



'Youth in Action' Programme

The Training course **"Coach me if you can"** is the second activity of the multi-measure project "You(th) are the champions – Strategies for youth employment", funded by the Youth in Action programme from the European Union. It took place in Vila da Marmeleira, Portugal, from 20-26th November 2012.

33 youth leaders, youth workers, social workers and trainers in youth work, coming from 15 different countries and representing 22 partner organisations.

The TC focussed on the promotion of coaching as a tool for empowerment and employment of young people.

Objectives:

1. To provide coaching competences (skills, knowledge, attitude) for 33 youth workers, youth leader, social worker in youth work
2. To exchange experience regarding coaching process across Europe
3. To contribute to the European policies regarding youth employment
4. To better understand the role of coaching in the process of empowering young people
5. To promote coaching as a method to fight against unemployment of young people
6. To identify ways to implement in the local communities the competences gained with the TC

Where were the participants from ?

Bulgaria, Cyprus, Croatia, France, Hungary, Italy, Lithuania, Poland, Portugal, Romania, Slovenia, Spain, Sweden, Turkey

Programme

Coach Me If You Can

	Day 1 Sun 20 Nov	Day 2 Mon 21 Nov	Day 3 Tue 22 Nov	Day 4 Wed 23 Nov	Day 5 Thu 24 Nov	Day 6 Fri 25 Nov	Day 7 Sat 26 Nov
09.30-11.00	Official Opening	Input on different EU Policies and Measurements	My luggage	Field Visit Spare Time	Listening Skills	Be the Coach You Want to See in the World	Transferring
11.00-11.30	Coffee Break				Coffee Break		
11.30-13.00	Getting to Know Each Other	Getting in the Coaching Mood	The coach HERE and NOW		Powerful Questions	Be the Coach You Want to See in the World	Future Plan
13.00-15.00	Lunch Break				Lunch Break		
15.00-16.30	Building Together	What Is Coaching?	Empowering the coach		Goal(s) and Action Plan	Be the Coach You Want to See in the World	Evaluation
16.30-17.00	Coffee Break				Coffee Break		
17.00-18.30	Building Together	What is a Coach? Different Roles	Acti-tude		Reimbursement Preparation for Going Into Action	Be the Coach You Want to See in the World	A Step Forward
18.30-19.00	Trans-Reflection				Trans-Reflection		
19.00-21.00	Dinner Break				Dinner Break		
21.00 onwards	Intercoaching Night	Movie Night	Free Night		Free Night	Interacting With the Local Community	See You Soon Party



Day 0 (arrivals)

Welcome to Vila da Marmeleira! Participants arrived in different moments. They started to get to know each other and the village informally. During dinner, a short name game and a toast celebrated their arrival in Portugal

Day 1

Presentation of the programme and participants and team

Presentation of Y-E-N in a "brainstorming" format: what do you know about Y-E-N?

Fears, contributions & expectations

In Vila da Marmeleira we find... Marmelo tree: Participants have been asked to share their expectations towards the training course as well as to share what they would like to contribute and what they do not want to happen during the TC. All of them got three post-its papers of different colors in order to write their expectations, contributions and fears. After writing them down, each participant, one by one, had to present to the group what they expect, want to contribute and do not want to see happening during the TC. The leaves of the Marmelo tree were their expectations; the trunk, their fears and the roots their contributions.

Expectations

- Develop and discover coaching skills, tools, and attitude for me and my work
- Find a project partner / develop exchange project with my group of student
- Be involved in Y-E-N Network
- To help participants to have a great experience (learning process) / to be a good trainer / to remain in contact with people I met here
- I expect to find new partners for the future as well as friends
- To overcome some fears
- To have a good week together
- To learn more on coaching in different countries
- Learn something new for my life and share some good time
- Make contacts and networking for new youth projects (and have fun!)
- Learn another method and find a better way
- Getting knowledge, skills, methods about coaching / experience in coaching / Maybe to build some connections to other people and organizations
- Networking / Strong relations / future proposals
- Gain experience from the training / come closer with the cultural and the civilization of the village / take things which can help me to improve my life
- A motivation to do something new

Expectations cont.

- To open ourselves (me specially)
- Learn what coaching is / Make new contacts and friends
- Find a host organization for our EVS volunteers
- Knowledge on coaching / Finding connections with people / awesome week
- Meet nice people / intercultural exchange / What is to be a coach : methods, technics, get better at it
- To share about my projects and learn about others'
- Possible partnerships?
- To help to build confidence / empower the people I meet in my work
- To take new elements and improve the work of my association
- Gain advices to get out from my "crisis" to be unemployed after many years of voluntarism
- New knowledge, skills and maybe a new attitude on coaching
- New friendships / contacts / possible partnerships
- To get to know coaching methods / share experiences / to see how it works in practice (field visit) / build relationships for future projects
- To understand and learn about the basic principles of coaching / how it is practically applied in reality and how society can benefit from it / to experience a different culture in a multinational environment through exploring playing, interacting and comprehending
- To gain conscience about my competences and skills and learn more to find a way to help in projects my association friend when I return in my country and improve my personal luggage
- Find out about other coaching experiences
- Make world a better place to live
- Learning coaching and English
- How to be a good coach / be a part of something new
- Learn from experience from the others / have fun
- I want to discover which are the other realities in social work / what are the main issues that everyone is confronted with/ improve my self confidence as well as improve my technical competences
- New knowledge on coaching: what is; ho I can use coaching in a youth centre with young people / meet new people

- Speak English (my English is not so good)
 - Not to get lost in my way home
 - Avoid trapping games
 - English
 - That I don't get lost in this small village at night
 - Ineffective communication with people (participants, local community...) because of language barrier or cultural differences
- Fear that I cannot understand everything: my English is not fluently
 - Fear of lack of skills
 - Different / personal targets / participants
 - Cultural differences / mentality
 - I fear that I won't be able to do the best I can with this coaching experience
 - To be blocked instead of opened
 - That everybody will be freezing all week
 - Drinking a lot of aguardente
 - Too much (in terms of not sleeping) / to have regrets / cultural misunderstandings
- Coaching
 - Not to be opened
 - To have a TC without any new start
 - Don't understand English
 - Time will pass too fast and I won't realize to be here
 - Of having a hard time speaking English
 - No communicative. Fear that I won't contribute with my experience to others just because I can't communicate well / being shy
 - To get stuck in the room again
 - To get a lot of weight during the TC with Marmalade and excellent dishes
 - To feel too tired / too many things on mind... getting lost
 - Talk mostly about coaching like a therapy and these Psychology stuff
 - I fear to die before my personal mission is accomplished
 - That not everybody will be as open as they want
 - Don't understand everything from the course because of language
 - Talk in front of a big group of people
 - Feel cold, especially at night
 - No big fear because I think everything can be solved somehow / a little fear that my English competencies is too small and I don't understand everything

F e a r s

Contributions

My experience in the leadership of one campaign I've raised during my EVS / Share my craziness with you
 My energy to learn, listen, talk, share etc (and have fun!) / I hope to help
 My experience with working with young people / develop new project ideas / maintain cooperation with groups /
 Open up to new impulses to learn new things methods / Open mind / creativity
 Respect to diversity / Cooperation and humor / willingness for intercultural exchange /
 My own experience with youth and European projects / My knowledge on coaching

My little experience and my projects / share share share

I can contribute with my experience in non-formal education and intercultural experiences / be active
 Active participation in the games and learning process through expressing opinions and conveying ideas / trying to
 communicate with other participants, the trainers and the local community as much as I can and as much as
 possible / sense of humor / Play more role games / group work

Contribute to learn / open to everything / Knowledge and experience that I have

My interest to know more about coaching and about you / Stay open-minded

Motivation / good energy / share my experience on developing people / active participation / motivation

My joy, field experience using coaching with youth in a vulnerable social context

with my ideas about "my world" / open mind to give and receive / I have experience with job young people

Experience in youth work and motivational therapy / Friendly atmosphere / strong team /

Contribute with all my skills and experience in international projects

Expose my experience and creativity / make energizers / Competences / my presence here and now

Me / Share personal experience, coming from the perspective of the employer

Building Together

The first day was also dedicated to some group building activities:

1. Name games

2. Desert island with toilet papers

In small groups participants had to talk about themselves using squares of toilet paper: for each square one information

3. Reverse chair

Participants had to «save» as many people as possible creating a human castle on the chairs

