



2025/26 Advanced Leadership & Facilitation Training

[2025 ALFT Zoom Meeting Recordings](#)

[ALFT Homepage](#)

2025 ALFT Monthly Homework

October/November Homework

1. Practice the tools from the Facilitation Map with your buddy group and others.
2. Consider how you are already using **Framing, Intro/Echo, Completing & Transitioning** in your work. Look for ways to incorporate them further into your project or your practice. Pick one or two that you think would be the most helpful or that are a stretch for you, and develop them in the context of your work.
3. Continue your Body & Voice tools to cultivate Second Circle. Share about this with your buddy and/or buddy group. Especially around your project.

October Homework

1. **Practice the tools from the Facilitation Map** with your practice group, esp. the ones from ALFT 2
2. **Bring compassionate curiosity to the ways the stoic and addict show up in your daily life.** Ask yourself “what helps cultivate the mystic in me?” Notice and let in the good when you find the mystic path. Share any of those insights with your buddy/s.
3. **Do the Holistic Inquiry with your buddy/s at least once this month:**

10-15 Minutes Each:

1. What is an inner pain that is difficult for you to stay present with and feel?
2. What are the strategies of the stoic or addict you employ to resist feeling it?

15-20 Minutes Looping:

What is it like - in body, heart and mind- if you embrace all of your humanity, including your pain, and offer it to Grace?

-For the buddy triad: Do it Round Robin style: A asks B (C listens), B asks C (A listens), C asks A (B listens)-

4. Continue with your Body & Voice Exercises

August/September Homework

1. Prepare for review of ALFT 1 Teachings at ALFT 2: At ALFT 2, you will be asked to review the major themes from ALFT 1. We will just call on you, on the spot, so be prepared to teach/demo the following:

Advanced Sharing Circle Facilitation, page 45-51

H.E.A.L Process, page 22-24 (*Part of Mindfulness., Compassion & Letting in the Good*)

Individual Work Facilitation Map, page 83

Details of Individual Facilitation Map, page 85-91

Message in the Body, page 93-96

Presence with Another Person, page 87-88 (*Part of Details of Individ. Fac. Map*)

Cultivating an Inner Compassionate Image, page 22 (*Part of Mindfulness., Compassion & Letting in the Good*)

Family Constellation, page 53 - 60

Family Constellation Healing Phrases, page 61 - 65

2. Prepare for Body and Voice presentation at ALFT 2: We'll have an opportunity for each of you to present something to one other person, and for some of you to bring in anything you want to present publicly. Perhaps a talk, a poem, or a moment of facilitation.

We'll practice it from the perspective of Second Circle. So, if there is something you want to practice speaking in front of another person, bring it. Lee will also have a few poems and texts you can practice with if nothing particularly comes to mind. A few people will have the opportunity to work through a presentation with coaching in front of the group.

3. Keep meeting with your current buddy and your practice group, and close to ALFT 2, find a way to complete with them. You will receive a new buddy and practice group after ALFT 2.

July/August Homework

1. Explore your Unfulfilled Needs after having acted unskillfully

Explore if you can identify your feelings and unmet needs when you're aware of any unskillful behavior. Then validate the need using your [NVC Needs List](#). Allow the feelings to be felt in the body, and then see if you can release the negative thoughts about yourself, and instead connect with the unmet need, and inquire how you could meet that need in a skillful way. Share this with your buddy.

If it is hard for you to connect with your needs, have your buddy help you by guessing your needs, just as we did today on the call.

2. Explore *their* Unfulfilled Needs after they acted unskillfully

Explore if you can guess another's feelings and unmet needs when you think that someone in your life has acted unskillfully. First become aware of how you judge them for their behavior (Being a Jackal). Then see if you can drop into Giraffe land, and listen to the unmet need underneath their unskillful behavior. Then validate the need using your [NVC Needs List](#). Share this with your buddy.

If it is hard for you to guess this person's feelings and needs, have your buddy help you by guessing their feelings and needs, just as we did today on the Zoom call.

3. If applicable: Emphatically Understanding Someone in your Life through Asking them Directly

Explore if you can guess another's feelings and unmet needs, by asking them directly, when you think that this person in your life is going through something challenging, or has behaved unskillfully. See if you can drop into Giraffe land, and guess the feelings and unmet needs underneath their troubles.

