



**IFM-SEI Study session:**

**" The development of training activities for young leaders of international projects "  
Strasbourg (France) 30th March – 6<sup>th</sup> April 2003**

*IFM-SEI study session" The development of training activities for young leaders of international projects " was designed to update training methods for IFM member organisations all over Europe and with the focus to Eastern European countries.*

Main objectives for the study session- to strengthen co-operation between IFM member organisations; to exchange experiences about training methods (esp. in the field of organising international activities and intercultural learning); □o enable the participants to organise international youth activities.

**Course director Oskars Mickans**

**Educational advisor Inge Stuer**

**Consultant Cecilia Grimaldi**

**Team Heike Tellemann, Thomas Opermann, Kristina Hohne;**

**Expert – Uwe Ostendorf**

The IFM-SEI is an international non-profit organisation, struggling for children rights. It is functioning as an umbrella organisation for different national organisation. Our members are children and youth self organisation, family organisation and other organisation who are working for the benefit of children and youngsters. We are independent and only the needs of children and youngsters are important for us. Our political background is the worldwide labour movement. We have contacts to several children and human rights organisation and we are co-operation with the social democratic family. We are organising campaigns, for example against child labour or child pornography, seminars, trainings, camps and other educational activities.

The member organisations have very diverse working experiences, styles that were a great base for exchanging particular knowledge in the work with children. Some organisations are more directed to work with the street children some with kinder gardens, youth groups and so on. It is important to discuss our work in Europe and Worldwide in order to implement knew working programmes, activities etc. Therefore IFM-SEI developed a program with a focus to international cooperation between the organisations in Europe to continue discovering different experiences and define our own interests and perspectives for the future.

The programme was designed to prepare member organisations to co-operate in future by using program "Youth" and other possibilities we have.

|  |                                  |           |
|--|----------------------------------|-----------|
| People applied to participate in the session | 27                               |           |
| Participants expected                        | 27                               |           |
| Attended                                     | 24                               |           |
| Details on participants                      | Male:<br>9                       | Female:15 |
|  | Number of countries of residence | 12        |
|  | Age (average)                    | 21        |

