



Integral Facilitation Training

Facilitator's Compass

**How to facilitate
with Any Group and Team**

19-22 JUNE 2025

Chatama Forest Centre

ABOUT THE TRAINING

Develop your inner compass to navigate any group challenge with confidence!

In this training, we'll work with both your internal and external guidance systems - that unique compass every facilitator develops - to navigate any organizational ecosystem with the key references and tools to get oriented in any kind of situation.

We won't just talk about it; we'll put it to the test through real case studies and lived experiences. The most powerful way to strengthen your compass? By co-creating a living laboratory - a safe learning space where we can:

- ◆ Experiment with different tools and resources developed in all our trainings
- ◆ Receive appreciative and nutritive feedback that helps us grow
- ◆ Calibrate our instruments through practice and collective reflection



THE STORY BEHIND THE TRAINING

Every time we step into a room (a courtyard, a park or a square) as facilitators, trainers, or organizers, we encounter a completely unique ecosystem. I often say each organization is its own universe - with distinct memories, unspoken rules, and ways of operating. Add to this that every request we receive is different: sometimes it's to resolve conflict, other times to rebuild trust and cohesion, and often because the current way of working isn't just ineffective - it's actively burning people out.

For years, that experience brought me the same question:

As facilitators, How do we navigate such fundamentally different situations?

Through experience, I discovered that beneath surface differences, all groups share core human needs:

- ◆ The need for inspiring shared purpose that creates belonging
- ◆ The need for psychological safety where people feel heard and open to share
- ◆ The need for adaptive structures that support wellbeing and effectiveness

The most important constant across all facilitation situations isn't a tool or method - it's you. Your presence, intuition, and authentic style are what bring techniques to life.



The Tools



THE NORTH: How to Create a Common Sense of Purpose and Belonging

Guiding the Group's Collective purpose

The North represents *vision, wisdom, and the magnetic pull of shared intention*. In facilitation, this is where we help groups move beyond individual agendas and align around a purpose that is bigger than themselves—a force that turns "me" into "we." But this requires a key letting go: of control, fixed ideas, and the illusion that harmony means uniformity. Here, we'll practice rituals and frameworks to midwife a group's purpose, not impose it, and to honor differences as a creative force.

Tool to Take Away:

"The Purpose Fire Circle": A facilitated dialogue where participants share personal stories of "why this work matters," then distill themes into a collective purpose statement using visual metaphors (e.g., drawing a mountain, river, or tree to represent their shared journey). Includes a template for "grieving the old" (writing down and releasing individual attachments) to make space for the new.

The Tools



THE SOUTH: Set and Setting in Facilitation

Grounding the Space for Trust and Flow

Just as the South represents the *earth, embodiment, and the container for growth*, this section focuses on the physical, emotional, and energetic "soil" in which a group's work takes root. We have been discussing in previous workshops about the idea of the vessel, We will keep digging in how to design environments where people feel safe enough to take risks and open enough to connect. We'll explore the concept of psychological safety and how to intentionally shape space (physical and virtual), rituals, and agreements to foster it—because the right "set and setting" can turn resistance into resonance.

Tool to Take Away:

"The Container-Building Ritual": A guided exercise to co-create group agreements with participants, using tactile objects (e.g., stones, symbols) to represent shared values. We will leave with a template for adaptable "ritual openers" (e.g., check-in questions, meditation, or theater) to anchor future sessions.

The Tools



THE EAST: Shaping Your own style

Awakening the Facilitator's Gifts

The East symbolizes *clarity, illumination, and the spark of insight*. Here, we explore how facilitators cultivate their unique presence—the art of intuition, active listening, and strategic questioning that guides groups toward their own wisdom. We'll practice discerning when to hold space versus when to direct energy, and how to harness your own skills as an instrument for transformation.

Tool to Take Away:

- **"The dance of hundred threads"**: I created this tool mixing systemic work and body awareness.
- Engaging in **reflective practices** such as journaling, self-assessments, and values clarification exercises to uncover one's core beliefs and purpose.
- Exploring **body-mind techniques**—like breathwork, posture awareness, and mindful movement—to develop presence and inner calm.

The Tools



THE WEST: Between Process and Structure

Navigating the Tide of Chaos and Order

The West is the place of *introspection, surrender, and the cycles of death/rebirth*. In facilitation, this translates to the dance between flexibility and structure—knowing when to follow the plan and when to let the group's emergent wisdom lead. We'll dissect real cases of "messy" moments in groups (conflict, tangents, stagnation) and practice adaptive frameworks that honor both the process and the destination.

