

Skills4Teams 2020 – 2022



Training course outline

Based on joint-staff meetings (LTT) within the project.

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VOLUNTARIAT
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Welcome

This is what happens when the 4 different energies meet, You only have one option: mix them and look what the experiment brings.

This is what we decided to do together with Spain, Slovenia and Greece

We are the Culture Shock Foundation from Warsaw (Poland). We are a leader in anti burn out prevention of culture and NGO workers. The project Skills4Teams based on the common values within the non formal education world, is an attempt to combine fields of expertise of non-governmental organisations from Poland, Greece, Slovenia and Spain to work on **empowerment of staff for a better performance.**

The following proposition of training course we developed using scenarios from our joint-staff meetings taking place between 2020 - 2022 may inspire you in shaping more effective team education trainings in your environment.



Day 1

Introduction to forcoming content

Seesion 1

Team building & get
to know each other
session.

Seesion 2

Presentation of the
training aims and
brief presentations of
each participating
organization.

Seesion 3

Presentation of an
online course on
ethical
communication.



Aims of the day

Useful link: www.ethicalcommunication.org

Triggering thoughts of volunteers, NFE workers and everyone interested in critical thinking, global education topics and media literacy:

- Social media has many pluses, but it can also wear us down. How to navigate an online world with care?
- In my communications, how do I pay attention to unequal power relations between global North and South?
- In this noisy, media saturated world, how to communicate with humility and in ways that make a difference?

The session aims at introducing young volunteers and youth workers on how to effectively harness and communicate their experiences of overseas volunteering, through an online interactive training platform on common global education modules, in particular “ethical communication”.



Day 2

International non-formal education work in multicultural context.

Seesion 1

Introducing the
concept of
transformative
learning journeys

Seesion 2

Exploring the
narratives of white
normativity, cultural
appropriation and
how we
communicate

Seesion 3

Reflections on
practical use of the
presented tools in
participants
countries in
process of
revalidation of
international
cooperations.



Aims of the day

Useful link: www.ethicalcommunication.org

To challenge our notions of **Global Citizenship Education** and venture towards more transformative, emancipatory, decolonial and universal practices through a process of collective exploration, reflection and support. When we explore these concepts, we often feel helpless (where the world is going?), and we deal with a bunch of feelings that we cannot deal with. We will explore some tools and methods to deal with these emotions.

How can we use the inclusive language, how can we be mindful about what is happening in our cultural surroundings and how can as well, by being the role models in the society, create a space to explore and learn from each other.



Day 3

Communication skills: Design thinking, New media literacy, Visual appearance, Public speaking, case studies

Seesion 1

Interactive workshop
“Build your personal
brand with video”

Seesion 2

Shocase of
development
concept of AN.KA
SA that focuses on
"capacity building"
in small urban
community

Seesion 3

Presentation of a
good practices of
how to reconcile
social activism and
entrepreneurial
attitudes in an
organisation -
Cooperative Bank of
Karditsa



Aims of the day

Useful links:

<https://www.youtube.com/MakeVideoGreece>

<https://gr.boell.org/en/2018/07/17/developing-social-economy-karditsa-social-ecosystem>

<https://www.anka.gr/index.php/en/>

<http://wck.gr/>

1. Know how to overcome personal fears and how to be authentic on camera
2. Know how to select smart video content ideas that will engage the audience
3. Know how to script videos in order to keep viewers on their toes
4. Know how to use simple equipment to create videos just with a mobile phone

Showcase of "empowerment" of the local population, especially the disadvantaged groups as well as the avoidance of social exclusion. The programs and projects are designed and implemented to serve a coherent and integrated vision for local development. Each one meets specific needs, satisfies an individual goal of this vision, which is constantly updated and enriched through social consultation.



Day 4

Staff support systems in NGO organisation

Seesion 1

Tailored coaching
methods - fare with
methods of
cooperating trainers

Seesion 2

Staff monitoring
methods -
inventories,
scenarios of
meetings, scaling

Seesion 3

Work-life balance
rules of self care in
multitasking
environment -
diagnosis and
prevention

Aims of the day

- Raising different factors impacting the quality of work
- Improving competencies within the multidimensional role of. org workers&leadership
- Design a customized program of support recommendations based on organization's profile
- What kind of competencies we need in order to survive at the labour market, how do i identify myself as a trainer, NGO activist, manager, or coordinator, what is my „ first" identity (mother, leader, boss, activist?)



Day 5

Seesion 1

Burnout phenomenon –
embodied exercise and
lecture

Seesion 2

Areas of control and
influence

Seesion 3

Guided meditation
session (tool for
preventing burnout)



Aims of the day

Useful link: <https://burnout-aid.eu/>

- Raising awareness about burnout syndrome in NGO field
- Improving competencies about embodied stress and emotions responsible for our work performance
- Design a personalized system of self care and burnout prevention
- Learn how to set boundaries at work apart from cultural context



Day 6

Seesion 1

Check individual and
organisational risk of
burnout

Seesion 2

Solution focused
approach in burnout
therapy

Seesion 3

Case study over Amnesty
Internation (or other)
work life balance strategy



Aims of the day

Useful link: <https://burnout-aid.eu/>

- Diagnosis of risk of burnout
- Discuss the consequences of burnout (on a timeline, related to the impact on organizational, team, and individual levels)



Day 7

Seesion 1

Fewer opportunities

Seesion 2

Feedback tools
recollection and practice

Seesion 3

Conclussions of the
training and reflections on
the further steps



Aims of the day

Useful link:

- Reflection over work with fewer opportunities recipients as a source of risk for burnout but also prospective growth of the organisation
- Collection of insights, thoughts and reflections over past days and check of the gained competencies
- Review of the feedback tools as for volunteers, officers, leaders of different age and profile background.





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