4. River of chocolate

All participants together had to cross "a river of chocolate" through few pieces of wood-peanuts scattered on the floor. Each one had to go from one side to another without touching the ground

5. Win as much as you can, aka Red and Blacks

Participants are divided in 4 different groups. They received black and red cards and a list containing different combinations to gain points against the bank

6. Charlie's Mission: 7 tasks

- Map of the village marking the main spots
- Create and sing the anthem of the TC
- Propose a toast
- Find out the main challenges of the village (talk with min. 3 people)
- List of options that you can do in your free time in the village
- Create a Blazon (logo) for the houses
- Create a group statue (+ picture of all)



Feedback:

Challenge / Fun / I didn't like it. I don't see the point of it / I liked because we had to find a solution together / Compromise different visions / We did it! / We had to help each other / I prefer this kind of activities than to speak about team building / We had to learn how to follow / When we discuss together, we have more outcomes and we can go further / Even if I was not understanding, I trusted them / Confusion in the beginning. It was frustrating

One of the tasks of the Charlie's mission was to interview 3 people from Vila da Marmeleira about their life conditions nowadays. Here is the results of the group:

► Young boy, student in Rio Major

He doesn't feel any problem to go to school and about other needs of him. He plays on trumpet in local band on Saturdays. It's a great pleasure for him.

We tried to ask him about problems, challenges, but he couldn't mention any negative thing.

► Man, approx. 55 years old

He said if somebody doesn't have car, he has problem. Mainly older people have problem: they don't have car or they can't drive but they need medical services, which are not in Vila da Marmeleira. In this case, they need a lot of money to go to doctor to another city by taxi.

► 2 women + 1 man – approx. 50 years old

There's no work in the village. They have to go outside. There's no pharmacy, health care services, stores, markets in the village.

It was a big village long time ago, but then the population was reduced (people died and moved), therefore also workplaces reduced.

They had a proposal: developing tourism in the village.

Summary of the group:

People are living in isolated situation in Vila da Marmeleira. Public transportation is just on working days, but just some buses. This village is characterized by lack of workplaces, health services, stores, market, services. Younger people moved to bigger/other towns. Old(er) people need help to get services in another village or town – it can be expensive for them.

Coach me: The song!

«Marmeleira, here we go again
coach me, coach me if you can
Marmeleira please don't close the bar
one drink ready for the stars

crossing the river of chocolate
helping reach other to rock it
ma ma ma ma maleira

Mameleira here we go again
open open the champagne»





Participants created one blazon for each house

Participants found out what to do during free time in the village:

- ✓ Organise parties after dinner
- ✓ Sportive game (treasure hunt, competitions etc)
- ✓ Hunting butterflies
- ✓ Visit historical places in the village
- ✓ Karaoke
- ✓ Sunbathing (if it is sunny!)
- ✓ Jam sessions
- ✓ Having coffee & chatting
- ✓ Dating
- ✓ Skiing
- ✓ Propose toasts
- ✓ Strepapease by Charlies Angels
- ✓ Dancing
- ✓ Walking tours (hiking)
- ✓ Jogging
- ✓ Pankakes

Feedback from the Charlie's Mission group building activity:

I lost my fears / I liked it a lot / Incredible / Cooperation to accomplish the aims / Feelings of letting it go / Trust / How the group managed to devide themselves / We decided to do what we liked now

Day 2

In the second day of the training course, participants were invted to talk about EU policies and measurements but also to get in the mood of coaching.

The first part of the morning was dedicated to a talk show on European Policies: «Do you want to be a billionaire.... Family?».

Questions of the programme:

1. What is the strategy of European Union 2020?

2. Who are the targets of the strategy?

3. How EU will reach the objectives of the strategy?

4. Choose the correct flagship initiatives:

a) Smart grow:

- Digital agenda for Europe
- Inovation Union
- Youth on the Move

b) Sustainable grow:

- Resourse efficient Europe
- An industrial police for the globalization area

c) Inclusive grow:

- An agenda for new skills and jobs
- European Platform against poverty

5. What is Youth on the Move about?

6. What are the main actions in the initiative?

7. How is this going to happen

8. What is the Youth in Action (YiA) programme about?

- a) Non-formal learning
- b) European citizenship
- c) Cultural diversity and participation
- d) Inclusion of young people with fewer opportunities

9. Who can be a promoter?

- a) NGO's
- b) Informal group of youth
- c) Government

10. Which are the actions of the YiA programme?

11. What is the connection between Youth on the move and YiA?

12. Can you tell us more about the competencies of the Youth Pass?



Youth Pass: Youthpass is a tool for participants of projects funded by the Youth in Action Programme to describe what they have done and to show what they have learnt. Youthpass Certificates are available for European Voluntary Service, Youth Exchanges, Training Courses and for Youth Initiatives.

More information: <http://www.youthpass.eu/en/youthpass/>

Getting in the coaching mood:

Exercises used to introduce the main topic of the training course: coaching of young people

Putting yourself in someone else's shoes:

Participants were invited to make a big circle and take their shoes off. They should move them (shoes) to the right. Everybody tried to walk with his/her neighbour's shoes. This simple exercise was chosen to introduce the idea of empathy in a coaching process. During the debriefing some questions were raised up: How was it to walk in someone else's shoes? What is the challenge? How can we link it to our TC?

Homework - participants' own image of coaching: Participants were asked to bring a creative example of what coaching means, personally, to them; something symbolic and abstract (no theories or dictionary definition) to share their own vision of coaching. Working in small

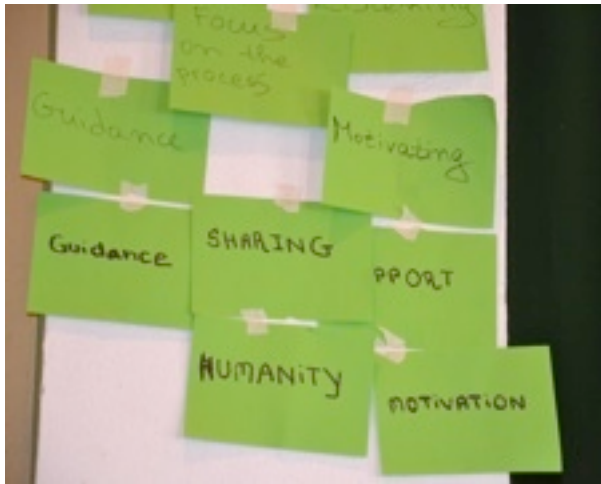
groups, each one presented your idea about coaching.

Where do I stand? Participants had to take a position (agree/disagree) according to their opinion about a given statement.

Statements:

- Coaching is only for those who are failing
- The role of the coach is on advice giving
- Coach and coachee are equals
- Coaching is a modern name to say therapy
- Coaching is about adding new knowledge and skills to someone
- Coaches need to be expert in something in order to coach
- Everyone can be a coach





What is coaching?

The participants are divided into five groups, 6-7 in each. They discussed and agreed in what is and what is not coaching. They wrote it in two different colored papers and fix it on the wall.

Each group presents and put up their notes under each heading on the wall – COACHING and NOT COACHING

The results stays up on the wall throughout the week

The second part of the day was dedicated to an input presentation on **introduction to coaching**. It was made by one of the trainers, Pia **GUSTAFSSON-WESTERMAN**, who works on coaching of young unemployed adults, often with fewer opportunities, at the Municipality of Huddinge in Sweden.

Pia underlined that the concept of coaching has different theories, approaches, method and mentioned some of them: Philosophy (Dialectics / Socrate; Existentialism / Kinkegaard), Sports psychology T. Gallway), Cognitive therapy, Humanistic psychology (A. Maslow, Carl Rogers), Solution focused therapy (Steve de Shazer, Inso Kim Berg), Businessworld (Thomas J. Leonard).

What is important on coaching?

Approach and Attitude (respect, interest, curiosity, empathy, equality, honesty, self-awareness, patience, awareness of the fact that the person is resourceful, creative, capable, responsible, whole; the person has, or can find its own solutions.

Some important skills: listening and questioning, focus on actions and learning process, intuition

Role of the coach: Build relationship (respect, empathic, trust, confidentiality, etc); find and meet the person where she/he is; look at the person's whole lifesituation; focus on possibilities and solutions; keep the process, and person, on track; support the person to move from thought to action through challenges.

