

ewoca³ Workcampleadertraining 2014



The Programme

	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
7 ⁰⁰ -9 ⁰⁰ Breakfast					
9 ⁰⁰ -12 ³⁰ Morning Session		TeamCHAT I Getting started	Group dynamics + Diversity	Managing challenges and conflicts	Our workcamp step-by-step
12 ³⁰ -14 ⁰⁰ Lunch Break	Arrival	First day in the camp	TeamCHAT III	TeamCHAT IV	
14 ⁰⁰ -18 ⁰⁰ Afternoon Session	POW	POW	Mid-Evaluation	Open forum: Workcamp tools	Next steps + Evaluation
	Getting to know each other	Group process + Group dynamics	Finances + organisational questions		
	What is ewoca ³ ?	TeamCHAT II	16 ⁰⁰ Free afternoon		
18 ³⁰ -19 ⁰⁰ Dinner	POW	POW	POW	POW	POW
19 ³⁰ -21 ⁰⁰ Evening Session	Expectations + Programme	20 ⁰⁰ Travel cost reimbursement	Blog ewoca ³ Live	Party	



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WEDNESDAY



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Getting to know each other



Our expectations and wishes – a survey

GROUP A

What do you want to learn in this training?

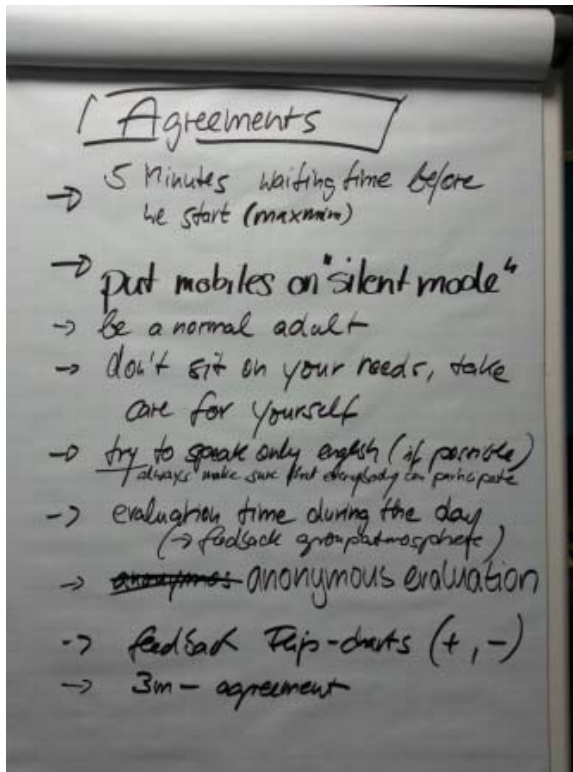
Group C

My expectations towards the group

Group B

I can contribute to this training...

Our agreements





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THURSDAY



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TeamCHAT I – our Vision of the Camp



TeamCHAT I – our Vision of the Camp



TeamCHAT I – our Vision of the Camp



The first day of the Camp



The first day of the Camp

What kind of challenges do you see in the first day of the camp?

- coming along with language barriers
- find out about the needs of every single participant (listen and react...)
- keep calm in the group
- make the situation (welcoming) dynamic avoiding that people get bored
- make the rules accepted
- mixing / integrating the three national groups; help them to become friends

What did the CL well? /
Was haben die CL gut gemacht?

- seminar - rules transparent
- calm, motivated, relaxed
- good team - work / helping each other
- translation
- try to adapt to the situation
- helped personally / caring for individual needs
- smiling, mutual understanding
- attentive
- shared responsibility for the whole group
- good mixture of roles / competencies
- have the whole group in mind
- try to cheer the situation up



