**Need for new pathway to build and maintain virtual-facilitation excellence**

The world pandemic of 2020, referred to as Covid-19, changed delivery of Strong Bonds trainings that were formerly presented solely onsite in brick and mortar environments. Military leaders attended extensive subject matter certification sessions, often away from their duty stations, to enable them to focus fully on the learning process. These events provided them practicum sessions to equip them with practical experience. Since Covid-19 the military has risen to the challenge of change by contracting virtual sessions to achieve subject matter certification. Largely successful, this process is not without challenges, including the need for attendees to learn subject matter while onsite in their duty station with multiple distractions during training experiences, while also managing technical obstacles. In addition to the expectation that these leaders assimilate and process subject matter content, they must also envision teaching the subject matter in various possible modalities, virtually and/or in brick and mortar environments. Not surprisingly, many attendees report being more apprehensive about successful delivery of courses to their constituents in this new technical environment. Challenges of adapting to present virtual courses include making courses dynamic enough that attending individuals or couples have a successful learning experience, managing online platforms to build group exercises and managing individual practical and experiential exercises. Not only is it expected that subject matter must by mastered, but new dynamic presentation skills and technical skills must be honed. The multiple layers of learning may be better achieved in two sessions, (1) the subject matter certification session and (2) a practicum session to launch a first course for their community members.

To sustain historical levels of excellence in this new virtual environment, new pathways for facilitator mastery are needed. Preservation of self as human and community capital is achieved via the excellence of the trainers. A vital pathway to leader excellence in these virtual circumstances can be provided through a practicum session with the new facilitator alongside Master Trainers to build knowledge, confidence and successful delivery of subject matter in a real time virtual event for community members.

Courses developed by Active Relationships Center, LLC, (ARC) include evidence-based military focused material that was researched and published in peer reviewed journals by Baylor University. ARC now stands prepared to work alongside facilitators new to the delivery of virtual Strong Bonds courses. ARC has the capability to deliver needed practicum sessions for virtual events to provide critical support to certified ARC facilitators. In this changed world, ARC would be honored to provide services.

**Method proposed: Virtual Facilitator Practicum Event**

Active Relationships Center, LLC (ARC) will present a Virtual Facilitator Practicum event in which at least one certified facilitator and a chosen team of assistants (up to four trainees in total) will receive real time practical experience presenting a Virtual Training Event for either individuals or couples alongside ARC’s training team. To this end, ARC will provide two professionals: *one Master Trainer* and *one Technical Support Specialist* will guide the team in curriculum-related preparation and execution of a training event for your virtual community. The Master Trainer will direct the presentation that includes your facilitator(s) teaching select chapters. The Technical Support Specialist will train your facilitating team on how to optimize the use of the Zoom platform for dynamic and informative training events. Deliverables of this Practicum event are described in three phases, (1) the planning phase, (2) the execution of the event phase and, (3) the post-event phase:

**Planning Phase Deliverables**

**ARC’s Master Trainer will during a maximum of eight (8) hours of support:**

* Meet with certified facilitator(s) and a team of up to 3 additional assistants to choose ch the most appropriate chapters to present to the community to be served.
* Guide your team in building an agenda to present subject matter within the time allotted for the event.
* Assist your team in constructing a PowerPoint or Keynote presentation for the event.
* Assign certified facilitators the chapters to present in the training.
* Coach certified facilitators on presentation and technical pieces of virtual trainings
* Conduct rehearsals with certified facilitators ahead of the event for.

**ARC’s Technical Support Specialist will during a maximum of two (2) hours of support:**

* Assist your team (using agenda already prepared) in determining the need for breakout rooms and how to’s including, how many rooms are needed and how participants will be. distributed within breakout rooms.
* Present an *optional* Zoom Platform Overview and how it is used to optimize an Active Relationships Training Event.

**Your Certified Facilitators and your Support Team will:**

* Meet with ARC professionals to
  + Generate an agenda
  + Attend scheduled equipment tests
  + Attend Zoom training with the ARC technical support specialist
* Recruit community members to be the attendees at the event for couples or individuals
* Order from ARC the materials needed for event participants
* Assist the ARC Master Trainer in the preparation of the Keynote or PPT presentation for the event

**Execution Phase Deliverables**

**ARC’s Master Trainer will, during a maximum of nine (9) hours of the event:**

* Facilitate the Practicum Event with the assistance of the Technical Support Specialist, your certified facilitator(s) and your Facilitator(s) support team

**ARC’s Technical Support Specialist will, during a maximum of nine (9) hours of the event:**

* Test all ARC systems
* Monitor attendance of all participants
* Contact participants who may lose connections and help them reconnect
* Arrange breakout rooms for various activities as determined in the agenda
* Assist Facilitating Team in arranging breakout rooms and monitoring attendance

**Your Certified Facilitator and Your Support Team will:**

* Actively participate in the facilitating of the curriculum
* Actively participate in the technical aspect of the event
* Monitor all chat window activity, answer questions and make comments in chat window

**Post-event Phase Deliverables**

**The Master Trainer will, during a maximum of two (2) hours:**

* Host a Zoom debrief meeting with your Certified Facilitator(s) and your Support Team

\*Offer Facilitator Support as needed after event (ongoing)

**Your Certified Facilitator and Support Team will:**

* Disperse Certificates to all Participants
* Attend post event debrief
* Collect AARs and share outcomes with ARC