"Your attitude makes all the difference"

"Dance in the moment"

Coaching: Two models

G.R.O.W - a coaching model

- **Goal:** What do you want?
- **Reality:** Where do you stand today? What is happening now?
- **Options:** Where are the options? Which would you choose?
- **Will:** What will you do? Are you willing to do it?



Input on Coaching (cont)

Life & Career model, in 5 steps, by Lena Mangell

1. Current situation analysis and Life Line
2. Self-analysis and self awareness
3. Personal vision / dreams for the future
4. Goals and sub-goals
5. Personal action plan

Follow up: after 2-3 months, follow up you action plan to see how you have done and how you should continue.

" Coaching is always based on your free will. Changes requires motivation, if you don't have it, there will be no change "

The definition of coaching from ICF (international Coaching Federation) was also presented as well as references to go deeper on the topic.

The input presentation was followed by a role play exercise on different roles that one can have in a conversation:

- ✓Advisor
- ✓informer/teacher
- ✓coachee
- ✓fixer

The **coach** - ask questions, clarify, encourage / the **advisor/counselor** - gives practical advice and suggestions on what to do / **teacher** - tells facts, gives information on the topic, teach the student / **fixer** - fixes things for the person, call, write, etc.

The aim of the activity is for participants to gain knowledge

and experience about the different roles you can have in a conversation and the difference between being a coach, a counsellor/adviser, a fixer or give information. And to experience what is the most useful role as a coachee

The participants divided into six groups (5-6 each). Each group should have hats with the different roles wrote on. A person is coachee with something he / she wants to change. The others are taking different hats / roles (might be two coaches). Coachee stands in the middle, the others around. Coachee tells what he / she wants to change and turn to the others one after one. They say something based on their role, everyone gets a chance to say something. Should go pretty fast. Then they change the roles, all try all the roles.



Debriefing in small groups: What was it like to be the coachee?, which role was the most useful for the coachee? which role can be your weak spot (pitfall) in coaching?

After the whole day talking about, sharing and trying the coaching experience, it was time to relax and have fun:

Welcome to the Intercoaching night!

Intercoaching evening

The participants were asked to group themselves according to their country of origin / residence.

They had some time to prepare / to look for a traditional story from their country where somehow the coaching process is involved - or to identify the coaching elements in some traditional stories - for ex. Cinderella - who is the coacher? - who is the coachee ?

Each group / person will have maxim 5 minutes to act / share the story (some elements of the food and drinks can be included in the story) - emphasizing the role of the coacher and the role of the coachee - the participants will be encourage to be as creative as possible and not to be more than 5 minutes



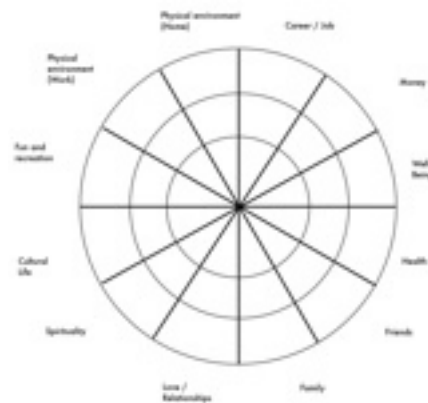
Day 3

The third activity day was intense! We all worked a lot on self-awareness and attitude.

Our journey started with «Identity molecule activity» + Wheel of life and finished with the simulation exercise PLAN B conducted by Jo CLAEYS.

Identity Molecule activity: Using post-its, participants had to write 5 elements that define themselves in the moment. Short discussion about it in pairs and afterwards in plenary. All the post-its were collected and put together. A facilitator read each post-it and people were invited to stand up when they hear an adjective suitable for them (no matter if he/she wrote that element). The group itself helped participants to discover common characteristics. In the end, debriefing on what I feel now and what I am?

Wheel of life activity: Participants received a diagram of a wheel with different areas of life: career, health, family, love, friends, well being, cultural life, spirituality, fun and recreation, physical environment at work, home... they were invited to fill each area according to their satisfaction level on it. The result shows their own wheel in that moment. Sharing moment in pairs. Afterwards, they had to fill with a different color the same areas of the wheel according to how they wanted it to look like in that moment (taking in consideration their priorities). In the end, participants worked in pairs, choosing one area of their wheel as a



Feedback from participants: one word about the self-awareness session:

- | | | |
|--------------|-------------------|--------------|
| -Window | -Satisfied | - Awareness |
| - Sun | - Reflection | - Friendship |
| -Mirror | - Self-reflection | - Headache |
| - Friends | - Life | - Relaxing |
| - Connected | - Useful | - Intense |
| - Surprising | - Lake | - Vibration |
| - Inspiring | -Balance | |
| - Focus | - Revealing | |



During Plan B participants are confronted with the complexity of a society. They try to realize their own dream-society and while playing, experience how hard this is.

Different sub themes that are linked:

- The role of the politician in society
- Active citizenship
- The refugee issue
- Civilisation versus nature
- Mutual understanding and cooperation

During the debriefing participants were confronted with their attitudes and actions as citizens regarding social inclusion and exclusion. They have noticed that sometimes their actions and declared position do not correlate.

Feedback from participants concerning the activity:

***Exclusion / Disappointed / Frustrated / Happy /
Sadness / Guilty / Powerless / Confusion / Stress
Stress / Proud / Negative / Sad / Reality / Helpless /
Frustration / Happy / Worries / cooperation /
Interest / Danger / Useful / Included / Amazed /
Annoyed / Excited***

Plan B

A simulation game conducted by Jo CLAEYS

1. Discussion in small groups (3) on the definition of democracy and citizenship.
2. Feedback of the groups through plenary discussions.
3. Individual work on desired values one expects from a politician.
4. Groups work on desired values. Each of the three groups also creates a flag, a name and an imaginary hero for their group.
5. Presentations of the different work.
Beginning the exercise, the three groups are told that we are one country and each group (=region) receives instructions, rules, population and money.
6. During 1 ¾ hour, the groups are confronted with different situations such as refugees and the creation of different commissions to oversee the construction of roads and houses for their population. If this is not done within a set timeframe, people will die.
7. Debriefing (+ link to reality)

In the evening we had movie night: «**Man on Wire**» (2008), directed by James MARSH. It's a documentary film about the french Philippe PETIT's 1974 high-wire walk between the twin towers of New York's World trade Center.

DAY 4: Field Visits and free afternoon

Everybody woke up earlier and packed a little bit to leave Vila da Marmelira on the 4th activity day. Our destination was the city of Cascais, situated 30 kilometres west from Lisbon. The group was welcomed by the Municipality of Cascais whose staff made a presentation of the project «Orienta-te» and a workshop on coaching of young people.

«**Orienta-te**» is a project developed with TESE association www.tese.org.pt and their goal is to promote the educative, formative and/ or social-professional inclusion of young people coming from vulnerable social and economic backgrounds. They use the coaching in their process of working with each youngster. «Orienta-te» is also about:

- ✓Empathy
- ✓Self awareness
- ✓Unemployment of young people mission (empower young adults (14-28 years) in decision making
- ✓Coaching / social drama / mentoring / job shadowing
- ✓Education + training

Participants from «coach me if you can» took part in a workshop containing: Getting to know each other exercises, «Where do you stand», Preparation for the social drama, Social drama exercise and debriefing.

What did we see there?

- ▶Coaching using social drama
- ▶Coaching linked to non-formal education
- ▶Social drama for conflict management
- ▶Benefits of doing coaching in a group
- ▶Time limit: How long time a coaching process should last? According to them, depends on the coachee. It finishes when the goal is accomplished
- ▶How and why to start the coaching session with a warm up?



After having lunch under a blue-sky Cascais in front of the Ocean, the group continued the field visit. We knocked the door of **Rota Jovem**, partner of the Multi-measure project «Youth are the Champions». Rota Jovem is a youth organisation located in Cascais that works on the promotion of youth participation. Created in 1992, they have 1200 individual members (most of them between 16 and 30 years old) and 6 paid staffs. Their activities are in local, national and international level. www.rotajovem.com

Our group went to Rota Jovem's youth centre and took part in a presentation of the organisation.

Afterwards, the group had the opportunity to visit Cascais and have a surprise dinner. The chosen place was the neighbourhood of RedCross where we had a delicious meal prepared by and shared with the local community of parents coming from Africa. We all had the pleasure to taste Cachupa, a traditional dish from Cape Verde and as dessert the portuguese delight «torta de bolacha»!