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Feedback





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FRIDAY



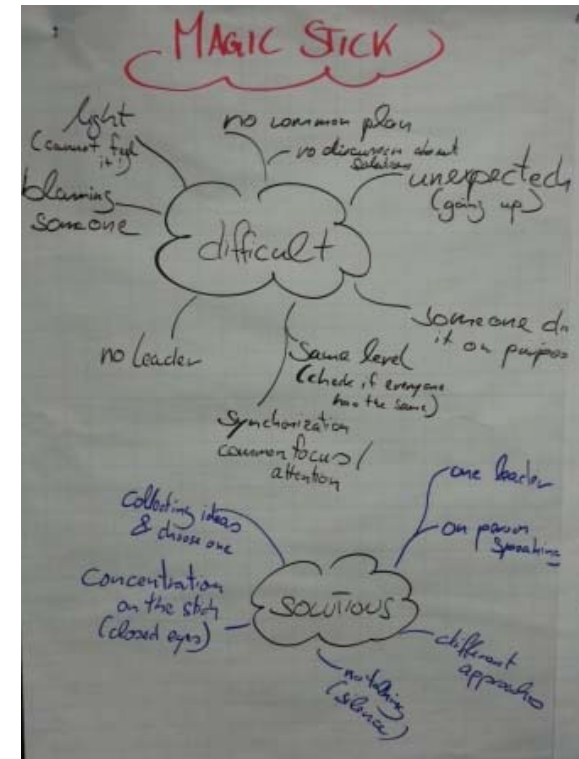
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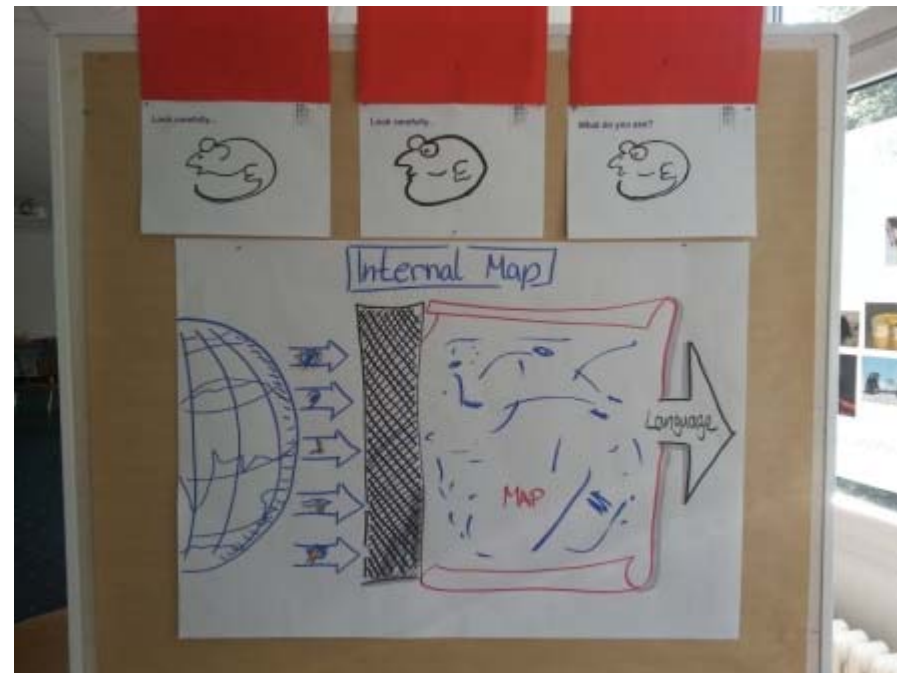
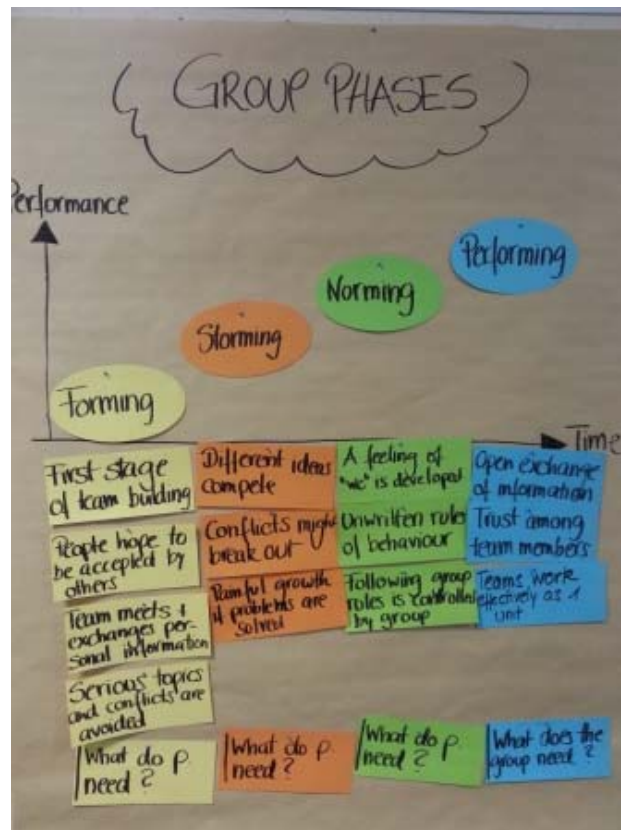
Group dynamics



