



## *Peer Counseling and Human Dynamics*

### Faith-based training for Resident Ministers and Resident Advisors

#### PROGRAM OVERVIEW

These experiential programs provide graduate Resident Ministers (RM) and/or undergraduate Resident Advisors (RA) on faith-based campuses a core foundation in **human dynamics, peer counseling skills, and organizational development**. Incorporating their personal beliefs and life stories, participants deepen their self awareness and understanding of others, learn peer counseling and coaching skills, and create a cohort focus that serves their growth, and the growth of the students they serve.

We offer **four separate segments** typically spread across the school year and totaling six days. Choose any or all of the programs in the order that most effectively addresses your cohort's skill and development needs. We design and facilitate our actual programs to meet your stated goals and time frames.

Here's an overview of the benefits first for your cohort, and then for you as their Director.

#### BENEFITS FOR RESIDENT MINISTERS AND RESIDENT ADVISORS

##### *I – Roles, Goals and Knowing Thyself*

1 Day

- Understand your roles, mission and responsibilities as defined by your college or university
- Explore your personal life stories and spirituality, and their potential impact on working with people
- Develop personal and cohort goals and an outline for accomplishing them

**Roles, Goals &  
Knowing Thyself**

##### *II – Communication and Coaching Skills*

2 Days

- Facilitate focused conversations for self discovery and action
- Integrate pastoral care and coaching
- Establish and maintain healthy boundaries

**Communication Skills &  
Coaching for Self Discovery**

##### *III – The Enneagram: Understanding People*

1 Day

- Understand the nine core personality drives
- Discover what *motivates* our behavior, our worldview, gifts, challenges, communication styles, movement in stress and security, and pathways for emotional and spiritual growth
- Explore and resolve real time relational issues using the Enneagram

**The Enneagram:  
Understanding People**

#### ***IV – Emotional Intelligence and Beyond***

2 Days (Mid Year Retreat)

- Understand emotions, their purpose, meaning, and how to use them more effectively
- Deepen your conversations with people
- Resolve limiting beliefs
- Explore and resolve real time issues

New England based cohorts who offer a full year of programs with us (6 total days) receive an additional complementary half day session facilitated in the spring to assist RM/RAs in applying what they've learned this year to their future.

#### ***V – Into the Future: Walking with God***

½ Day

- Notice who you are now – Appreciate what you've learned and how you've grown
- Explore your future applying what you've learned as an RM/RA

Reflect on who you are now, and who you were when you started the year. Notice what you've learned in your RM/RA ministry, and how you've learned it. Acknowledge and celebrate all you have become and accomplished this year. Look again at your life's vision and next steps, and:

#### **CONSIDER**

- How will you apply what you have experienced as a RM/RA?
- What future support would you like to deepen and maintain your relationship with God?
- How would you most like to be in relationship with your cohort and/or future cohorts?

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### **BENEFITS FOR YOU – RM/RA DIRECTOR**

As the director of the Resident Ministers or Resident Advisors program:

#### **You Receive**

- One on one consultation to help you:
  - Clarify your goals and annual training program needs
  - Determine the best timing and content for training
- Suggested training agendas for your review and approval
- Letter of invitation to send to participants prior to each program
- Written materials for participants to use during and after each program
- Program facilitation that frees you to be with the students in a way that most benefits them and you

When we work together for the full six days of training and facilitation throughout the year:

#### **You also receive**

- Three hours of one-on-one coaching throughout the year beyond the planning process to support you in your work with the RM/RAs



## *Peer Counseling and Human Dynamics*

### **PROGRAM DESCRIPTIONS**

All sessions are facilitated with the intention that both process and content deepen the participants' relationship with God, self, and others. They include prayer, meditation, didactic training, demonstrations, large and small group conversation, practice sessions and reflection in varying combinations depending on the session. Suggested timing for each session can be adjusted to most effectively meet your needs.

**PRE OR START OF SCHOOL YEAR – 3 DAYS** (Can be done in 2 sessions)

### *Roles, Goals, and Knowing Yourself*

#### **PURPOSE**

- Understand roles and responsibilities of Resident Ministers/Resident Advisors
- Know yourself and one another in the context of being RM/RAs
- Develop individual and group goals, and ways of accomplishing them
- Learn core Communication and Coaching for Self Discovery skills

The *first day* includes 1) a Socratic exploration of the RM/RAs understanding self, one another, their experience of God, how their life stories and relationship with God inform their work with others, when and where they turn for assistance, how they resolve conflicts, and 2) the clarification of their mission as RM/RAs; development of their cohort's standards of relationship with one another, collective goals and strategies to achieve their goals.

