

The Gift of a Courageous Conversation



INIFAC 2026: The Gift of a Courageous Conversation

At INIFAC, we exist to advance facilitation as a professional discipline—one grounded in judgment, ethics, and purposeful design. As we look ahead to 2026, one theme feels especially central to both our work and our responsibility as facilitators: intentionality.

Not as a slogan, a resolution, or a word-of-the-year—but as a steady practice that shapes how we design, how we show up, and how we decide what truly matters in our work.

Intentional facilitation starts long before participants gather. It lives in the choices we make as we design and in the questions we pause to ask:

- What outcome truly matters here?
- What does *this* group need in order to get there?
- What beliefs about learning, engagement, and change are embedded in the methods I'm

choosing?

INIFAC's competencies remind us that strong facilitation is never accidental. Every design choice—structure, sequence, pacing—reflects professional judgment. Intentionality is what aligns those choices with purpose rather than habit.

Participants may never see our design notes, frameworks, or credentials—but they experience intentionality immediately.

They feel it when:

- A session has a clear through-line rather than a series of disconnected activities
- Engagement feels relevant to real work, not just conversation
- Time is respected, focus is maintained, and progress is visible
- The facilitator's presence feels calm, grounded, and purposeful

Intentionality creates trust. It signals that the session was designed *with care*—not just competently, but thoughtfully—for the people in the room and the outcomes they are responsible for delivering.

In the room, intentionality often looks simple—but it is anything but easy.

It shows up when we:

- Intervene thoughtfully rather than frequently
- Ask questions that sharpen focus instead of expanding noise
- Allow silence, reflection, or productive tension when it serves the work

This is where facilitation becomes more than technique. It becomes craft. And it is where experience, competence, and professional judgment intersect—at the heart of INIFAC's standards.

As you plan your facilitation work for 2026, consider adopting a small but meaningful discipline.

Before finalizing any session design, pause and reflect:

1. What do participants need to *experience* for this work to matter?
2. How does each major design choice support that experience?
3. What am I intentionally choosing not to include—and why?

Many facilitators discover that intentionality doesn't complicate their work. It clarifies it.

Facilitation has never been about doing more. It has always been about helping groups do what matters, well.

As an INIFAC community, leaning into intentionality in 2026 strengthens our practice,

deepens participant impact, and reinforces facilitation as a trusted profession.

Looking forward to a year of thoughtful design, purposeful presence, and work that feels as meaningful as it is effective.

With appreciation,

Diana Mastel Gurwicz

Chair of the Board

INIFAC – Institute for International Facilitation



The Art of the “No”: Why Intentional Facilitation Starts with Discovery

Great facilitation is never an accident. It is the result of Intentionality—a steady practice of choosing purpose over habit.

[Read Blog](#)

COMING SOON...

WEBINAR



Design With Confidence:

Using INIFAC Competencies to Strengthen Your Sessions



Wednesday, Feb 18



10:00 am ET



DIANA GURWICZ

INIFAC BOARD CHAIR

Ever wondered what “facilitation mastery” really looks like in action?

In this 90 minute hands-on workshop, we’re taking INIFAC’s core facilitation competencies and bringing them into practice.

Whether you’re preparing for certification, growing your craft, or simply curious about how experts design and adapt sessions, this session will help you translate competencies into confident, grounded facilitation practice.



LEAD WITH LEARNING MASTERY

Are you a learning professional who designs and delivers high-impact learning experiences?

The Certified Master Learning Facilitator® (CMLF®) credential from INIFAC recognizes your expertise in facilitating powerful learning journeys that create lasting change.

WHO SHOULD BECOME A CMLF®?

Learning and development professionals who:

- ✓ Lead in-person, virtual, or hybrid learning sessions
- ✓ Create and facilitate content that supports growth, development, and performance
- ✓ Demonstrate skill in both instructional design and facilitation delivery
- ✓ Trainers, educators, coaches, and facilitators ready to be assessed at a mastery level

BENEFITS OF BECOMING A CMLF®

- ✓ Gain recognition as a top-tier learning facilitator
- ✓ Validate your ability to design and deliver transformative learning experiences
- ✓ Enhance your credibility and marketability as a learning professional
- ✓ Be featured on INIFAC's website and social platforms as a recognized CMLF®

YOUR JOURNEY TO CERTIFICATION:

- Serve as the primary facilitator for 30 distinct facilitated sessions over the prior 3 years
- Submit 5 reference letters
- Complete and submit written work
- Record and submit simulated facilitated video session

READY TO TAKE THE NEXT STEP?

JOIN A COMMUNITY OF PROFESSIONALS WHO ELEVATE LEARNING THROUGH EXPERT FACILITATION.



www.inifac.org

Learn More

Our Certified Facilitator Community is LIVE!

Welcome to our new Certified Facilitator Community! As an INIFAC Certified Facilitator, you now have access to our new community. In order to log in, you will need to use the email that INIFAC has on file for you, and the password: INIFAC2024@)

Once you are inside the community, you will be able to change your password. We look forward to seeing you on the inside!

LOG IN

FOLLOW US ON SOCIAL:

Want to lead meetings that inspire action and get results? Follow INIFAC on social media for insider tips, expert advice, and practical tools to elevate your facilitation game.



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