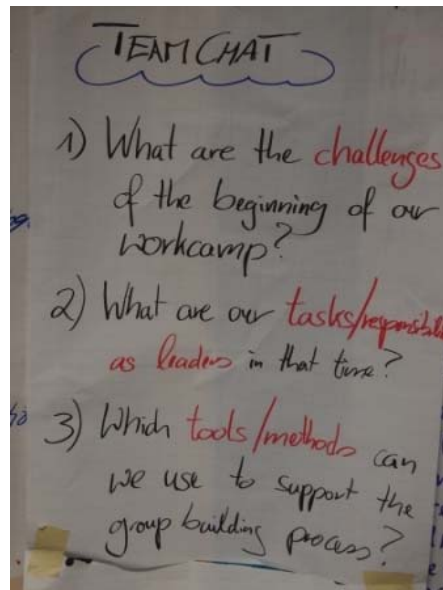
Group dynamics



Group dynamics



TeamCHAT II and III – group building and diversity



1) How can we create an atmosphere of openmindedness towards national, social, economic and other forms of diversity?

3) How can we create an atmosphere of trust to discover differences?

2) How can we create an atmosphere of curiosity to share similarities between participants?

Midevaluation





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All you need to know as a camp leader

You'll find Katharina's presentation on the ewoca homepage:
www.ewoca.de/download



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Ewoca³-Live Blog

You'll find a handout on the ewoca homepage:
www.ewoca.de/download



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SATURDAY



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Leadership styles



Leadership styles

Hierarchical Style of Leading

▷ Leader gives orders / makes decisions without involving participants in the decision making process

Advantage **Disadvantage**

▷ Fast decisions ▷ Pax are not motivated because they are not involved

▷ Limit of personal freedom

▷ Talents in group are not used

▷ Higher risk of wrong decision

Democratic Leadership Style

Leaders involves pax in the decision making process. S/he explains the process

+ **-**

▷ High motivation of pax because they can contribute ideas + creativity

▷ High identification

▷ Less responsibility / stress for leader

▷ Lower risk of making wrong decisions because many contribute

▷ decision process might be slower because of many who are involved

▷ pax need background info to make good decisions and need to be capable to decide

Go-with-the-flow-Style

Leader gives a lot of freedom to pax. Leader just sets basic framework. Info might be given by chance

+ **-**

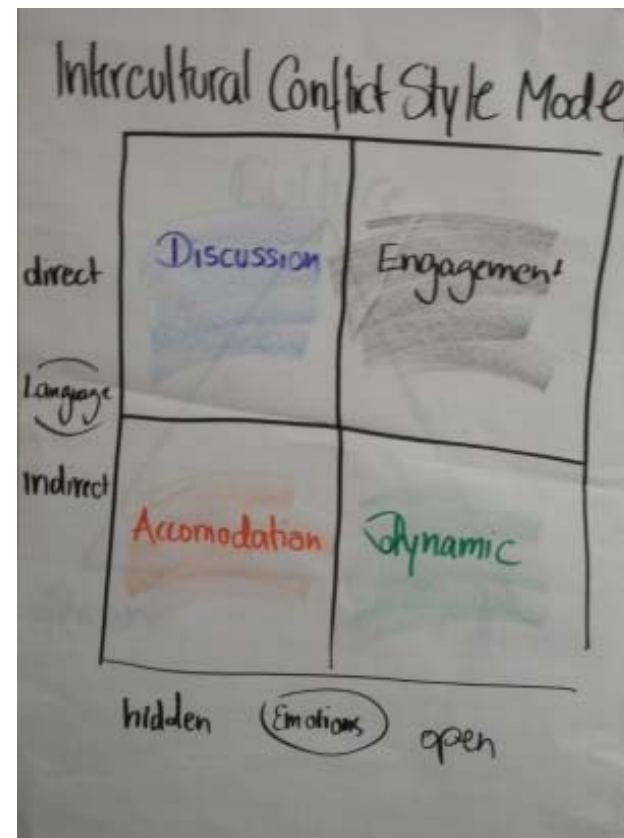
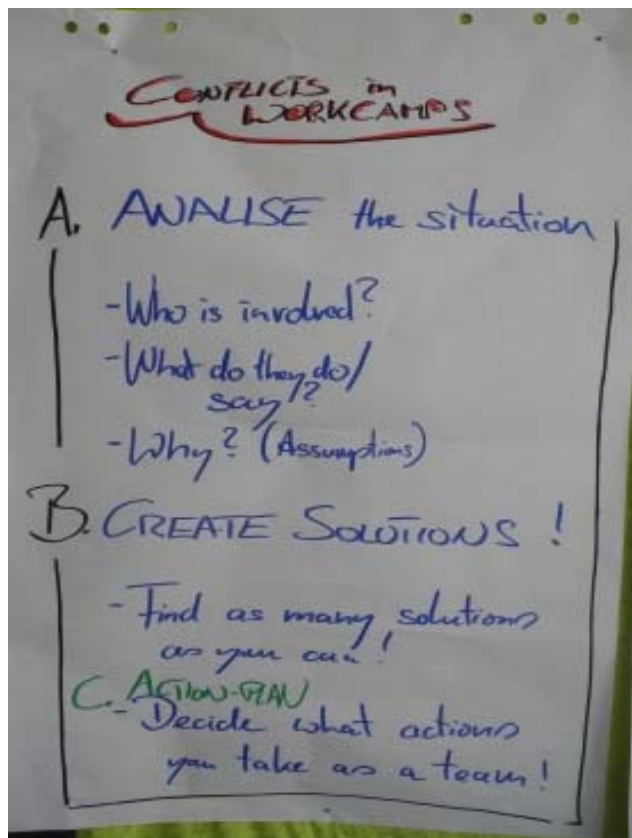
▷ A lot of freedom for pax