The debriefing of the field visit was done in plenary, based on the following questions:

How coaching is being used?

How a local NGO works on empowering?

What can I use in my reality?

What did I learn?

Feedback from participants:

- It was nice to see a Youth Center
- I learnt a new method of coaching using social drama
- Role playing exercises
- The importance of empathy
- The role play is a safe space that enables you to try
- New methods (different methods)
- To see the methodology
- To see different steps
- Hosting
- Love/ equal approach
- Time
- I felt comfortable
- I felt like if I was a distant relative
- Moment to digest
- I didn't have the need to go to a disadvantaged neighborhood to believe that it exists

To be continued...

DAY 5

The 5th day of the training course «Coach me if you can» was dedicated mainly to coaching Skills. Firstly we worked on **listening** and then on how to ask **powerful questions**.

In order to energize our ears we started by inviting participants to fold their eyes and be aware of all sounds coming from the working room. The team used some materials, like iron balls, bottles, scissors... to make different sounds.

Afterwards we proposed an exercise to practice the «art of listening»

In pairs, each participant should try the role of coach and coachee. The coachee had to tell a true story about a trip and the coach had to listen to it in two different levels:

1 – Focus on yourself: feelings, opinions, thoughts etc according to what the other person is saying

2 – Focus on the other: words, body language, energy... using all senses. Being curious!

They had 5 minutes to try each level and then exchange roles.

For the short debriefing the main question was: **How can I be a more active / curious listener?**

Feedback from participants:

- "Difficult to define what is to be focused on yourself"
- "Good exercise to notice that there are different levels of listening"
- Importance of body language (position of the body; expression of the face...)
- Distractions: important skill is to focus on the conversation
- "In the first level my body moves more"
- Importance of body language message



Exercise on Powerful questions

After an input presentation on «Asking questions in a coaching session», based on open and close questions, participants got into practice.

In small groups, one person had to talk about «housing» while the others had to ask appropriate questions.

The goal was to have a 10-minute conversation with someone in which you are only allowed to ask powerful questions: making no statements, no summarizing, no offering advises or telling stories of your own, no drawing conclusions.

Feedback from participants:

- Good experience
- "It was hard for me". It is not a good way to understand these questions
- The topic ("housing") was too close
- "In order to put the right questions, you have to use your listening skills"
- How to deal with the silent moments

• The aim of coaching is empowering new questions

Preparation for going into action

The second half of the day was dedicated to the preparation for the practicing on coaching that would take place in the next day.

Firstly we brainstormed on Feedback: How to give and to receive a feedback?

One word for feedback:

- ✓ Sensation
- ✓ Evaluation
- ✓ Reflection
- ✓ Criticism
- ✓ Resuming
- ✓ Opinions
- ✓ Fulfillment
- ✓ Final conclusions
- ✓ Satisfaction
- ✓ Giving back
- ✓ Mirror
- ✓ Constructive
- ✓ Positive intention
- ✓ Asked
- ✓ Positive
- ✓ A negative point to be improved (offer solution if needed)
- ✓ Personal
- ✓ Facts
- ✓ Behaviours
- ✓ Close with positive think

Powerful Questions

How to ask the right question in the right moment?

The aim of the session is that participants learn the difference between open and closed questions, gaining experience both of being the one who asks and the one who is asked.

Open Questions generate usually other questions, they give more options in the answer, they are more subjectives, helping to share different opinions, involve non talkative persons, facilitate self reflection.

Closed questions define specific topics, allow concrete answers, they are researchable and measurable.



image taken from the blog www.arenbach.worldpress.com

"Like a virgin, hey!
Coached for the very first time
Like a viiiiirgin...
asking questions close to heart"

By Coach me if you can participants



Afterwards participants were divided in 4 groups of 8 people for the practice of the next day. Each one had to be a coach and the coachee once. Each group chose the pair (who would be coach/coachee with whom) and defined the strategy of their practice.

The evening of the 5th day was FREE!

DAY 6

Be the coach you want to see in the world: Practicing day!

The whole day was dedicated to practice. 4 groups of 8 people + 1 facilitator from the team. Each person had 20 minutes to coach/be coached. The coachee should arrive in the session with a clear goal to achieve and the aim of the coach was to establish, in the end of the session, an action plan. After each «session coach/coachee» the group had to give feedback for the pair.

Some topics chosen by participants: Find a new job, quit smoking, my lack of time for cultural life, having a free time, to be more flexible...

The practice session was a very tiring but an interesting experience for the groups. Some of them said that they can better understand now the difference between «coaching» and «therapy», a hot issue during the whole training course! The observation of the body language was a main point but also time management and the questions used.

We did the evaluation / debriefing of the practice session on the day after through Fishbowl method.



Action Plan

The last activity day was the moment to think about our future: what to do back home after «coach me if you can» ???

Some Questions:

What will I do?
Why will I do it?
How will I do it?
Deadlines (time)
Doubts and obstacles

Some answers:

- ✓Do other TC on coaching
- ✓Work on body language
- ✓Work on partnership
- ✓Organise meetings about the training
- ✓Organise a TC at the university
- ✓Explore other sphere to add in coaching
- ✓Raise awareness on coaching

Some Doubts:

- I wonder if I will have enough skills
- I feel I'm a little bit too little in this area
- Money
- The priorities of our organization may not fit in our projects



DAY 7

The last but not the least!


We started the last activity day with a **FishBowl** exercise based on the practice of the previous day but also on their general learning process during the training course. Then it was time to think forward and reflect on our future: What am I going to do back home? An **Action plan** is needed! After lunch, the whole afternoon was dedicated to **Evaluation**: What is and what is not coaching? Did my own point of view about coaching change? Written questionnaire and a «special ritual» using matches. After all this.... it was time to **PARTY!**

A fishbowl conversation is a form of dialogue that can be used when discussing topics within large groups. In our case, the practice of the previous day and the coaching process in general.

Fishbowls involve a small group of people seated in a circle and having a conversation (fish). They are surrounded by a larger group of observers, seated in an outer circle (bowl). The facilitator or subject matter expert gives a short input of 5-10 minutes which sets out the general outline of the discussion and after that the inner circle starts to discuss. The outer circle usually listens and observes. Whenever someone wants to participate and move to the inner circle, a participant from the fishbowl must free a chair and move to the outer circle. Our topics of discussion were:

Highlight the important points from yesterday regarding coaching / After all this experience of 6 days, what do you think is and isn't coaching / What is your image of coaching now?

Topics mentioned during fishbowl: Coaching vs Therapy / the importance of Body Language / warming up exercises before a coaching session / give to the coachee the programme of the session / summarize the coaching session in the end / the importance of trust and the relation built between the coach and the coachee / the art of listening / time management / coaches are not there to solve problems / importance of silence / focus on one goal at a time / empathy / involvement / Focus on the situation that the person wants to change



Evaluation Questionnaire

METHODOLOGY- Please comment on the suitability of the working methods and methodology used throughout the course

Rates (from 1-5): 4, 4, 4, 5, 4, 5, 5, 5, 4, 4, 4, 4, 4, 3, 4, 5, 5, 4, 5, 5, 3, 5, 4, 3, 5, 5, 5

Average: 4,33

Comments:

›Fine, ref. methods, in itself. Even more methods would've been welcome

›Methods appropriated to programme

›Very well building process, very satisfied, confident trainers, useful knowledge, coaching is a way of life

›For me it was good, maybe we could have had more practice activities like "coach/coachee"

›Some methods and tool, I need to dig more... but it was enough talkative understable (?) to try

›I give 5 for the team building, for the introduction on coaching, for the practice, for the field visit, for the reflexion groups (it helped me a lot for "systemized" our learnings and feel free for any comments), for the informal education...

› It was very creative, with good mood

›The group was very big and heterogenic, and I think for this reason, the program used simple methods. My reflection is to use different methods of NFE in order for participants to have more tools to discover. For exemple, we could have used less brainstorming or develop

more it. Thank you, thank you for "Plan B", it was an amazing super learning for the reflexion (as a participant) and for the meta-reflexion (as a youth worker)

›The methods were very good, also the way the activities followed one and another was good

›It was very important for me... You think about good energy, used open questions and tried to find answers with all group.

›I would make more stress on clarifications (what coaching is...) more energizers sometimes, but the part of team building and coaching practice – Super!

›The programme was cool, had a lot of activities, although not of the same quality – which is, of course, normal

›Interactive, interesting, somehow new. The evaluation of the practical day should have happened right after that session

›Some of the methods I already knew. Some of them I wouldn't use in such a big group.

