and processes to support the learning activity, he is thoughtful and considered in seeking to match these to the expectations and experience of the participant group. However, there are three characteristics of his approach that are consistent:

- Clarity of purpose – ensuring that participants have a clear understanding of what is expected of them, how the activity is relevant to their interests, and what outcomes are hoped for.
- Active learning – encouraging participants to take individual responsibility for maximising the potential of the learning opportunity through their own behaviour and the relationships they build with fellow participants.
- Relevant outcomes – enabling participants to identify meaningful connections between the insights and knowledge gained and their individual and collective areas of endeavour.

His approach is particularly well suited to group activities that are cross-sector and inter-disciplinary, seek to explore complex and interconnected challenges, aim to generate new insights and deeper understanding through relationship building, and are designed to be creative, engaging and memorable.