



ICYE European Association hereby invites you to the following training...

Learning deluxe

Training of trainers and facilitators

Call for participants

Application deadline: 20th of December to application@thesparkle.org
Selection expected by the 3rd of January

- *Do you wish to develop further as a trainer?*
- *Are you interested in looking at yourself in a team – and in front of a group?*
- *Do you want to strengthen the work of your organisation by improved trainings?*
- *Do you want to make a change?*
- *Are you ready for an inspiring and innovative look at the power of interactive theatre? - then continue reading... .*

Introduction

This training aims at increasing the competences of trainers and facilitators in youth organisations. During the training you will be trained in advanced facilitation and training-skills and will increase your competences to deal with group dynamics. Specific attention will be given to facilitating intercultural learning experiences and on stimulating learning among new groups of young people.

When

The training will take place from the 10th – 18th of February 2007.
Arrival day: the 10th of February. The programme starts in the evening.
The end of the programme: the 17th of February in the evening.
Departure day: the 18th of February – all day.

Where

The training will be hosted by IKU, ICYE Sweden.
Information on the exact venue will be provided later.

Price

This training is funded by the YOUTH Programme of the European Commission. The training, board and lodging and visa-costs will therefore be for free. You will moreover get 70% of your travel costs reimbursed (including local travel). This means that the cost of the training will be 30% of the travel costs. In case selected for this training, you will receive more details concerning all financial and other technical aspects.

Who

Participants can come from the following countries: Austria, Denmark, Finland, Germany, Iceland, Italy, Portugal, Sweden, United Kingdom. See furthermore the profile of participants.

Still interested?

... then you can find more information about the training (including the day-to-day programme) on the following pages.

Background

The YOUTH Programme tries to offer young people in general and young people with fewer opportunities in particular, non-formal ways to learn. Under this there is a strong focus on non-formal learning as a means of increasing the tolerance of the European societies and the personal growth of the people participating in youth activities. There is a strong belief that non-formal education should be based on the participants' own experiences. However, we believe that a lot can be done to facilitate that such learning happens. Learning and development has to grow from within, indeed, but this does not mean that the surrounding cannot stimulate, create space and support and foster these aspirations. This training will focus on implementing innovative approaches towards learning.

It is believed that a "learning deluxe" – an advanced training of facilitators and trainers which will focus both on learning methodology and on dealing with the group dynamics which go along working with groups can help contribute greatly to develop the general *quality* of the youth projects carried out by the participants.

Aim and Objectives

The overall aim of the training is to provide the participants with knowledge and concrete competences in stimulating non-formal learning through facilitation and training in order to increase the quality of your activities.

The objectives of the training are the following:

- Create knowledge of basic communication skills and practice these.
- Be able to apply basic communication skills to facilitation of teams and group-learning, dealing with difficult group dynamics, motivating volunteers and target group.
- Create knowledge of different approaches to learning (experiential, participant based approaches vs. top-down learning) and practicing facilitating training workshops.
- Develop ability to assess training needs in the group and develop learning objectives and training programmes based on this.
- Reflect on and learn from actual implementation of trainings at local, national and European levels.
- Develop an understanding of group dynamics, the relation between the trainer and the group and personal challenges in relation to training.
- To be able to multiply the outcome as effectively as possible to the whole organisation
- Contribute to an overall raise of quality of international youth activities, e.g. in the Youth Programme and stimulate that new initiatives are formulated within the YOUTH Programme

The Working Approach

The basis of this seminar will be *situated learning*, which means that rather than working with exercises from manuals and simulation games, we will incorporate your cases and discuss the issues in relation to your reality. This requires a very active participation from you. *If you are interested in participating you should therefore be willing to stand in front of the group in the role of facilitator as well as share and work on examples from the workshops you have carried out through your own work in small groups.* This approach has been chosen as it is believed that facilitation skills can only be learned by practicing them, and the facilitator/trainer can only develop by reflecting on his or her own challenges. You will thus practice facilitation and coaching, while others will be sharing their ideas and current challenges, and later you will change roles. We will thus use exercises (interviews, role-plays, drama etc.) mainly based on real-life cases/experiences.

The trainers will make a great effort not to lose the reality out of sight – the reality in which the learned skills should be applied. Therefore the training-flow will be interrupted by reflection moments focusing on applying insights into your organisation and/or present or future YOUTH Programme activities.

The following methods will be used:

- Theoretical inputs
- Work in smaller groups
- Practical exercises (e.g. interviews, drama) using your real-life experiences transformed into cases
- Concrete practicing preparation and facilitation of workshops
- Feedback from group and trainers
- Practicing various coaching tools
- Being coached on challenges met during trainings and further development as trainer
- Development of elaborated action plan for implementing and multiplying new competences in the organisation and in YOUTH Programme activities.

Profile of participants

You should:

- Be aged between 18 and 35 (indicative)
- Have a certain level of experience with the work of your organisation
- Have experience with facilitating workshops/ being in the position of a trainer at local, regional, national and/or international level
- Already have experience with the YOUTH Programme of the European Commission – or a strong wish to set up future projects within this framework
- Be in a position to multiply the learning outcomes and to implement project ideas
- Have proven personal and organisational interest in this training
- Be fully available during the whole training course (meaning training and travel days)
- Coming from Austria, Denmark, Finland, Germany, Iceland, Italy, Portugal, Sweden, United Kingdom.
- Be able to speak English well enough to participate in discussions.