›During the whole training I felt that everything were related between them, even the activities and the warming games. I liked it because it had a continuously flow (same direction and the presentations were small and the type of activities were all well organized by the trainers. Moreover I liked that we had to work in groups and that we practiced after each presentation.

›I really liked these different methods which made a comfortable place for me in this TC. The process was continuous – using those various methods. The time was maning (?)

›Methods were proper (and) but program was very busy. Finally I enjoyed the activities carried out by the trainers. They were very useful

›Good with small groups and big discussions and the listen to reflections and thoughts from other participants, evaluation...

›The methodology was really well selected and appropriated. The programme was well built (we started at 10h!), also we had enough free time to rest or to go deeper in the atmosphere of Villa da Marmeleira

›First of all I thank you for your creative methods and I hope you will add new methods in other trainings

›The programme for me was well build

›It was a shift standard on the exercises : some of them very good (Plan B for exemple) and some of them, in my opinion, a waste of time

›A good balance between input, breaks energizers, discussions, group work and individual work

›Liked the combination of the educational part and the energizers + group dynamics were awesome.

›Non-formal education / small group discussion

›Needed more time for more discussions

**LEARNING PROCESS –
In which extent this training
course answered to your
learning needs? What have
you learnt during this TC?**

Rates: 5, 4, 3, 5, 4, 2, 4, 2,
3, 3, 4, 5, 4, 4, 3, 4, 4

(obs: in the questionnaire,
these rates are not written as
to the other lines. Maybe that's
the reason not many people
graduated it – but gave
comments)

Average: 3,70

Comments:

▶ I was learning a lot in
many different fields,
developed my competencies:
cooperation, logistics, self
awareness, time management,
translation, English, coaching
skills

▶ I learnt about “coach” in
general. I would like to specify
in the use of youth programs,
which will be practical for us in
our lives.

▶ I'm starting to understand,
want to learn more. I've learnt
a lot from other participants
and their thoughts.

▶ I learnt to make a
difference in coaching

▶ This space won't be
enough to explain everything
that I've learnt. I feel that I
fulfilled my expectations on
100%. I really understand what
is coaching. The practical
exercises were really helpful.
Thanks.

▶ I got my answers from this
training about coaching. I
learnt some special points in
coaching.

▶ I learnt a lot about
coaching and I would like to
learn more when I will come
back to my country. Now I see
the difference between
coaching and therapy.

▶ I've learnt about coaching
in a big perspective.

▶ I received a lot during this
training course and I learnt a
lot about myself as well

▶ Skills, knowledge,
attitudes, definitions, meanings

▶ GROW Model – helped me
a lot the day to practice as a
coacher. I followed the model
and it worked. The warming
games were excellent and
linked to the subject of the
training course.

▶ I expected more from
these trainings. I wanted to go
deeper.

▶ I'm satisfied with the fact
that I have managed to find the
difference between coaching
and other similar areas

▶ All new information were
registered 100%. Learning
needs and the topic answered
by 40%. Rough schedule of the
program.

▶ I learnt what is coaching,
tools for an effective coaching,
I gained experience, I learnt
through gaming, team building,
I developed skills.

▶ I've learnt a lot about
listening, body language. I saw
many new energizers which I
can use in our youth center. I
learnt a lot about what is and
what is not coaching.

▶ To be continued. I learnt a
lot.

▶ It helps the reflection
groups, as the youth pass to
organize thoughts and ideas.
Sometimes the connection
between the exercise and the
purpose of it could be more
clear (ex: a clear
demonstration of a coaching
session with the trainer
commenting during it; what is
the purpose of the wheel of life
and how can we use it later.
Clarification on how coaching is
used in different goals, issues,
give some examples.

▶ I learnt a little bit more
about coaching. I was useful to
see more warming games.

▶ I've learnt new skills,
attitudes and competencies in
coaching. Thank you for that. I
would have preferred to work
on coaching attitude in youth

work but observing how a
professional coaching works as
very useful.

▶ My learning process went
well. The TC was very useful for
me. I learnt a lot of new things
and some things are more clear
for me now.

▶ I want more about
coaching... I mean concrete
(history, some literature about
it...)

▶ I still have to clarify about
coaching: more coaching
aspects, methods, ethics,
frames, strategies, but I got
the idea more or less of “how
to eat it”

▶ I learnt the concept of
coaching, acquainted myself
with the techniques and
methods used and applied them
into practice.

▶ Needed more time to
assimilate

**GROUP'S
CONTRIBUTION-
How would you evaluate
the atmosphere in the
group? Did it allow you to
participate to full extent?**

Rates: 5, 4, 5, 5, 5, 5, 4, 5,
5, 5, 5, 5, 5, 5, 4, 4, 5, 4, 4, 5,
5, 5, 5, 4, 4, 3, 5, 5, 5, 4

Average: 4,6

Comments:

▶ That was great! I could
participate, try new things

▶ I enjoyed the group. Pax
were all interested in the
subject and involving
themselves in the activities.
That made us motivated to
participate in the process

▶ I felt safe in the group and
respected

▶ So special energy in this
group. In the beginning wasn't
hard to communicate. In the
second day we were close. We
had a lot of fun during our work
and in the evenings. I felt free
to share my emotions

‣ Atmosphere in the group was great, really wonderful

‣ Awesome

‣ I loved the group because the relaxation, fun and laughing that we had. The group contributed a lot to the success of the project

‣ Relaxed atmosphere; with fun and serious situations

‣ In all the activities the group was separated in equal numbers and all the people had the opportunity to speak and express their opinions, their concepts and thoughts

‣ Some of them didn't come here to learn, so sometimes it was difficult

‣ The group was really sharing and well put together. In the end, the fact that we were 32 was a plus

‣ Active but not always appropriated, No, it didn't allow me, not by far, allow to participate to my full extent

‣ Great atmosphere, warm, friendly and kind. Yes it allowed my participation full extent

‣ It was good what we were doing in small groups. I can open myself easily than in a group of many people. In my opinion, it was good

‣ All of us, we were so open that it makes easily and comfortable those sharing moments. I always enjoy those pleasant meetings with participants who fit my soul and vision of life

‣ Yes, I think it was a free atmosphere but sometimes I felt that someone, of the trainers should give a direct answer and give the clear guidelines but with the same attitude

‣ I liked the group very much but for me it is too little time to be comfortable with unknown people. And because of that I wasn't participating to full extent

‣ The group was too big and it contributed to the exclusion of some participants. The is a

lot of different backgrounds, motivation and expectations in the group and this creates some difficulties in the learning process as a group

‣ The group atmosphere was very good; we connected very well and very easily

‣ For me it is a miracle! People from a lot of countries, no barriers, open minded, I felt safe and happy

‣ Great! I didn't expect that! (As we were a big group for practicing exercises)

‣ The atmosphere was really good, I think everyone was really nice and willing to help if needed. Maybe the fact that the accommodation was separated did not allow us to enjoy together all of the time

‣ Rich background experiences / open minded / giving feedback / collaborative / cohesion

YOUR CONTRIBUTION – How do you evaluate your own contribution to this training course

Rates: 5, 5, 5, 3, 4, 4, 3, 5, 4, 3, 2, 4, 5, 4, 3, 3, 3, 4, 5, 3, 3, 4, 2, 5, 4, 4, 5, 3

Average: 3,96

Comments:

‣ I felt free to contribute and I did it as many times as it was necessary or comfortable for me

‣ During the sessions, I participated in the roles, games, activities and, at the end, shared my ideas, outcomes and evaluation. My experience and my evaluation were my contributions

‣ It is my first time, not familiar with it. Will be better next time. Feedback and transferring groups are good tools

‣ I was really involved in the whole process. It was interesting for me. I did as much as I was capable of but

there is always something more that you can do

‣ I tried to share my experiences and knowledge with the participants

‣ In some points I think I could have offered more but overall I think that I brought something in this process

‣ I participated in many situations although I'm really bad in English. I'm proud of myself.

‣ By participating in the groups I exchanged ideas, thoughts and opinions with others and think I gave ideas to others

‣ During the small groups I put my contributions but in the big group, no

‣ I did the best I could do. Helped where I could. I involved myself even if I didn't share much at the debriefings

‣ Moderate contribution

‣ I had the opportunity to voice common thoughts and questions. Each one of us was uniquely important

‣ Energetic but sometimes, somewhere else due to the problems of concentration during sitting sessions... I always regret not to have spoken more and express my deep thoughts in the group but, at least, with almost each of us apart.