**Programme: List in chronological order the themes and activities but avoid day-by-day, hour-by-hour schedules.**

|                           | Sunday 30,                     | Monday 31,<br>Cecilia   | Tuesday 01,<br>Kristina  | Wednesday 02,<br>Heike   | Thursday 03,<br>Oskars  | Friday 04,<br>Thomas   | Saturday 05<br>Heike  | Sunday 06                       |
|---------------------------|--------------------------------|---|--|--|---|--|---|---------------------------------|
| Chairman:                 |                                |   |  |  |   |  |   |                                 |
| 8.30 o'clock<br>breakfast |                                |   |  |  |   |  |   |                                 |
| 9.15 o'clock              |                                |   |  |  |   |  |   |                                 |
| 9.45 o'clock              | (team circle)                  | Energiser<br>9.30 o'clock<br>introductions:<br>■ IFM-SEI (O, T)<br>■ Team ((min.)<br>■ house (15 min.) (C)<br>■ Council of Europe(C)<br>■ Travel cost<br>reimbursement (C)<br><br>Coffee break<br><br>• program (15 min.)<br>(H)<br>• Expectations/motiva<br>tion (H)<br>• Election<br>committee (T)<br>• Journalists (T) | Barometer<br><br><b>Energiser</b><br>Examples for training<br>methods (by<br>participants)   | Energiser<br>Discussion-groups<br>using the results of<br>individual reflection<br>(O)<br><br>Break<br><br>Presentations in<br>plenary<br><br>Summary /<br>conclusion<br>(T,O) | Energiser<br>Parallel speeches:<br>a) Europe: challenge<br>(Cecilia)<br>b) Methods to<br>promote ICL<br>during<br>international youth<br>activities<br><br>Plenary: Information for<br>the rest of the day. (C) | OPEN FORUM: (H)<br><br>1. By organisation.<br>2. Group discussion. | Energiser<br>The ten most<br>important things:<br>(T)<br>1. Individually.<br>2. Group of 4.<br>3. Group of 8<br>4. Plenary<br>Break<br><br>Presentation in the<br>plenary | Team<br>evaluation<br>Departure |
| 13.00o'clock<br>Lunch     |                                |   |  |  |   |  |   |                                 |
| 14.30 o'clock             | Arrival and<br>welcoming       | Group-building (K,O)<br>Break<br>Definition of important<br>terms ("intercultural"...)(C)<br>Break<br>Summing up<br>17:30 Focus group   | Energiser (10 min.)<br>Examples for training<br>methods (by<br>participants)<br>Break<br>Continue methods<br>Individual reflection<br>(tool) (O) | Uwe Ostendorff:<br>Non-verbal games<br><br>Break<br>Why international<br>youth activities?<br>ICL  | Travel costs<br>reimbursement<br><br>Free afternoon<br>Special offer: visit of<br>the Council of Europe,  | OPEN FORUM:<br><br>Continue: group<br>discussion                   | Evaluation:<br>story +<br>Pulitzer (Tram)<br>Questionnaire<br>Break<br>Man on the floor (K)<br>Comments<br>A message from<br>me   |                                 |
| arrival of team           |                                | Installing exposition (T)   | Focus group  |  | Focus group   |  |   |                                 |
| 18.00 o'clock             |                                |   |  |  |   |  |   |                                 |
| 18.30 o'clock<br>Break    |                                |   |  |  |   |  |   |                                 |
| 19.00 o'clock<br>Dinner   |                                |   |  |  | 19:30 Dinner in the city  |  |   |                                 |
| 20.30 o'clock             | welcome party:<br>■ name games | Presentation of the<br>organisations esp.<br>international activities   |  |  |   | Elaboration of the<br>documents of each<br>group.                  | Farewell party  |                                 |

**Educational Methods used:**

**Ice breaking games** – Every body introduced with him her selves, organization and country, then each of the participants took a place in the room showing the country he/she comes from, the middle of it was EYC Strasburg. The last nama game was based on associations everybody says the name and association to the first letter of his/her name.

Evolution - During the game every player has to reach the highest phase of evolution: the human being. In the very beginning of the game everybody is a cell which is “swimming” and repeating all the time “ameba, ameba”. When two cells meet they say “hello (or ciao, hallo, hej...), I’m ...(name)” and then play “stone, scissors, paper” (stone wins against scissors, scissors against paper and paper against stone). The winner is now able to climb one step of the evolution and becomes a grasshopper. The grasshopper is moving into the space and repeating “crick, crick, crick...” forming with its fingers the antennas of the head. When it meets another grasshopper they greet each other and play “stone, scissors, paper” again. The looser goes DOWN and becomes a cell whereas the winner climbs the next step of the evolution and becomes a rabbit. The rabbit is shouting “fluppi flup, fluppi flup...” and is moving its arms above its head to show its big ears. When meeting another rabbit they greet each other...The looser becomes a grasshopper and the winner will be a gorilla. The gorilla is punching its breast with its feasts shouting “ohhhh, agrrrrrrrr...”. When two gorillas meet they greet each other... The looser goes down and becomes a rabbit and whereas the winner becomes... human! The game is over when everybody became human with the exception of the one cell, grasshopper, rabbit and gorilla which rest or if there is no motivation anymore.

**Group building** – Working in small groups designing the flower of the group, where the centre of it is common interests and values, the peddles of if personal interests.

Crossing the river - There are some stones going from one side of a river to the other. However, every time a stone is stepped on and the foot removed, the stone sinks to the bottom of the river. If a participant steps in the water they are eaten by the ferocious man-eating sharks.

**Experts input:**

Uwe Ostendorff, IFM-SEI. He participated in a double role. On one side he is as former director of the Olof Palme Institute a quite experienced trainer for international seminars and intercultural learning. He could combine scientific knowledge with very practical examples which everybody understands. On the other side he is the actual Secretary General of the IFM-SEI and in this way he was also very important especially for those participants of organisations which are not member of the IFM-SEI.