How to apply

In order to apply for this training you have to use the attached application form.

The application has to be sent to application@thesparkle.org.

The deadline for applying is the 20th of December 2006.

Selection is expected to be done by the 3rd of January 2007.

Further questions

If there are any further questions concerning this training, please do not hesitate to contact ICYE, European Association: admin@icyeeurope.org

Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Title:	Introduction	Basic communication	Experiential learning	Experiential learning	Yourself as a trainer	Group dynamics	Implementation	Departures
Breakfast	8.30 – 9.30							
Arrival day	<i>Getting to know the team, the group and the programme:</i> <ul style="list-style-type: none"> Introduction to team and programme Organisational expectations and personal learning goals Practicalities 	<i>Basic communication skills – I</i> <ul style="list-style-type: none"> Introduction to basic communication skills Describing behaviour objectively Expressing emotions 	<i>Facilitating experiential learning – I</i> <ul style="list-style-type: none"> Formal versus non-formal learning What is the experience in experiential learning? Connecting to real-life and stimulating action 	<i>Facilitating experiential learning – V</i> <ul style="list-style-type: none"> Carrying out workshop 3 Getting feedback from group and trainers 	<i>Analysing yourself as a trainer/facilitator – I</i> <ul style="list-style-type: none"> Analysing your role in teams Giving each other feedback based on teamwork the previous days Relating strengths and weaknesses to teamwork at home 	<i>Working with difficult group dynamics – I</i> <ul style="list-style-type: none"> Introduction to group dynamics Introduction to intervision as learning tool Intervision in smaller groups on cases of difficult group dynamics 	<i>Implementing and adapting to own context – I</i> <ul style="list-style-type: none"> Introduction to open space Open space on applying training and facilitation skills to YOUTH Programme projects 	Departure day
Break	11.00 – 11.30 – INTERCULTURAL COFFEE BREAKS							
	<i>Introduction to the YOUTH Programme</i> <ul style="list-style-type: none"> Sharing experiences with the YOUTH Programme The new YOUTH Programme 	<i>Basic communication skills - II</i> <ul style="list-style-type: none"> Acknowledging own needs Expressing demands vs. requests 	<i>Facilitating experiential learning – II</i> <ul style="list-style-type: none"> Preparing workshops in smaller groups 	<i>Facilitating experiential learning – VI</i> <ul style="list-style-type: none"> Carrying out workshop 4 Getting feedback from group and trainers Working on what to bring home for future workshops 	<i>Analysing yourself as a trainer/facilitator – II</i> <ul style="list-style-type: none"> Analysing core-qualities in relation to working with groups Analysing personal challenges in relation to working with groups 	<i>Working with difficult group dynamics – II</i> <ul style="list-style-type: none"> Intervision in smaller groups on cases of difficult group dynamics Short summarising input on dealing with difficult group dynamics 	<i>Implementing and adapting to own context – II</i> <ul style="list-style-type: none"> Open space continued 	
Lunch	13.00 – 14:30							
	<i>Building the group</i> <ul style="list-style-type: none"> Creating a learning contract Group building games 	<i>Basic communication skills – III</i> <ul style="list-style-type: none"> Finding interests and needs behind complaints Reframing criticism positively 	<i>Facilitating experiential learning – III</i> <ul style="list-style-type: none"> Carrying out workshop 1 Getting feedback from group and trainers 	Free afternoon	<i>Analysing yourself as a trainer/facilitator – III</i> <ul style="list-style-type: none"> Short introduction to coaching according to the grow model Practicing the first steps in coaching with each other's personal challenges as trainers 	<i>Working with difficult group dynamics – III</i> <ul style="list-style-type: none"> Psychodrama as a learning tool Using psychodrama to reflect on you in the role of a trainer when dealing with difficult persons in the group 	<i>Implementing and adapting to own context – III</i> <ul style="list-style-type: none"> Open space continued Summarisation of open space Creating action plan for increasing the quality of YOUTH projects 	
Break	16:00 – 16:30 – INTERCULTURAL COFFEE BREAKS							
	<i>Sharing of experiences</i> <ul style="list-style-type: none"> Creating a shared understanding of learning using interactive theatre In which areas do we want to stimulate learning 	<i>Basic communication skills – IV</i> <ul style="list-style-type: none"> Listen for others emotions and needs Practicing active listening Applying basic skills to working with participants of the YOUTH Programme 	<i>Facilitating experiential learning – IV</i> <ul style="list-style-type: none"> Carrying out workshop 2 Getting feedback from group and trainers 	Free afternoon	<i>Analysing yourself as a trainer/facilitator – IV</i> <ul style="list-style-type: none"> Practicing the next steps in coaching with each other's personal challenges as trainers Creating a personal action plan for development as trainer 	<i>Working with difficult group dynamics – IV</i> <ul style="list-style-type: none"> Psychodrama continued to further reflect on group dynamics Bringing it all home to future workshops within the YOUTH Programme 	<i>Evaluation</i> <ul style="list-style-type: none"> Comparing learning objectives with outcome of training Written evaluation 	
	Reflection groups	Reflection groups	Reflection groups		Reflection groups	Reflection groups	Evaluation groups	
Dinner	19.00 – 20.00							
Welcoming		Organisational market					Farwell party	