▷ Good way to stir creativity

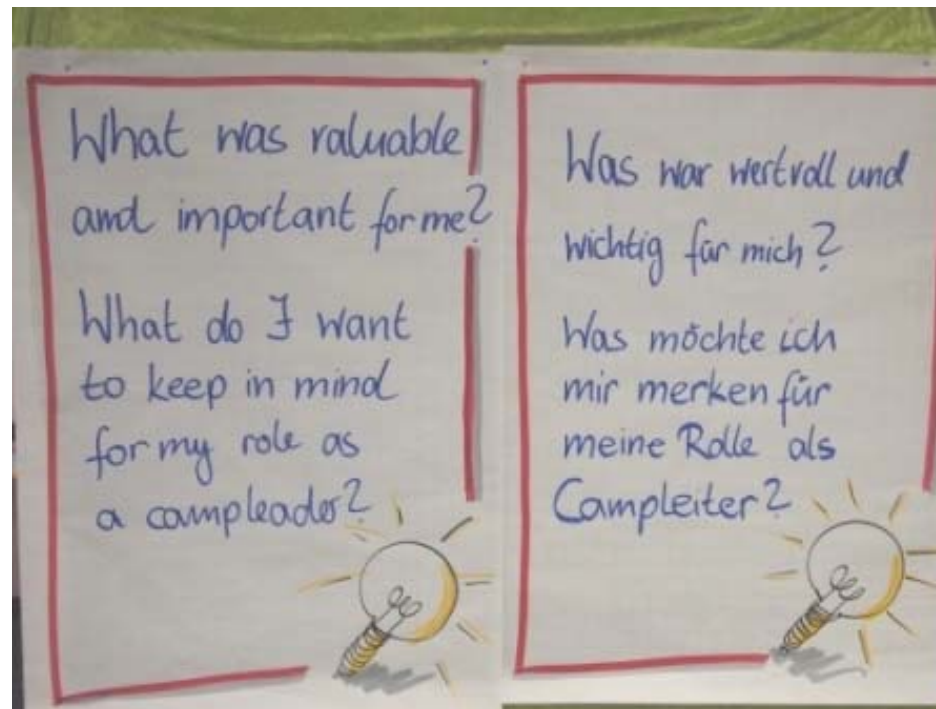
▷ Possibly little discipline

▷ Disagreement about competencies + power to make decisions

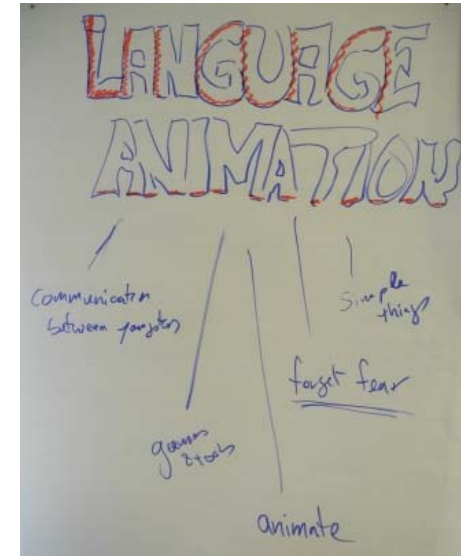
Conflicts – working with examples



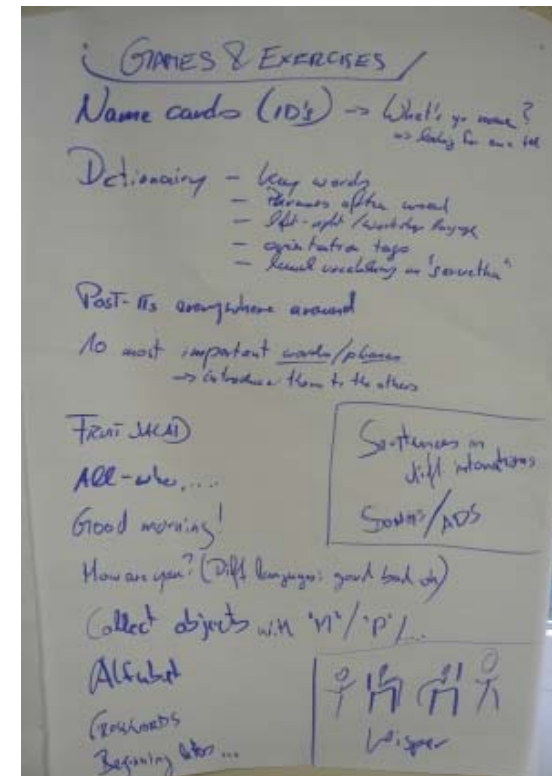
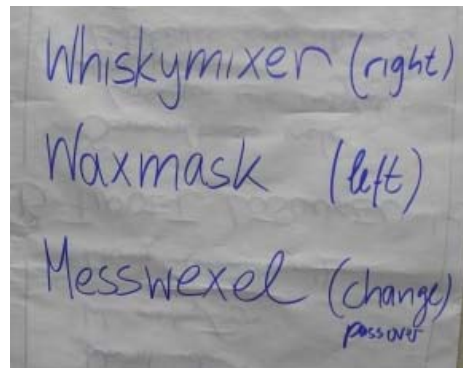
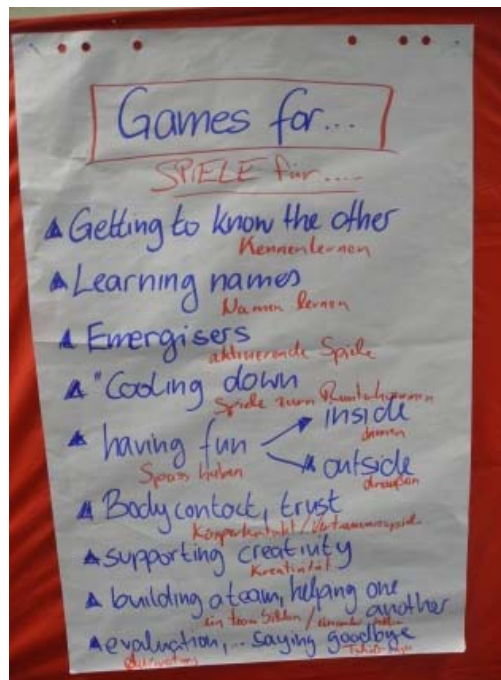
TeamCHAT IV – Leading, conflict managing