Thomas Oppermann SJD-Die Falken. As he was also part of the team he had a difficult part to be once the expert who usually earns his money with seminars. But at the end it functioned quite good. So the team saw that the fears at the beginning about the different functions without reasons. as everybody expects that the members of the team are also experts in related themes.

### **Non-verbal games in international youth activities. By expert Uwe Ostendorff**

This session was also designed as an interactive learning process which allowed the participants to play different non-verbal games reflect on them afterwards. Discussion was a tool to link played games the realities of the participants as well as to discuss strengths and weaknesses of verbal and non-verbal communication. Different perceptions of communication cultures were presented by expert and discussed in the group. One important part was also the differences in Body language and the necessity to raise up awareness about it.

### **Why international youth activities? By expert Uwe Ostendorff**

The input was base on the principles and values in international youth work. Different youth programmes and examples of good projects had been presented from the perspectives in past and present. It was pointed out by different examples why internationalism is one of the important guidelines of the IFM-SEI and its member organisations since 1924 and how it is seen today.

### **Intercultural learning. By Thomas Oppermann**

The session started with acknowledgement of our identities and defining our personal values. The main aim of the study was to show that it is no easy to refuse personal values even if the aim for doing that is generous. The practical part of ICL was

### **Methods used in Intercultural learning by Uwe Ostendorff**

As one of the main popular methods to promote ILC and mutual understanding within the IFM-SEI organisations are children and youth international camps. The possibilities and restrictions of international activities were explained by the study "Friede, Freundschaft, Falkencamp; Roland Gröschel, 1995,Bonn". The results of this research on ICL during the camps where presented (appendix Nr 7)

**Rules in international exchange. How to overcome language barrier? How to keep connection after the exchange? Developing intercultural consciousness. Steps for organising international activities.**

**Thematic Discussions:** Include experts' input on each theme (where available) and the main ideas put forward during the discussions, conflictual points, facts and observations presented by the participants.

### **Important terms – Intercultural, International, cross cultural, training, camp, seminar.**

The aim of discussion was not to make the definitions, but to form common understanding about the terms we use in working with youth both nationally and internationally. It was a part of group building block, discussions in small groups helped to understand each other better as well it was a god starting point which showed the direction of study session that is going to developed through the next days.

### **Presentation of organisations.**

The participants for the study session were selected from the member organisations of IFM-SEI and it was very important to introduce the organisations between them selves to understand each other better, find similarities and differences and common ground for future co-operation within the IFM-SEI. This part of the programme included information about youth work nationally which was a free discussion during and after the presentations.

### **Examples for training methods.**

This part of the programme was designed in a way that participants can come up with a different method they use in international activities. It was a good exchange of experiences at the same time giving the possibility to others to participate in the presented method, to make conclusions for further usage of the method in organising international youth activity. The experiences and conclusions of the session were discussed in the small groups finalising the advantages and disadvantages for each proposed method. The team proposed topics that should be addressed during the day: Tolerance (slogan "All different all equal" methods: message from me cases + discussion on differences), communication (non-verbal games), stereotypes (Albatross), language (brainstorm on making vocabularies for the camps all presented languages included).

**Open space** There was a doubt in the team that the open space could not be taken seriously and used as an opportunity to get too relaxed or rest from the study session. The solution was the introduction of it and was introduced in a style of mediation which took participants deeply into the themes for discussions. For more details please see annexes

**The report form participants has been replaced with a "Pulitzer price"** when instead of report participants write articles about activities during the study sessions. There is some small prize for the best articles. The objective of the "Pulitzer Price" was to motivate the participants to witness of their experiences during the study-session and to have a document about the whole seminar. But we wanted to avoid the traditional "newspaper" or report which is not being read afterwards. So we asked the participants to form groups of two or three people who would be responsible for half a day each. There were no rules concerning their articles but we asked them to be creative and announced them that there would be a little prize ("the Pulitzer price") for the best article. Team suggested about two levels training in organising international youth activities as an approach for further training.