Communication Formula:

Observation: (Reflecting what you think you saw, heard etc.)

"When I saw/heard you"

Feeling (Guessing their inner emotions/bodily sensations)

"I wonder if you felt ...?"

Need: (Guessing what their needs might be)

"Did you need?"

Request: (Guessing what you think may be their specific desire)

"Would you like...?"

"Would you like me to ...?"

"Would you like to hear me ...?"

"Would you like me to summarize?"

"Would you like to hear my opinion?"

IMPORTANT: If you have never used this formula with anyone directly, please practice on someone who knows NVC (or is in the LDT/ALFT field) first, by using that person as a proxy. Get their feedback on how this felt before you go to this person in your life directly. Be willing to be fluid when practicing this with a "real" person in your life, meaning having it be more natural and flowing. For example, just asking one of the questions might be enough. *"I noticed this And I wonder if you were feeling frustrated?"*

Share this experience with your buddy, too.

4. **Focus on practising ALFT 1 practices in your Practice Groups.** The ALFT 1 practices are: **Advanced Sharing Circles**, the **H.E. A. L** process, the **Inner Compassionate Image**, **Presence with Another Person**, **Message in the Body**, **Family Constellation Healing Phrases**, and of course **NVC** (Including what you are learning in the NVC clinic, which we hope you are attending) There are only 2 months left until ALFT 2, at which point you will learn a whole other set of skills and tools.
5. **Continue with the 2nd Circle Healthy Posture Practices** from the June Zoom Call.

June/July Homework

1) **During this month, notice the Four Aspects of Grace**, and how they apply to your own life.

Explore these kinds of inquiries:

Which aspect of Grace do you connect with the strongest?

Which one is the hardest one for you personally to relate to?

How do you experience them IN YOUR BODY?

What practices help you reconnect to the Ground of Grace when you're locked in fear or control?

What would it look like to be a 'Grace delivery device' today?

In your facilitation, can you notice moments when Grace carried the process more than your plan did?

Then, given what you learned at this month's session, **come up with a practical step, an adjustment/stretch for you to apply this month in your spiritual practices**, and in your relationship with Grace.

Share this with your buddy, and hold each other accountable regarding any practical steps/stretches.

If you like, say this Invocation/Prayer:

"Grace that grounds me... thank you.

Grace that blesses me... I receive you.

Grace that transforms me... I surrender to you.

Grace that wants to live through me... I am yours."

2) **Remember your 2nd circle Healthy Self Posture:**

Things you can do to focus on posture:

Look at yourself. Ballet dancers see themselves in the mirror. Get someone's feedback.

Look at pictures.

Befriend a Wall. Standing, squatting. Practice looking forward. (Watch the head forward posture.)

Stretching, on the floor, then standing.

Embody strength, confidence, joy.

3. To assist you in Letting in the Good, visit Britta's [Daily Grace Videos](#), go to the "Meditation and Prayer Practice" tab, and scroll down to the five "Letting in the Good-H.E.A.L. Process" meditations.

May/June Homework

- 1) Read or re-read the Mandatory and Recommended Practices during ALFT Paper (Page 139-140) and apply the practices consistently as part of your life.
- 2) Connect with your buddy, set up a regular time to connect. Refer to the Three Options - Buddy Check In Protocols Paper (Page 141-145)
- 3) Connect to your buddy group and make sure to schedule several meetings before LDT 2.
- 4) Track your balance of directive and non-directive facilitation. Lean into your weak spot in the next few weeks. Plan where you will test this out: in a session with someone? With your family? What's your edge?

For example, you may wish to: experiment with saying less if you tend to be too directive and using invitational language that leaves more agency to the person you are facilitating. Or, if you tend to be too non-directive, experience with saying more, i.e. asking more directive or challenging questions.

5) Keep going with establishing/deepening a consistent daily prayer and meditation practice. Britta's [Daily Grace Videos](#) can be very helpful here.

Optional

Participate in our free COR NVC Clinic for LDT and ALFT participants. See the email from Cassie for details.