



# EXPERIENTIAL LEARNING FACILITATOR

THE NEXT STEP IN LEARNING FACILITATION!



  
**Nathiagali**  
Residential Program

  
20<sup>th</sup>-22<sup>nd</sup> June, 2025

[www.trainingimpact.biz](http://www.trainingimpact.biz)

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# A New Certification Programme for Experienced Facilitators

As a manager or a trainer, facilitating learning is a key skill in your toolkit. Whether you're leading a strategy session or an offsite, success now depends not just on delivering content — but on creating insight, engagement, and memorable learning.

**Traditional trainer-led delivery isn't enough.  
Real impact requires the ability to:**

- ✓ Facilitate group learning through purposeful discussions and shared insights.
- ✓ Design high-impact activities that reveal behaviors and drive engagement.
- ✓ Create powerful discovery moments that go beyond planned content.



# The joy of being a craftsman of learning !

**Experiential Learning facilitator (ELF®)** is a masterclass for trainers, facilitators, and OD professionals who want to lead high-impact, learn-by-doing sessions that stick. Whether you're a corporate leader or a professional trainer, this program will equip you to design and deliver sessions that transform how people learn.



# Key Takeaways:



**Create behavior-revealing activities** that meet session objectives.

## **Design with purpose:**

Learn to assess client needs, organizational context, and align training with business goals.



**Link discussions and activities** to clear learning outcomes.



**Facilitate complex conversations** while involving every participant.



**Develop your facilitator presence** to hold space for emotional and psychological diversity.



# How the Program is Structured

## All About You



Step 1

Discover how your personality and values shape your facilitation style.

Make the shift from trainer to facilitator — and learn to craft a meaningful learning space

2

Step



## The Golden Mindset

## Working with Clients & Stakeholders



Step 3

Map organizational context, listen deeply, and translate insights into training needs.

Design games, activities, and simulations that harness energy, connect to learning goals.

4

Step



## The Real Fun in Experiential

## Reviewing Skills – The Secret Sauce



Step 5

Learn how to connect activities, observe and review their outcomes into smart review session that results in shared discovery and tangible deliverable outcomes.



# Facilitator Profiles



**Haris Mehmood**

Haris is a lead facilitator and curator of experiential learning at Training Impact. He has designed models and methodologies that make action learning simple and easy to execute. He has over 15 years of experience in leading programs, wilderness expeditions and retreats for top businesses in Pakistan. His real expertise lies in converting smartly designed simulations into in-depth reviews that drive learning towards intended outcomes. Haris is also a SEALA graduate. He is an engineer by profession.