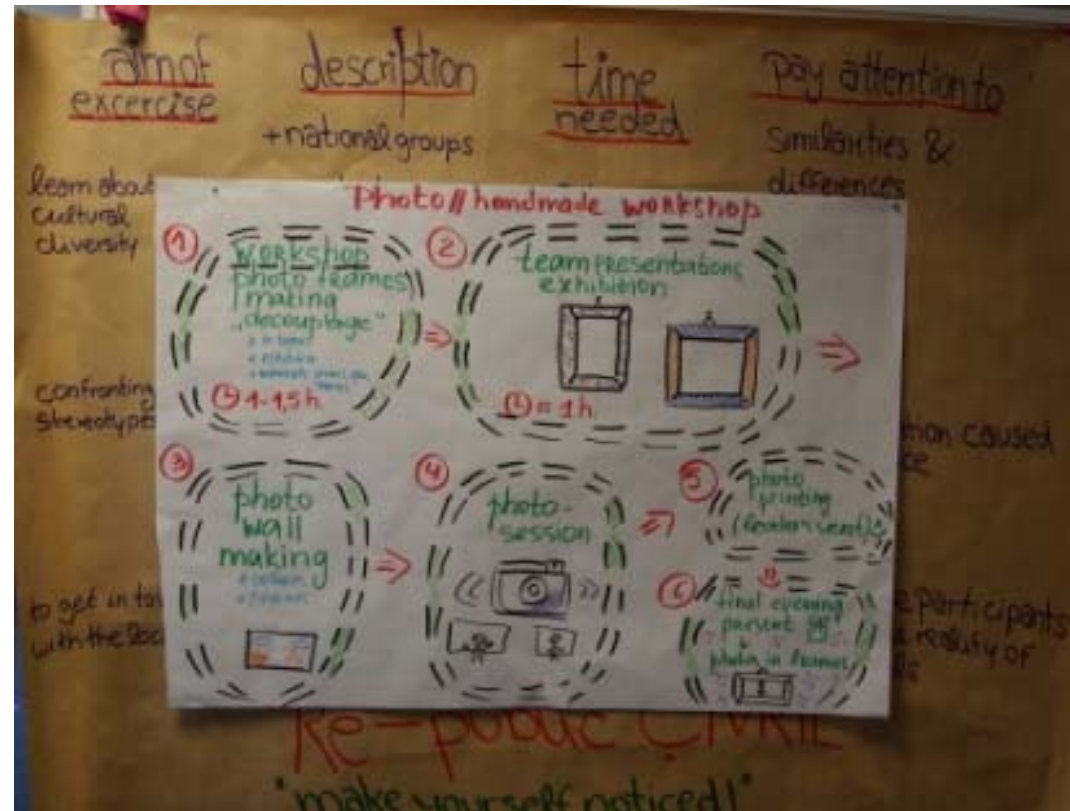
Camp tools - open forum



games



games



Discrimination



What is discrimination?

stereotypes
prejudice
exclusion
emotional attacked
hierarchy
making differences

Will I talk about it in the front of the complete group (with)?

Will I react immediately?

When