‣ I felt comfortable with no judgement and with the warm environment

‣ For me it was easier to work in small groups. In big groups I felt not so safe.

‣ I take some time to integrate myself in the big group but.... when I think I see that I've contributed to what the group is now. I've met some very interesting people and create new friendship

‣ I was an active participant. I was trying to do and to be in my best for me all the time

‣I'm not too open because my language is not very good but I tried and I think I gave more from me (inside)

‣Of course it could always be better but I hope my experience helped somehow

‣I think I wasn't as active and as opened as I could have been. Therefore, my contribution was not the maximum that it could have been.

‣Felt free to speak / my participation / active role

REALIZATION OF EXPECTATIONS – Where your expectations of the course, and considering the overall aim of the course, have been reached in this course?

Rates: 5, 3, 4, 4, 6, 5, 4, 5, 4, 4, 4, 5, 4, 5, 4, 2, 3, 2, 4, 4, 5, 4, 4, 2, 4, 4, 5, 5, 3

Average: 4,03

Comments:

‣Yes

‣Yes, I almost get my expectations but I still need to know more about the subject

‣I was better and surprising. Liked the different kinds of exercises. Maybe some more about coaching would have been good

‣I reached my expectations more than I thought

‣This is my first coaching training. I think I reached my expectations

‣Before this training course, coaching was for me something new. I didn't know a lot about it. But now this topic is closer to me

‣I didn't expect too much of this but i think it surpassed my imagination and it brought me at the end to say that the aim was reached

‣I wanted to get a lot of informations and got them. I wanted to experience myself in

a coaching session with my feelings and thoughts and it feels good

‣I feel that I got a lot of useful information about coaching and feel full. Also by participating in this training I improved my knowledge and the way to reach my goal. It was an amazing experience. I learnt how important it is to listen and who I am.

‣Except for the info about coaching I didn't really feel that I learnt something new

‣My expectations were highers but the course triggered thus the needs for further implementation on the topic

‣Nearly 100%. Each day was important. Each steps were taken. Perfectly organized. Quite clear everything

‣This TC is an opening of the following process in learning how to coach. It needs time to absorb the whole knowledges and practices you gave to me but personally, I need time and distance from this meeting to know where I'm going and see how it has been benefit for me and for others.

‣ Maybe the connection of the issues and the frame could be more explored. Still everything of the content and methodology used and the environment and trainers gave me an overwhelming – fullfulness, intense and involvement

‣No, I was expecting to know more about coaching. Also it would be better if the people would be with similar experience. Now I understand that the aim was just to touch coaching

‣My expectations were reached and I go home happier and richer. Unfortunately my fear of talking more about coaching like a “personal development methodology was reached as well but the trainers and the group helped me to

learn a lot of interesting things from that

‣I didn't have any special expectations when I come but I learnt a lot

‣It's my first time (“work”) with group from another country but I feel it is very important for my future. I feel I must try to speak more and ask questions!!

‣Yes, they were fulfilled apart from the first point (more clarifications, more info, etc)... but I know where to look for it now

‣Medium, because I did not have a lot of preconceived expectations about the TC. I imagined the accommodation a little bit different, so in that respect my expectations were not met.

‣Would expect more theoretical contributions / different perspectives of coaching

Logistics ACCOMODATION

Rates: 3, 3, 3, 3, 5, 4, 1, 5, 3, 4, 2, 2, 2, 4, 4, 1, 5, 1, 2, 1, 3, 4, 4, 2, 4, 2, 4, 5, 2

Average: 3,00

Comments:

‣It was awful, but I can give 3 as a grade because of the team kind help and because it was a learning point for me

‣The houses were not comfortable and safe. Toilets and room was the big problem. Electricity cut off when we just turn on hair dryer. The houses were old and not enough.

‣It is so nice that it worked that we could be so many people with one bathroom

‣It was a challenge and totally new for me. But I felt the atmosphere of the place. really liked it, used to it

‣The house is completely bad. It affected my participation in the training

‣One toilet was definitely not enough and it was too cold. The rest was ok

‣Acceptable

‣Accommodation was too cold, at some points we didn't have hot water, and only one bathroom

‣I slept well and I don't smell. So it is okay. The relations in the house were also good.

‣A lot of people in the room; cold rooms, no space for personal things, no electricity some times, one bathroom for 21 people

‣It was uncomfortable and cold. it is not enough 1 bathroom for a big group of people

‣Really really good accommodation

‣Very low

‣Holes on the walls, one bathroom and toilet for all, not all the time hot water...

‣Big problem with hot water

‣I loved "alberge espagnole" house. Just one toilet and bathroom is a little bit difficult to manage. But we did! Nothing is impossible!

‣Only the issue of the bathroom could have been better. Still, I think it was too much important that it happened in the small village, without a hotel because it built a real good feeling. Well being and it helped to build the team

‣The room was nice

‣The "bathroom question" was a big problem for some of the pax. It is a topic to take care in the future but you have find always a solution. Thanks for that and congratulations! The decision to live in the village was, with any doubts, really great, new and interesting

‣Although I was one of the lucky ones who were sleeping in the smaller rooms, the fact that we only had one bathroom... the thing that

bothered me the most was that we didn't have warm water for almost 2 days!If you would have told us in the info-letters that we would go shower in a gym, it would be not a problem, but this way was not acceptable.

‣Bathroom

‣Great! Really!

‣It was not a problem for me but I just cannot deny that the conditions were bad. However we had all the minimum covered

‣We needed the minimum conditions. Nobody from the village live like this: 9 in the same room.

FOOD

Rates: 4, 5, 2, 5, 5, 5, 1, 5, 5, 4, 5, 4, 5, 2, 5, 3, 4, 5, 2, 4, 5, 5, 5, 4, 5, 5, 4, 5, 5

Average: 4.37

Comments:

‣Very kind service, thanks to our hosts (but i didn't like some foods)

‣I could eat fish, salads and soup. Although when I didn't get fish I could just eat soup and lettuce. I didn't get much main course

‣So good

‣Amazing. Best wishes to the lady who cooked it

‣I could only eat potatoes and onions for at least 4 days

‣Perfect!

‣Delicious! Brutal food!

‣Great!

‣I didn't like the mix meat and fish

‣Very yummy!

‣Low!

‣Tasting, beautiful and wonderful

‣Very very good. Delicious!

‣I will miss Portuguese meal and wish in my future to be a good cook as Maria J.

‣NICE!

‣Very good

‣Thanks to the lady who cooked for us!

‣Delicious! Flowers to the woman!

‣Excellent!

‣Variety / Healthy / quality / on time / warm / complete

WORKING ROOMS

Rates: 4, 5, 5, 4, 5, 5, 2, 5, 5, 4, 4, 5, 5, 5, 4, 4, 5, 3, 4, 2, 3, 5, 5, 5, 5, 4, 5, 5

Average: 4, 37

Comments:

‣It was very cold in the first part of the TC. i had some problems because of it.

‣Cold. Nice atmosphere

‣Nice atmosphere

‣The room was very cold. It was not clean enough and it affected my participation

‣It was ok. Enough place

‣"warm" place, big space and comfortable

‣Good space, big space! Different utilities.

‣Average

‣it fulfilled all the needs of the program – it could have been warmer

‣Sometimes it was very cold

‣Perfect place and spacious

‣Very good

‣Work in "Casa do Povo" was quite vintage but was a great experience

‣I liked the working room although it was a bit cold

‣For me it was so good.

‣Great but also a bit cold

‣The food was really good

OTHERS

Rates: 4, 5, 5, 5, 3, 5, 5, 4, 4, 5, 5, 4, 3, 5, 3, 5, 4, 5, 5, 5, 5, 5, 5, 5

Average: 4,54

Comments:

- ▶ Good spirit and energy
- ▶ We had a lot of fun in the "café"
- ▶ Good to have internet and the possibility to take a (wonderful) shower! Sometimes I needed more time for myself but it wasn't possible because of the daily program
- ▶ Logistics
- ▶ Vila da Marmeleira is great! Thank you City Hall
- ▶ Ok
- ▶ The goal was reached. I gained experience, knowledge and great network with amazing people
- ▶ Sometimes it was very cold
- ▶ The rest. I'm Ok, I'm happy
- ▶ Nice
- ▶ Congratulations and thank you for the patience of the logistic guys
- ▶ Atmosphere, climate, people from village... smile, smell, music, food!!! Thank you!
- ▶ Great! Ok, it wasn't a 5 stars hotel but as from me apart from some inconvenience that I expected, I loved this place and vila
- ▶ Bathroom: One for 20 girls / 1 mirror / lack of cold water

WHAT WOULD YOU LIKE TO SAY FOR THE ORGANIZERS AND TRAINERS?