Tool to Take Away:

"The Chaos-to-Clarity Matrix": A simple flowchart to diagnose group energy states (e.g., "storming," "drifting," "over-consenting") and match them with interventions (e.g., timeboxing, breakout dialogues, silent reflection). Participants will role-play using the matrix to regain momentum in stuck scenarios.

WHAT YOU'LL TAKE AWAY



- ◆ A clear method to co-create a shared vision that aligns and inspires groups (North)
- ◆ Practical tools to design spaces that foster trust and psychological safety (South)
- ◆ Frameworks to navigate uncertainty and structure emergent wisdom (West)
- ◆ A deeper connection to your unique facilitation style—because you are the most powerful tool in the room (East)

When you trust your inner guidance system, you can walk into any room - any "universe" - and help people find their way forward.

Because true facilitation mastery isn't found in theories, but in the courageous space between trying, observing, and refining - that's where our compass finds its true north.

FEES (CONSCIOUS PRICING)

Get onboard!

We operate with a conscious pricing model that acknowledges both our work and your economic reality. This approach recognizes:

- Our time, experience, and dedication in preparing this training
- Your individual financial circumstances

Standard Fee: 750 lv (recommended)

Fee Range: 650-850 lv

- Lower than 750: For those requiring financial support to participate
- Higher than 750: For those willing to support colleagues with fewer resources

Please select the fee that best reflects your economic situation.

Note: *This fee does not include travel costs or accommodation.*

Accommodation Fee:

The fee for accommodation and meals is 360 lv, payable on-site.

This includes:

- Accommodation for 4 night in shared rooms with 2 or 3 beds
- 4 full board meals and coffee breaks. The meals will be diverse and vegetarian.