Will I focus on the topic?

At what phase I will discuss it and how?

What position will I take?



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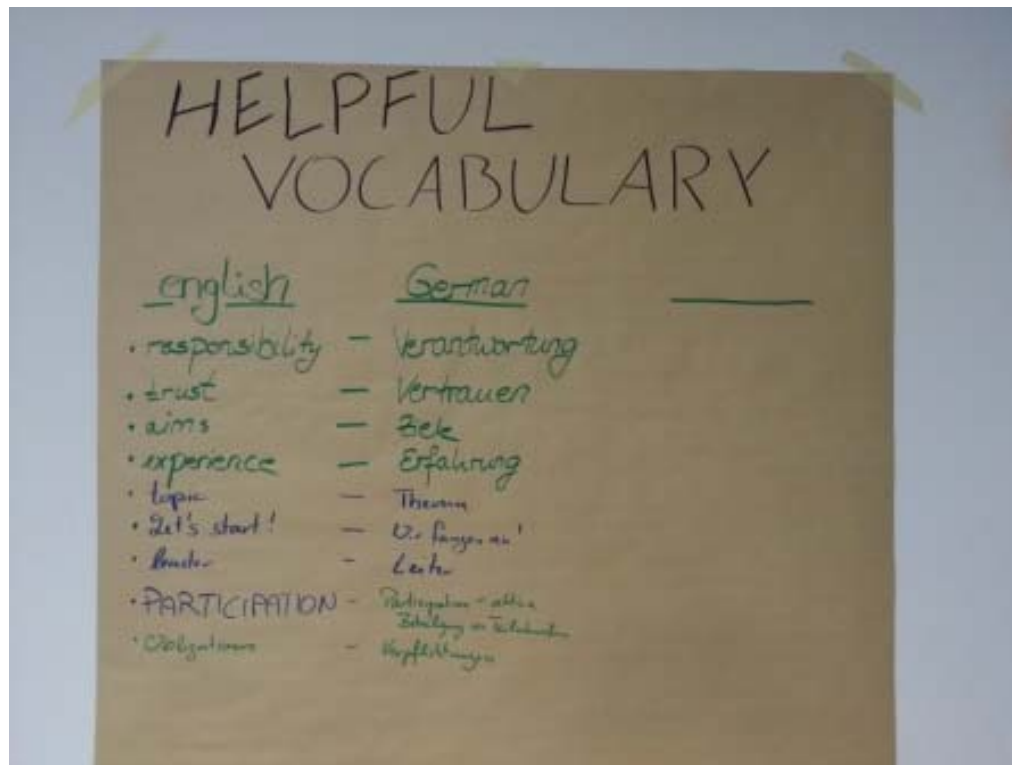
Words of motivation



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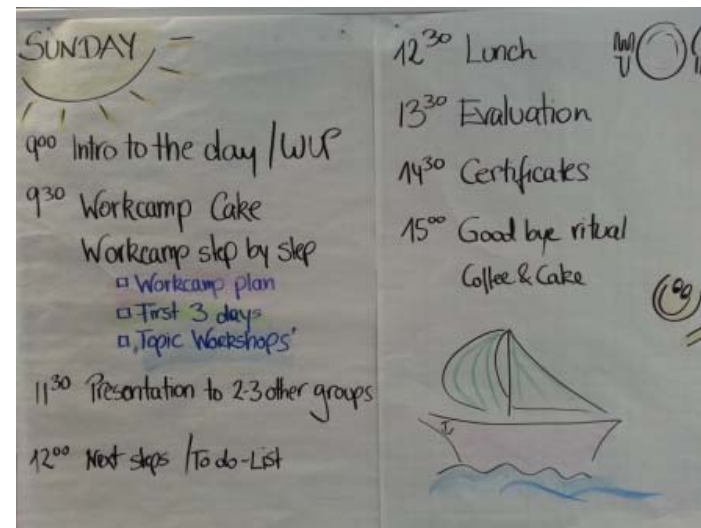
Helpful Vocabulary



