

Peer Facilitation Training for Seniors from Multicultural Backgrounds Module 2: Organising and managing groups

Empowering multicultural seniors to
facilitate peer-led social groups



**World
Wellness
Group**

**World Wellness
Health &
Medical Clinic**

World Wellness Group acknowledges that the space we occupy and the place we conduct our work, has and always will be the traditional lands of the Turrbal and Yuggera people.

Бираємо স্বাগত **Velkomin**
 Céad míle fáilte
WILKÓM **Wëllkomm**
LOHA आव **Vælkomin** **KOHO-MAI**
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Bienvenue 歡迎光臨
 Fáilte **WELKOM**
 on bini ကြိုဆိုပါသည် **BEM-VINDO**
Üdvözlet **WILLKOMMEN** *Benvenuto!*
 אבה ןורב *Benvenuto*



Created by World Wellness Group



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Welcome and ice-breaker

Warm Welcome

Today we are going to learn about organising groups and how the group works together (group dynamics)

House-keeping and timing of session

Icebreaker Activity

Introduce yourself and share your thoughts on different dynamics you have observed in a group and their impact.



Learning objectives



By the end of this module, you will be able to:

- Identify common group dynamics and how to manage them
- Understand how to facilitate a safe group
- Use the check-list for preparation of group sessions
- Use the check-list to plan culturally inclusive group activities and invite guests

Pre-evaluation



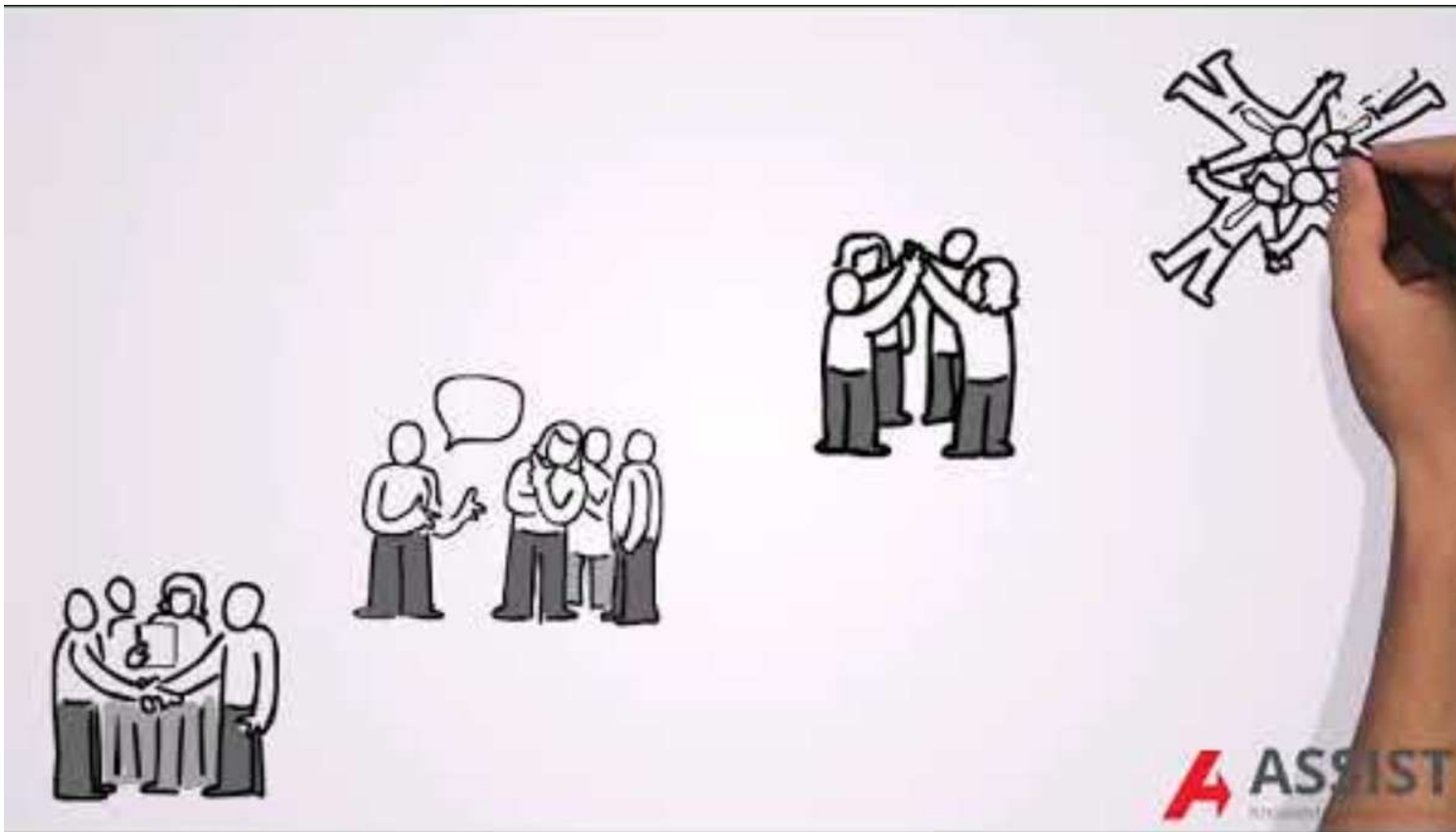
Understanding group dynamics

Stages of group development:

- ❖ **Forming:** Getting to know each other
- ❖ **Storming:** Differences emerge
- ❖ **Norming:** Finding common ground
- ❖ **Performing:** Working well together
- ❖ **Adjourning:** Closing the group respectfully



Understanding group dynamics



Common roles in group dynamics

Task-Oriented Roles help to achieve objectives:

Initiator: Suggests ideas and solutions.