- ▶ Big thank you!
- ▶ Thank you!
- ▶ I would like to get more concrete outcomes from the TC. Thank you for organizing such a TC as I am enlightened with the subject of "coaching" to some extent
- ▶ Thank you, Including everyone is so important and hard to do with a big group and when you are having a lot on your mind, the whole time you do a good job but I felt a bit on the outside, anyway, but good
- ▶ Keep on with good work
- ▶ Thanks, I appreciate their work, emotions, and their openness, I didn't look at them as trainers, they were part of the team of all group
- ▶ Thank you very much to the trainers. I think they did their best about the program. But physical conditions weren't good enough. I hope the organizers will take it in care...
- ▶ Well done!
- ▶ I would like to say thank you! It was really a good time. This training was very well organized
- ▶ Thanks for all. It is really nice to be with you and really appreciated to ???
- ▶ Big Thanks! I have felt welcomed, included and appreciated during the whole week
- ▶ Well done
- ▶ I loved the team because through you we got to be such an amazing group! I appreciated the work of the organizers and all their efforts to make things better, but at some point I felt like I was considered stupid because of all the lecturing about cooperation in the girls house and heating...
- ▶ I feel very good because of the good atmosphere and the

will to satisfy the needs. The transreflection group was very important.

- ▶ Sometimes you have to think which methods to give for the group more carefully. Some of the methods were really good. Time management; less wine for the participants! Not clear the target group - participants. I could understand why some of them came here
- ▶ The place you chose was perfect. The organizational team in Vila did a great job taking care of our needs. Trainers well prepared!
- ▶ Express themselves more; give more feedback to participants' involvements
- ▶ Ideal attitude; really professional job. They could have eliminated more the distance between them and the pax
- ▶ Maybe could be better if you use more energizer. I think between activity, after lunch
- ▶ Thank you for your help!
- ▶ You are wonderful! So professional and easy to connect with you. You have leaded this TC perfectly
- ▶ Thank you for this experience. The way that you did it and the way that you organize it with such love, carrying and a real will for that we enjoy and be satisfied. Thank you for your efforts, it teaches a lot, without words
- ▶ You are very warm, friendly. I wish you the best in your activities!
- ▶ I would like to say congratulations. The only point I suggest to change is the size of the group
- ▶ Both the trainers and the organizers did a very good job. Especially the organizers, regarding the circumstances in the Vila. The trainers should pay more attention to the energy level of the participants.

‣Thank you!! It is very exciting for me. I liked from this learning (?). It's my pleasure to see how you work. Really, Thank you!

‣Thank you a lot for giving a chance to improve, meet fears, confrontate myself and face my inside & express it + being accepted in a safe environment. Big Hug!

‣Extremely nice, helpful and competent. Great job!

‣Thank you very much for your energy, time, experience, feedback, work, example, inspiration. Be the coach you want to be in the world.

WHAT WOULD YOU LIKE TO CHANGE FROM THIS EVENT?

‣The accommodation

‣The way to listen to other people

‣I would like to change the training place. I don't think "the village" is that necessary for us to gain "coach" competences. It would be a place with better accommodation and facilities

‣I would like to have had more experiences to be able to learn more

‣Working outside

‣To better study the accommodation

‣More bathroom and warm water. Only this. The rest was ok for me

‣Some logistics, like toilets and showers were not too good. But even though everybody shared the same toilet, it was runned smootley (?)

‣The accommodation

‣Little bit more heat in the rooms. I loved the house that we lived in and the fact that we lived together but we should have had better conditions

‣Maybe more time for the participants. For ex, one or two times in the morning or in the evening. I had no time for my personal reflexions

‣The accommodation place. The place we were staying was good but isolated

‣The living conditions. Work more in the smaller groups and more seriously

‣I felt that there were some misunderstandings between the trainers and the team from the Villa and that would have been nice not to happen because everything was really good!

‣Eliminate certain games; add others, add simulations

‣Great intercultural experience. The venue could have been sth more sociable than a lonely village. Sanitary conditions

‣I don't want to change anything. it was perfect in this way.

‣Maybe needed more concrete coaching practices in a small group and to have my observations in my back, not in my insight around – disturbing

‣I expect everything as it is. Everything is an experience.

‣The size of the group and some methods

‣I would definitely change the accommodation

‣Nothing

‣Maybe more about the methodology? I would like to stay longer, have more practice, maybe go deeper in the topic... but this is probably from my own work

‣I would like to change the way I participated because I'm not sure if I gave the maximum in communicating with the others. I was not a fully active participant.

‣A c c o m m o d a t i o n /
bathrooms

WHAT WILL YOU DO AS A RESULT OF YOUR PARTICIPATION IN THIS EVENT (MULTIPLYING)?

‣I will speak with as many people as I can about this TC at home. I will use this knowledge in my daily work: training, giving advice, project planning...

‣I will follow up the coaching process to get coaching competencies. After all I will maybe use of meeting so many "youth organizations" as developing exchange projects, sharing goals and ideas.

‣Make a new project / workshop with thoughts and inputs from this week. Try to work more in international networks

‣Try to make good atmosphere as it was here

‣I had 3 or 4 clear ideas. I'm looking forward to realize them. I want to put into use all the things I've learnt. I feel really motivated

‣I will implement in my projects in the future

‣Continue, with a stronger motivation, to work with local youth with coaching approach and attitude

‣Implement what I learnt here in my work and spread the word about coaching. I would love to try to do some coaching sessions with young people as well

‣Focus my life on coaching

‣Organize a training course in a school or university, similar we had here in Vila da Marmeleira

‣I will use some of the methods from Cascais in my work

‣I will inform my people about this place, about basic coaching knowledge, transfer my knowledge to others to open the doors for them as well

▶Use what I've learnt here in my daily professional life

▶Transfer knowledge; inform people about coaching; use coaching in my life; enhance my knowledge about coaching; empower young people; develop more all senses

▶In the future, I want to learn more about coaching. I'm interested in coaching. I will find some books, literature, I will go to websites...

▶I will use/practice these things with my friends

▶To be honest, still between job and real involvement as a volunteer in some organizations anymore... I don't know I'm feeling armless and useless... wish to forward my experience in projects but without support and real devotion to one organise, I'm stuck!

▶I'm interested in coaching and I think I will look for more information about it

▶I've thought about a 3 steps strategy:

1) INFORM – In our team, in the office and in the website – before x-mas

2) TAKE MORE RESPONSIBILITIES – in the projects of the NGO for 2012 – start in January

3) KEEP IN TOUCH – networking in a new YIA project – after feb. 2012

▶I will inform my organization about it, I will write an article for the local and national newspaper and also I will try to inform myself better regarding the topic. I will also try to use the skill that I got in the future private and business life

▶I want to talk about coaching in my work (maybe do some training)

▶Implementation of coaching elements in my work / coaching methodology) For sure, use energizers

▶I will act as an information distributor – that is, I will try to help other to understand the concepts of coaching and give them info & share my experience from the TC

▶Adapt and introduce it in my NGO's projects / youth exchange?

PLEASE EXPRESS ALSO YOUR FEELINGS REGARDING THIS EXPERIENCE

▶I was touched very deeply. It was a very emotional week. Sometimes it was difficult for me

▶Warmfull, happy, good, tired

▶I'm very happy to have such an experience with young people from 15 countries. I'm motivated about youth work, European Union policies and "coaching" competencies. Also I thank to our lovely trainers and logistic support very much

▶Good! Thank you again and hope to see you soon

▶Beautiful people, place, I wanna do it again. In love with Portugal

▶One of my really best projects because of... everything. The Vila place really helps us to become closer, to feel free and to work on 100%

▶Thank you very much for everybody

▶I am satisfied

▶It was really great time. One more time – thank you!

▶I'm really ok with that (?) happy to be part of this TC

▶It has been a wonderful week. Mostly because of the warm and rich people in the group, I feel EMPOWERED!