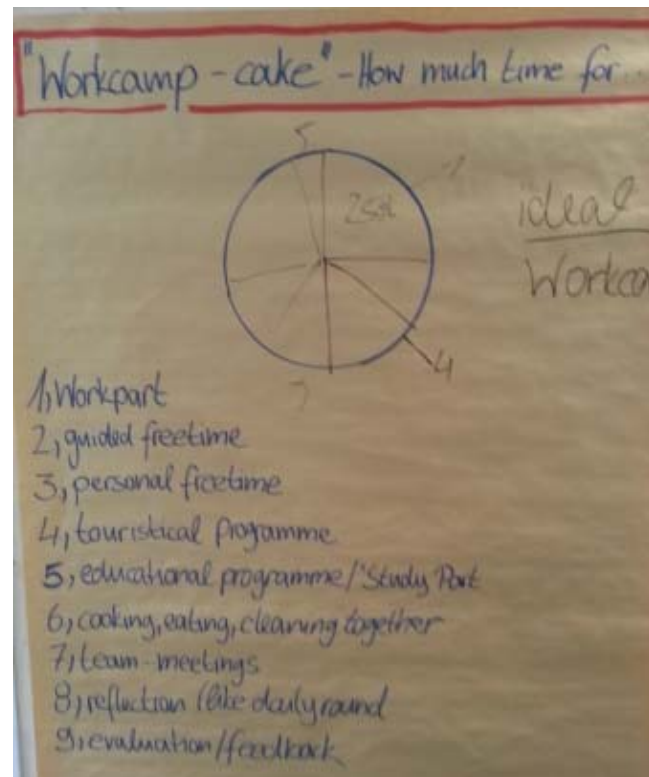
A photograph of a handwritten note on a piece of paper titled "HELPFUL VOCABULARY". The note is divided into two columns: "english" and "German". It lists several terms and their German equivalents, including "responsibility", "trust", "aims", "experience", "topic", "Let's start!", "Teacher", "PARTICIPATION", and "Obligations".

<u>english</u>	<u>German</u>
• responsibility	- Verantwortung
• trust	- Vertrauen
• aims	- Ziel
• experience	- Erfahrung
• topic	- Thema
• Let's start!	- U. fangen an!
• teacher	- Lehrer
• PARTICIPATION	- Partizipation = aktive Beteiligung an Entscheidungen
• Obligations	- Verpflichtungen

Sunday



Camp concret



WORKCAMP-PLAN

ARRIVAL DAY <i>Arbeits</i>	1 DAY <i>1. Tag</i>	2. DAY <i>2. Tag</i>	3. DAY <i>3. Tag</i>	4. DAY <i>4. Tag</i>	...	11. DAY <i>11. Tag</i>
<i>morning</i>						
<i>afternoon</i>						
<i>evening</i>						

Camp concret

THE FIRST 3 DAYS

- getting the camp started
- das Camp auf den Weg bringen

ARRIVAL DAY Ankunftstag	1. DAY 1. Tag	2. DAY 2. Tag	3. DAY 3. Tag

Vertical notes on the left side of the table:
 - *1. Tag*
 - *2. Tag*
 - *3. Tag*

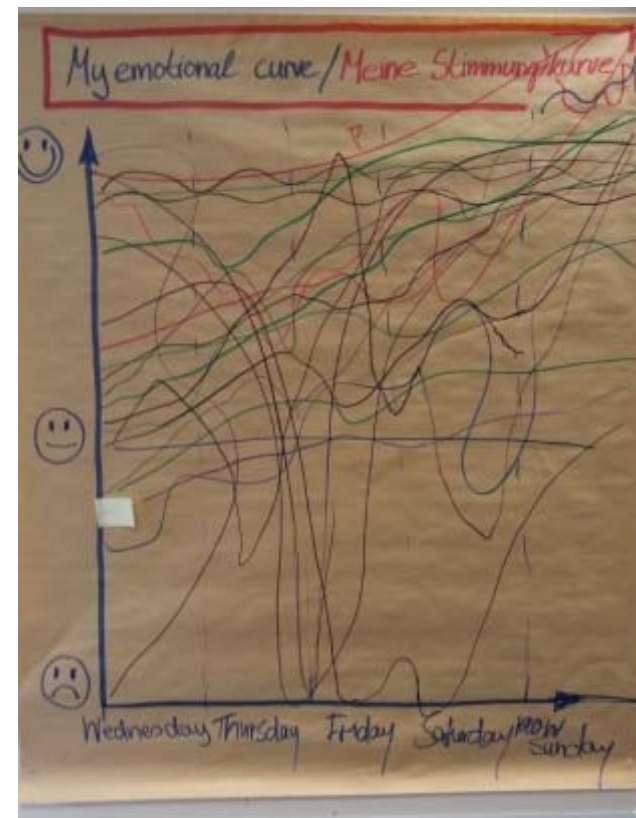
Design a 2-hour workshop for your group

Topics to choose from: Teambuilding
 Getting-to-know the groups
 Awareness for differences/diversity