Information Seeker/Giver: Asks for/provides facts and opinions.

Coordinator: Connects ideas and organises activities.

Evaluator: Assesses progress and outcomes.



Common roles in a group

Maintenance Roles maintain good relationships:

Encourager: Praises contributions and motivates members.

Gatekeeper: Ensures everyone has a chance to speak.

Harmonizer: Mediates conflicts and reduces tension.

Compromiser: Finds middle ground during disagreements.



Common roles in a group

Disruptive (Individual-Centered) Roles Hinder group progress:

Dominator: Talks too much, controls discussion.

Blocker: Resists ideas without offering alternatives.

Recognition Seeker: Seeks attention rather than focusing on group goals.

Withdrawer: Avoids participation or disengages.



Safety and Wellbeing

Physical Safety Measures

Consider venue accessibility and mobility needs to ensure physical safety for all group members.

Emergency Preparedness

Facilitators should prepare emergency contacts and procedures to handle unexpected situations

Fall Prevention

Safe movement during activities, proper footwear

Health Safety

Hygiene, hydration, managing fatigue

Transport Safety

Safe entry/exit, support for mobility challenges



Activity: Safety walk

In pairs: Walk through the training venue and identify any safety risks in the space:

- Venue Accessibility:** Are pathways clear? Are chairs stable? Is there enough space for mobility aids?
- Fall Prevention:** Are floors dry? Are rugs secured? Is footwear appropriate?
- Health Safety:** Is water available? Is there ventilation? Are hygiene supplies accessible?
- Transport Safety:** Is there safe entry/exit? Are ramps or handrails present?



Note down 3 risks and 3 solutions

Planning group activities

Ask your group participants for their suggestions and ideas. This is called 'co-design':

- Guest speakers
- Topics of interest
- Cultural games or activities
- Wellbeing activities
- Social connection times
- Skills learning
- Catering/food



Turning ideas into action



After you collect everyone's ideas for group activities, consider:

1. Is it feasible?
2. Prioritise with the group for next 12 months
3. Do you need volunteers to help?
4. Would it cost money? What's the budget?
5. Create a calendar of activities
6. Plan accordingly

Guest speakers and invited guests

Identifying and Inviting Speakers/Guests

How to find a guest speaker to cover a topic or activity identified by the group?

Briefing and Logistical Support

Brief the speaker or guest on what the group wants and ask if they need anything when they come to speak or run the activity

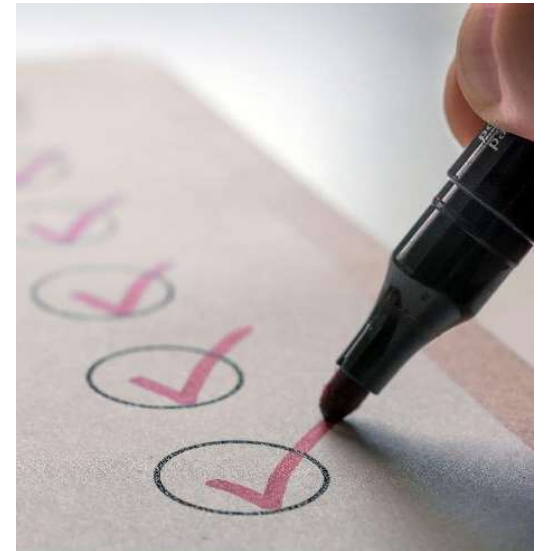
Cost

Will the guest speaker charge? How could any cost be covered?



Group preparation check list

- Book the venue
- Book guest speaker (if applicable)
- Make list/arrange resources you may need for activities
- Send invitations to participants
- Arrange catering/ tea coffee
- Send reminders a few days before the group program



Looking after yourself – self care

Know Your Limits

It's okay to say no or set boundaries. You don't have to solve everyone's problems.

Take Breaks

Pause during sessions if needed. Schedule time for rest and relaxation.

Stay Connected

Share experiences with other facilitators for support.

Look After Your Health

If you can't continue as a peer facilitator due to your own health issues, that's okay.

Seek Help When Needed

If you feel overwhelmed, reach out to centre staff. If you need to hand the responsibility over to another peer facilitator, that's okay. Remember: asking for help is a strength, not a weakness.

Celebrate Your Efforts

Acknowledge the positive impact you're making. Reward yourself with something enjoyable.

Wrap up – key take-aways

- Common group dynamics include the stages of group development and the different roles people play within groups
- Managing the impact of these dynamics is part of what a peer facilitator does
- Physical safety is important to ensure groups are safe and run smoothly without incident
- Knowing who to contact in an emergency is important for peer facilitators
- Ask group members to contribute ideas to plan inclusive group activities
- Invite guest speakers as needed
- Use the check-list for preparation of group sessions
- Self-care is my responsibility

Thank you and evaluation





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