The *second two days* focus on developing communication and peer counseling skills including parameters of service, pastoral counseling, basic facilitation skills, coaching for self discovery, safety and boundary issues. Participants are invited to work with real time issues.

**NOVEMBER – 1 DAY**

### *The Enneagram: Understanding People*

Enjoy richer, more satisfying relationships. Deepen your self-understanding. Counsel people with greater awareness of what motivates their behavior, and of their inherent gifts, challenges, pathways for growth, leadership and communication styles. Learn how presence, difference, and inclusion foster our experience of the Divine in everyday life. The Enneagram is an ancient, multi-dimensional model for understanding what *motivates* the behavior of nine core personality drives. Using this dynamic, inclusive resource:

#### **Learn**

- The nine core personality drives, and each of their unique
- Gifts and Challenges
- Relationship Needs and Preferences
- Pathways for Emotional and Spiritual Growth
- Communication and Leadership Styles

and also how each personality and instinctual drive uniquely:

Deals with Their Fears; Responds in Security or Reacts in Stress, and Can Ideally Contribute to the World

## MID YEAR RETREAT – 2 DAYS

### *Emotional Intelligence and Beyond*

When we continue to look deeply at ourselves, resolve our own fears, and choose to interact with clarity, curiosity, compassion, and respect, we increase our ability to be of true service. While we need not be ‘fearless’ to make a positive difference, we do need to be aware of our emotions and fears, and to compassionately grow through them if we are to more often facilitate growth versus impose ourselves on others. For centuries in every culture, race and creed people have noticed the transformative power of unconditional love. This includes knowing and loving ourselves.

#### COME TO

- **Increase your emotional intelligence** – Deepen your awareness of what emotions are; their purpose, meaning and what they can tell us (when we listen); different behaviors and attitudes associated with each emotion; relationship among emotions; how we tend to misuse emotions; and how to more effectively use emotions to understand yourself and communicate with others. Receive Quick Tips on how to: Restore presence, relieve anxiety, resolve anger, and resolve arrogance.
- **Learn to resolve limiting beliefs** – Use either a simple thought process, or a deeper process to resolve simple difficulties at their cause rather than at the repeating symptomatic level.
- **Resolve existing challenges as RM/RAs** – Individually and collectively explore and resolve real time issues. Work with whatever the group brings forward.

## MID SPRING SESSION – HALF DAY SESSION

### *Into the Future: Walking with God*

Take a deep look at who you were when you started the year, and who you are now. Notice and appreciate how you have walked with God, one another, and with the students you’ve served.

Acknowledge and celebrate all you have learned and accomplished this year. Look again at your life’s vision and next steps, and:

#### DECIDE

- How will you apply what you have experienced as a RM/RA?
- What future support would you like to deepen and maintain your relationship with God?
- How would you most like to be in relationship with your cohort and/or future cohorts?

## **PROGRAM EVALUATION**

After each session, participants are asked to evaluate their experience on a feedback form we provide. We ask participants to rate: their overall experience of the session, program content, its usefulness to them, what they would like more or less of, and of their experience of the facilitator.

We also invite our client colleges to participate in an outside evaluation of the program to catalogue its merits, and to continually improve the content, process, and timing of this training so that we continually meet the evolving needs of Resident Ministers and Resident Advisors. We are currently seeking a graduate student to design and administer this evaluation program. If you have someone you know who would be great for the job, please have them contact us directly at 978-943-1491 or [Kathy@KathyEckles.com](mailto:Kathy@KathyEckles.com)

## **TRAINING LOCATION**

Locations, food, and lodging are determined and paid for by you.

## **DESIGN AND FACILITATION FEES**

All design and facilitation fees include pre-session consultation with you, suggested session agendas, letter of invitation to participants for you to send prior to each program, written materials for each participant, session review for future reference.

Full Day sessions – \$1500

Total six hours of training plus morning, afternoon, and lunch breaks

Half Day sessions – \$900

Total 3 hours training plus one break

Materials fee of \$25 per participant will be added to the design and facilitation fee.

## **OUR UNCONDITIONAL GUARANTEE**

If you are not completely satisfied that your stated goals have been met, upon your request, we will immediately refund any monies paid to us.