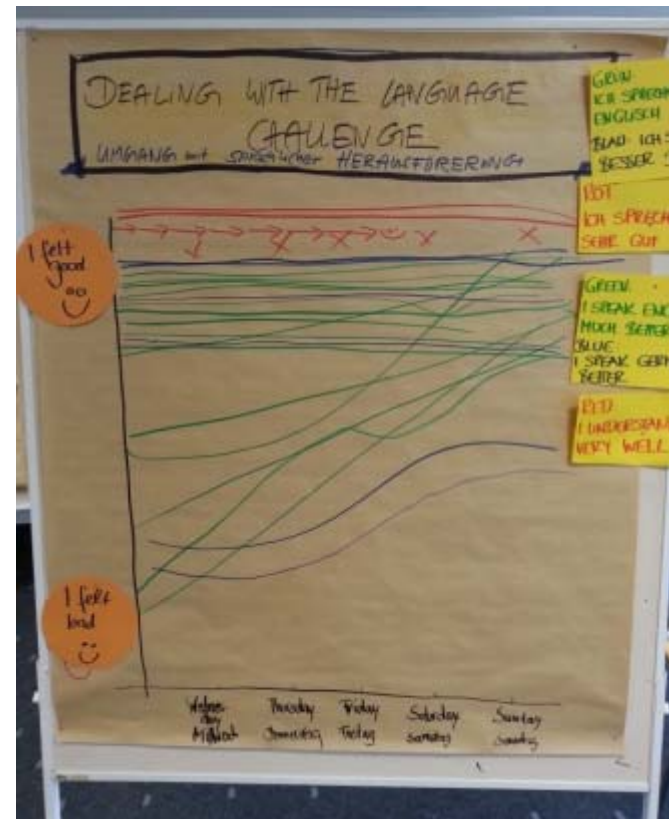
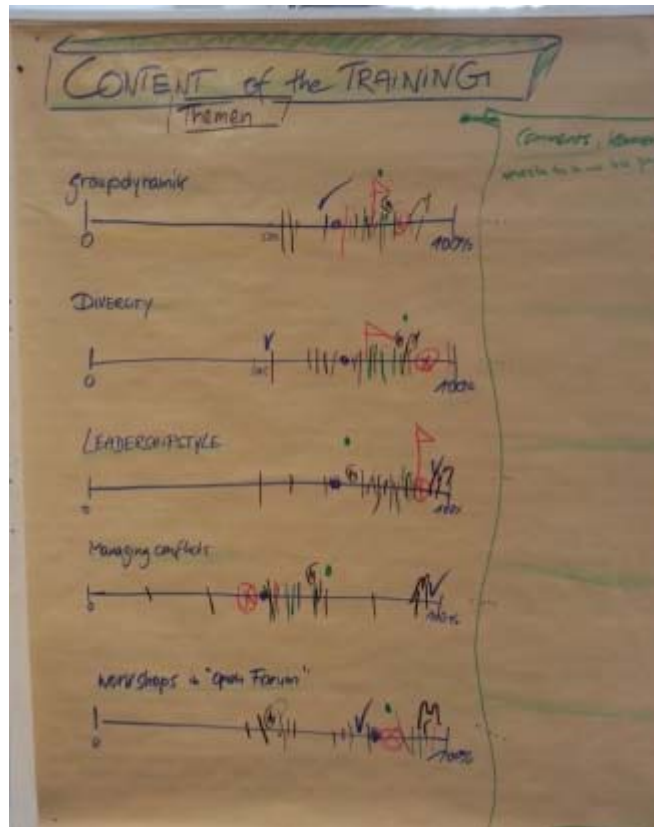
TEAMBUILDING

AIM OF EXERCISE	DESCRIPTION	TIME NEEDED	PAY ATTENTION TO
1) Warmup		10-15 min	BE TO TIGHT SLOWLY
2) BUILD NEW ALLIANCES	Team challenges	30 min	ASK FOR FEEDBACK UPON DAILY FAILURE

Evaluation



Evaluation



My biggest fish



Zertifikates and Good bye