PLACE

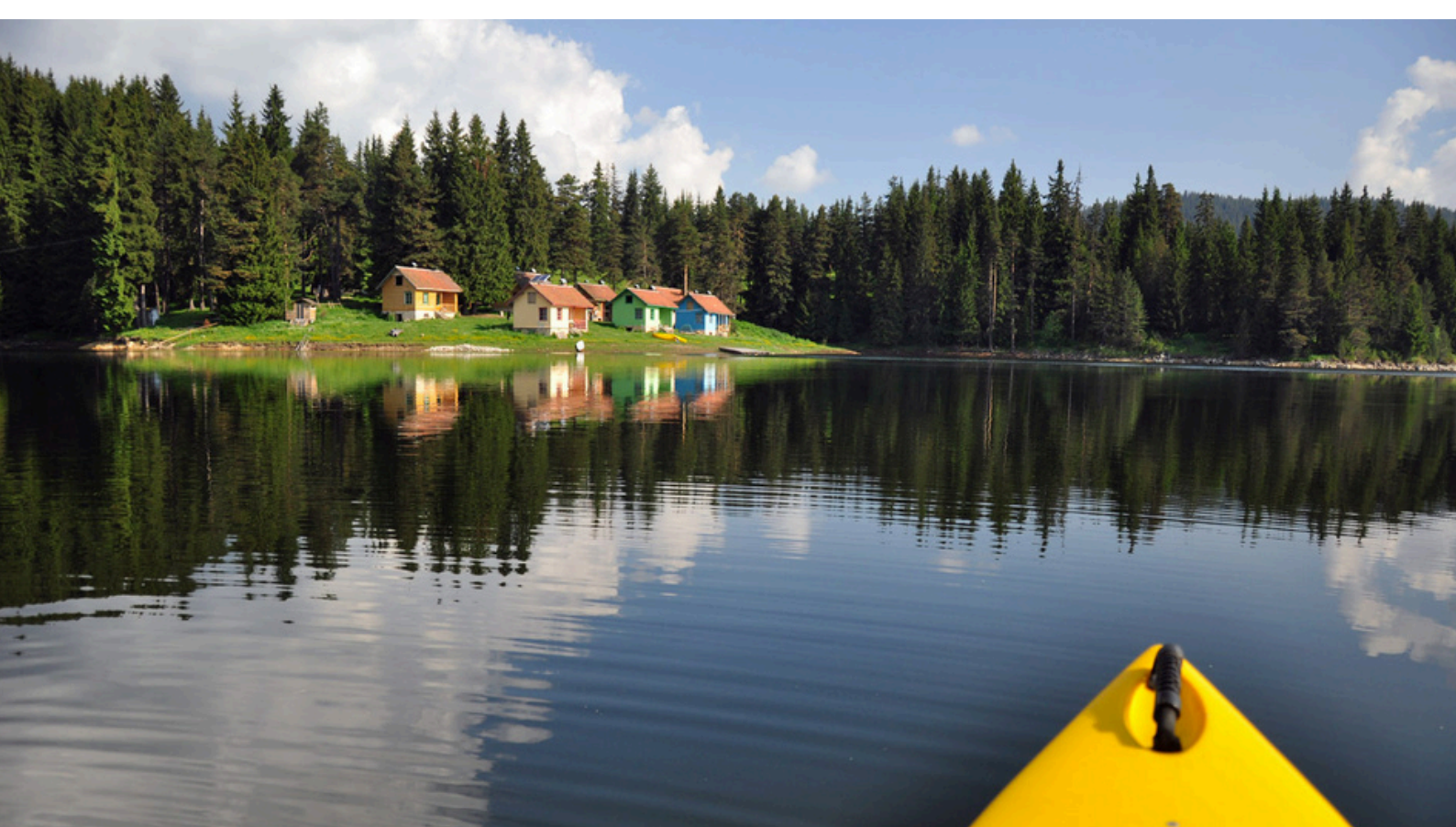
Chatama Forest Centre

<https://chatamalive.bikearea.org/>

Nestled on the shores of "Golyam Beglik" dam in the Western Rhodope Mountains, Chatama Forest Center is a sanctuary created with deep love and dedication to foster an intimate connection with nature. This unique retreat demonstrates sustainable living in harmony with the natural world, emphasizing conscious use of resources.

The center features four cozy cabins, each with two rooms accommodating 2-3 people per room. Embracing ecological principles, Chatama offers composting toilets under the open sky, a separate bathing area powered by solar energy or wood, a solar electrical system, and pure mountain water.

Getting to Forest Center Chatama involves traveling the final 12 km on a forest dirt road, or you can arrange for boat transportation in advance for a more scenic arrival.



The Team



David Villota

Trainer and creator of Integral Facilitation

A professional facilitator since 2014, he has worked with more than 100 organizations across Europe and Africa, including grassroots movements, local governments, NGOs, universities, cooperatives, and companies.

His training includes organizational systemic, process work, dragon dreaming, nonviolent communication, Art of Hosting, and social theater. He integrates these approaches to create innovative and effective ways to facilitate groups.

He facilitates groups of senior researchers at the Institute of Environmental Science and Technology at the University of Barcelona and trains a new generation of facilitators within a national facilitation program.

With experience gained working with local and global communities, David has developed integral facilitation – an approach that combines various tools and skills for effective work with groups, regardless of their size or field of activity. Since 2017, he has been conducting trainings in Bulgaria. Facilitators trained in the integral facilitation approach are already applying the approach in practice.

The Team



Sashka Vitanova
Naturalexplorers Association
Co-host & Organiser

Nature and our understanding we are part of It, is the path I walk. I began to discover nonformal education and facilitation in 2007, and since then applied it in my professional and personal life. Facilitation to me is a life skill, and it has a major part in my path.



Albena Popova
Naturalexplorers Association
Co-host and Organiser

Facilitator of participatory projects in the environmental sector and in education for 15 years; developer of participatory and educational training, tools and methods applied in EU and African countries; psychodrama assistant; booklover; specialised in communication and event management.



Naturalexplorers
Organiser

Integral Facilitation

A Holistic Approach to Working with Groups



Integral Facilitation is a contemporary and systemic approach to working with groups that combines effective tools with a deep understanding of group processes. Developed by David Villota, this approach has been successfully used and evolved since 2017, helping to build a community of facilitators and practitioners in Bulgaria.

The Integral Facilitation Framework offers:

1. **Awareness of group dynamics:** Revealing interdependencies and hidden processes within the group.
2. **Creating space for collective awareness:** Supporting groups to connect at a deeper level and recognize how their interactions influence the whole.
3. **Working on two levels:** The visible field (tools and structures) and the invisible field (emotions, attitudes, internal dynamics).

What qualities does integral facilitation develop?

- **Observational skills:** The ability to see what is happening both on the surface and at deeper levels.
- **Presence:** The capacity to be fully in the moment and respond to the needs of the group.
- **Flexibility:** Adapting to different rhythms and needs of the group process.

Integral Facilitation is an organic process that requires not only knowledge from the facilitator but also personal awareness.



Registration form

For contact:

integral.facilitation@gmail.com

0876 597 935 (Sashka Vitanova)

Chatama Forest Centre
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