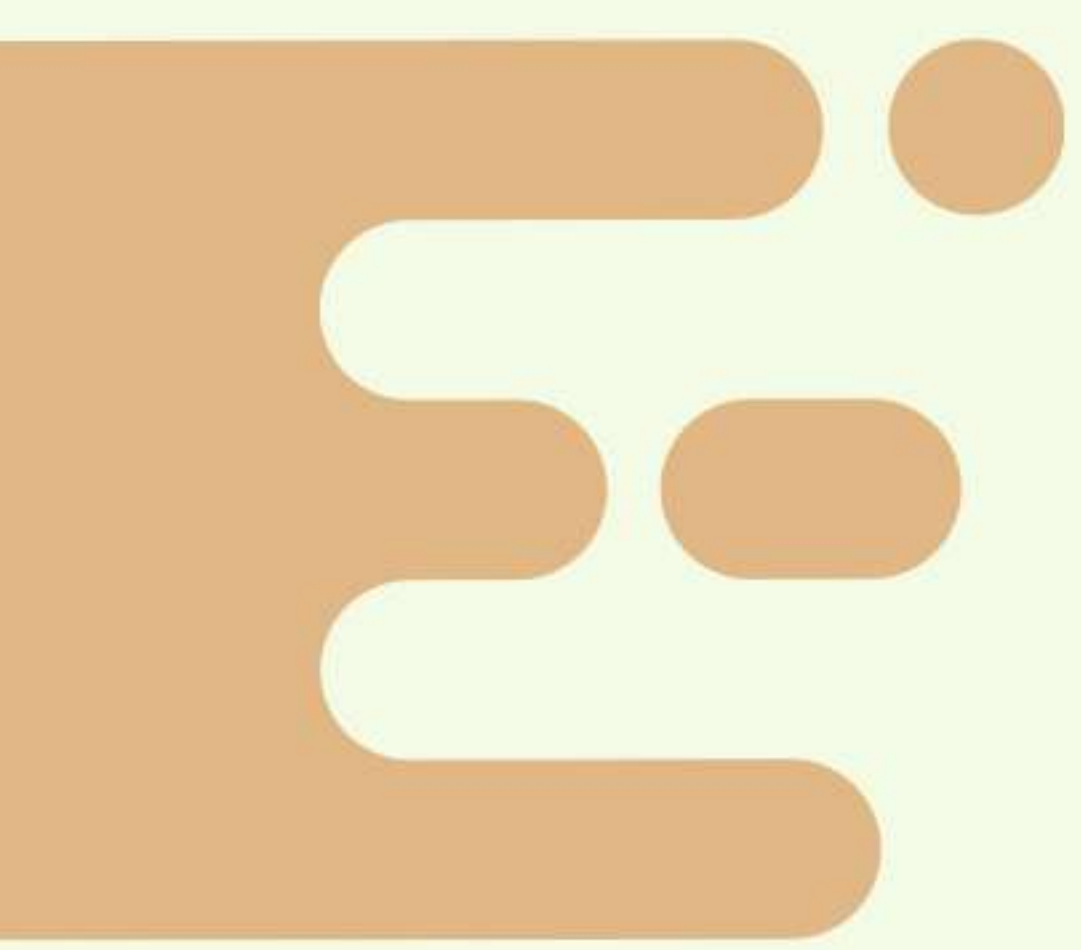
**Hamza Iqbal**

Hamza is the CEO of Training Impact and has 10+ years of experience in training, including leading wilderness expeditions. He holds an MPA from Columbia University and has worked on projects like digital transformation with the Inter-American Development Bank.



**Peter Petzal**

Peter Petzal is a leadership & organizational development coach, trainer, university lecturer based in London, principal at Beyond Frontiers, focusing on leadership through complexity & scale change; his work takes him to many countries mainly within the airline sector; he has worked in and out of Pakistan and India over 25 years.



# Frequently Asked Questions

## **Is ELF a train-the-trainer? Can I do it if I have not done a TTT before?**

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ELF builds upon the foundational principles of teaching and training, and goes a step ahead in introducing a different style. Both existing trainers and those entirely new to the field of training can gain immensely from this approach.

## **Will the program cover all of the core contents of a conventional TTT program?**

There are many variations of TTT programs. All employ different methodologies and varying depths. ELF will emphasize shifting from a trainer to a facilitator mindset, which has its own unique set of skills parallel to a conventional TTT, but not exactly the same.

## **Is this a residential program? Setting?**

The program is a resort based, 3 days and 2 nights program. We start in the afternoon on Day 1, and end in the evening on Day 3. It will be held in the Galiat region.

## **What experience do you have in training using the experiential learning methodology?**

In the last 20 years, Training Impact has pioneered unique experiential approaches to training corporate executives in leadership, team work, decision making, ethics and many other areas. Our programs have been conducted at top organizations of all major industries and sectors in Pakistan. We are partners with Experiential Educators Europe, and have conducted Experiential Education Pakistan conference in 2016, as well as Experiential Educators Europe Special Edition in Pakistan, 2024.

## **What does the fee cover?**

It covers the entire course facilitation fee, accommodation and meals for the duration of the course.

## **How do you customize and address the needs of every participating individual?**

ELF is a highly learner-driven program, so every participant brings their own unique contribution to the circle. Additionally, we do detailed one-on-ones to understand the learning needs of every individual before the program.