AVP FACILITATION LEARNING FRAMEWORK
This is primarily a planning tool & can also be used for self awareness raising. Throughout AVP learning, people are encouraged to learn at their own pace & level. This framework should NOT be used as an assessment checklist to judge competency, as this is not in the spirit of AVP learning.

A copy of this framework is available at http://avpusa.org/ftm — also see pages 142-144.

	Elements						Lev	els			
	What it looks like										
Stages of AVP learning	Knowledge, skills & attitudes	1 Basic	2 Advanced	3 Continue Learning	4 T4F	5 Apprentice	6 Facilitate Basic	7 Continuing Training	8 Facilitate Advanced	9 Facilitate T4F	10 Organise workshops
Levels of learning		Personal awareness & experience	Participate & embrace	AVP as a way of life	Learn to facilitate AVP	Practice facilitation	Facilitate	Broaden perspective	Facilitate in- depth learning	Understand AVP processes & mentor facilitators' training	Organise practicalities & mentor facilitators
AVP Values	Understand & use AVP philosophy, principles & practice Be open to Transforming Power										
	Recognize that your AVP journey is your own										
	Recognize the impact of others behavior on self										
	& of own behaviour on others Recognize the impact of shame & trauma on self & on others										
	Recognize the range of violence (overt & covert) & the resulting range of harm										
	Recognize that everyone has many alternatives to violence										
	Recognize own personal needs & personal & hidden agendas Be open to change & recognize areas needing improvement										
Team Personal development Work	Be able to work with everyone –to accept and respect diversity Develop personal & inter-personal skills -										
	listening & being compassionate, connected & empathic Be mindful of not speaking too often or too long										
	Speak from the I / assertive speaking without blaming or judging										
	Take responsibility for one's own violence, actions & safety										
	Develop conflict transformation skills Share from a real & personal place										
	Use groundings and other techniques to remain in the present										
	Maintain detachment. Be safe with participants										
	Keep clear of drugs and alcohol when facilitating Use team building										
	Work together in a team										
	Use consensus decision making Give & receive feedback										
	Learn ways to deal with challenging behavior										
	Be familiar with the stages of group development										
S .S	Be aware of group dynamics as they happen in your group Build an experience of community										
Group	Read the group and its behavior										
G	Adapt workshop agendas to the group's needs										
	Negotiate group agreements / safety strategies Develop sensitivity and respect for cultures & subcultures										
	Understand & use the AVP experiential learning style										
u	Understand the qualities & role of a facilitator Facilitate & present activities effectively										
	Speak & explain clearly & simply										
	Be familiar with the activities & material from the AVP manuals Facilitate AVP group processes – debrief & hold the space										
Facilitation	Balance own needs with the needs of the group										
cilit	Model ('walk the talk'), mentor & coach										
Fe	Develop time management skills for the workshop Facilitate activities on Transforming Power & AVP philosophy										
	Craft a workshop agenda – plan, debrief & improve sessions										
	Set up & process role plays safely										
	Apply AVP conflict transformation strategies to deal with participant difficulties non-violently										
	Apply AVP philosophy, principles, practices										
dif	& conflict transformation in the running of the organization Apply listening, fair process & consensus decision making					<u> </u>					
ders	Walk the talk' in the organisation										
Organisation & leadership	Use & model co-operative leadership										
	Build a safe & respectful place for speaking concerns, exploring alternatives, sharing power & taking initiative										
	Recognise & foster the AVP vision										
anis	Take responsibility in the organisation										
Org	Be willing to commit time & energy Participate in governance & management										
	Outreach & promotion										