▶Full of emotions. I will comeback home completely changed

▶Really thanks for the greatest Y-E-N experience until now. Makes me feel more determined to be more involved in the network

▶I'm happy and I'm ok that I could make this experience also because of the internationality. Thank you very much

▶It was an amazing experience because I had the chance to learn and practice at the same time. I've learnt what coacher means and I've learnt how hard it is to be a coacher also it is important to the fact that I learnt that coach is not a therapy and the coacher is not giving solutions but helping the coachee to find his goals

▶The experience was quite useful but I wouldn't like to learn in such accommodation conditions again

▶Very good feelings. Please send all the love and respect back to the Municipality of Vila da Marmeleira for accommodating us in this beautiful place!!!!

▶Average but useful

▶Happiness, satisfaction, enlightenment, lucky wonderful time life experience, sad because of ending, relaxed, more mature, experience, confident and wiser

▶I'm happy that I could be a participant in this TC because I've learnt so much. Now I have new knowledge

▶It was surprise to me to, too. I feel volcano explosions inside of me

▶It is always a real pleasure to live this great moment, cheerful

▶I felt comfortable, welcomed

▶I'm happy. This kind of experience are always new and very intensive. The village opened us its doors and we really felt it

‣I have a very good feeling. I'm very happy that I was a part of it. Although I had some bad moments, everything is ok now

‣I am happy. When I go to another countries and meet some people "like you" I always change a little change my life. This time you changed my life. It is good for me because you are good people. Thank you

‣Love Ya! Hope to see you soon

‣Mixed feelings. I'm happy about learning experiences but also a little disappointed in myself because I didn't really try to enjoy my time at the fullest

‣Fulfilled / happy

Article written by Matia LOSEGO, from DINAMO

This is not simulation, this is real life!

When I arrived at [Dínamo](#) [a great Portuguese youth NGO] (as an associate and as a trainee) I didn't even know that Dínamo was partner in many international projects throughout Europe. One of the first I came across was You(th) are the Champions! by Youth Express Network. Via (and for) Dínamo I took part in an international action, in Vila de Marmeleira (Rio Maior – Portugal), a residential training called Coach me if you can!

After first I was a bit frustrated to be going to a international training in my country, because everyone travelled to Portugal (with a big percentage of the travel being financed) and I just had to take a train. To be honest, this frustration disappeared as soon as I understood this would be no an 'ordinary' training, closed in a hotel, but instead it would be a full immersion in Vila da

Marmeleira, living the small village, going to the coffee shop, getting to know the people from the village and being part of their lives (and them of our lives as well!)

The group was fantastic: we were 33 participants, from 15 different countries, a big (not only in size) educational team as well as a logistics team from the District of Vila da Marmeleira. English, that was at first seen as an obstacle by some of us, gave way to International English, where there is room for words in Portuguese, Italian, Swedish, Turkish and many other languages. Through non-formal education dynamics as well as through the night in the coffee shop the group got to know each other and grew, becoming the ideal place to meet new people, to start friendships and to reflect about the training. What happens in this kind of international activities is at the same time weird and special. The energy and the relations created are unique and truly strong to a point where it is hard to go back to the 'normal' life after a week.

The training was about the potential of coaching, a weird word to define the accompanying work of groups and youngsters in the development of their abilities and skills and in the reaching of their goals. Through the team suggestions and through the experiences of all of us, we explored the concept of professional coaching, more connected to personal development. But most of all, we explored the attitude of coaching, fundamental for those of us who work with youngsters. We discovered and explored the importance of listening, of asking powerful questions only to make the young people (and us along

with them) discover that their answers lie within themselves. We also had the opportunity to try these new techniques through simulations among us, as a group as well as individually. During the week we also had the chance to talk about community funding programs that work with and for the youth, an example being Youth in action.

We also crashed again the changing of attitudes, through a simulation called Plan B. Changing attitudes is far from being easy (right?) but through non formal education, through the trust created in the group and in the trainers team, we managed to talk about this subject and, who knows, may I dare to say to change our posture when facing dilemmas of our daily lives.

I got back a week ago and I'm still undergoing emotional recovery (I've already finished the physical recovery yeah!). Now I have our action plan for the future, that we set on our last day and that I've already started implementing in Dínamo (also with this text). I was have with me my heart filled with good moments, good people and good friends that I am sure I will see again soon somewhere over the rainbow.

I cannot finish without thanking all the people from Vila de Marmeleira, the Town Council as well as its team, and last but not least to all the participants and the trainers!

The project You(th) are the Champions will continue its activities and Dínamo is still part of it. The next activity will be the seminar JUMP IN! in April in Romania! Are you sure you don't feel like jumping in and returning with a full and happy heart?

Matia

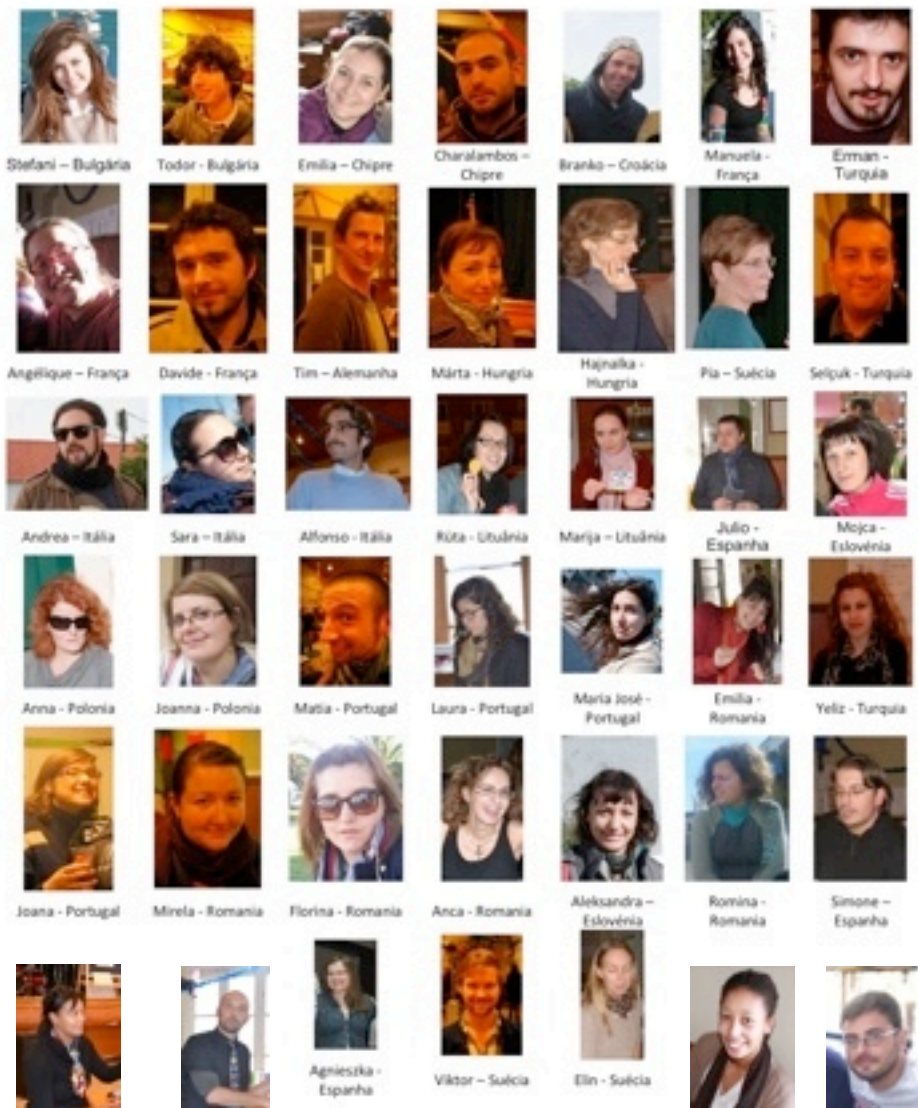
For more info:

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OBRIGADO POR ESTA SEMANA INESQUECIVEL NA VOSSA VILA!

DESEJAMOS A TODA GENTE UM FANTASTICO ANO 2012



We thank the team members for their valuable contributions and also all the participants for their active involvement and assure them of our continuing commitment for the promotion of further cooperation in youth work.

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A BIG BIG THANK YOU TO ALL OF YOU!

**You(th) are the champions - Strategies for youth employment
to be continued... Next step in Romania!**