### **Analysis of the Session:**

Exchange of experience – participants were asked to bring educational materials and present certain method to others, which was not so good

prepared and we can not say that new methods were presented by participants during the study session., But the activity let participants to come up- with an ideas and combinations of different methods for the educational activities in organising international youth exchange.

Intercultural learning – there were 11 youth organisations from 11 different countries represented starting from Finland in the north to Spain in the West. This variety and mixture of cultures brought an experiential dimension to ICL during the study session. ICL has been brought-up several times during the study session – by participants themselves while presenting the “Albatross” and by experts on Wednesday evening and Thursday morning session when the substations for intentional co-operation importance of nonverbal communication, differences in cultures, Ice berg model, design making on international levels and self awareness has been addressed.

Planning of good quality international activities – This was two days session, which started with the “open forum” which was designed on the bases of Open space theory (appendix Nr).

During open forum participants could address different issued and topics to clarify and discuss the challenges in organising the international youth activity as well as to sign verbal agreements for the further co-operation. Topics addresses during open forum – How to keep connection after the exchange? Developing intercultural consciousness; How to overcome language barrier? Methods used in Intercultural learning; Rules in international exchange (appendix Nr)

On the next day the participants in small working groups defined main steps in organising international youth activities where the team of trainers did put-up a frame of three parts – preparation, action, evaluation. After the discussion in a small groups whole group of participants moved around the Centre and in common discussion worked on a general frame for all three groups (appendix ).

### **Conclusions:**

The participant where prepared for the study session (intercultural evening presentations of organisation, cases in organising international youth activities), but as we mentioned the profile of participant was not the same as expected while designing the programme of study session during a preparation meeting. This led us back to the starting point why this seminar was created. Trainers did not change programme, but the complexity of the study session were changed.

The team of trainer suggested to IFM-SEI to organise “The development of training activities for young leaders of international projects” second part in two years. Team and organisers where expecting more knowledge and experienced profile of participants. From team evaluation we can say that there are not so much trainers within the organisations in Eastern Europe and on the other hand it is not easy for trainers from Western Europe to go a week for out from their jobs. In this sense the tem suggests to have to level system – training for youth leaders to organise international youth activities and training for trainers of

international projects. There should be at least one year between first and second level training.

Study session was very helpful for participants from South-East Europe. They already joined some other activities. The organisation from Bulgaria applied for membership. The organisation from Bosnia had a summer activity with the organisation from Spain. The organisation from Belarus took part in an activity with the Baltic participants and so on...

This was quite successful! Work of the team has been evaluated as very good and competent. The exchange of different experiences working methods between participants and trainers has been valued very high.

Youth exchanges are one of the important fields of activities. But as the qualification systems in the different countries are quite different, problems came up in the past as leaders were not always on the same qualification level. The seminar enables the participating organisation to have the right expectations about the other on one side. On the other side the results are quite helpful in restructuring the qualification of the young leaders of international activities like for example the Germans develop at the moment a new part for group leader trainings. Participants were very satisfied with language and communication needs during the study session.

There was one participant who had no English skills, but with the help of trainers the all sessions were translated to him. It was very useful having trainer English French, German, Spanish and Russian trainers in the team.

Topic for future session suggested by participants:

Meditation and conflict resolution, Youth in Europe cultures and identity, project management, problem solving, presentation skills and construction of speech, "Make Love no War", New direction in non-formal education,

The new financial system is of transferring money to the organisation is not practical. It was a problem to get change to pay the exact amounts of travel costs as banks usually just do this service for their costumers. On the other side the team is not always located near the organisations office. This opens the question how to get the money from the HQ to Strasbourg.

The preparation of activity was sufficient and very needed, IFM-SEI is very thankful to Council of Europe Directorate of youth and sports and EYC Strasbourg for the possibility to have a preparation, meeting before study session. It is obligatory that all team arrives for prep meeting as it takes time to get to know each other and build a trust within a team.