

Coach Your Team by Coaching Yourself

Training Course



Advanced Coaching Training for Youth Workers

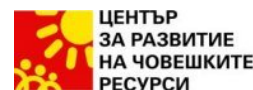
22-29 October 2019, Bulgaria



SMOKINYA
foundation



Co-funded by the
Erasmus+ Programme
of the European Union



Purpose

The aim of the project is to improve your involvement and engagement in non-formal learning and civic activities, by improving the quality of learning activities what you offer. The thematic focus of learning has to be switched to skills and attitude, so that you become self-directed, active, motivated and an engaged learner and creator!

Motivation is a key issue for today's young generation, according to our own experience and social studies. Motivation can be kept up by success, success can be reached by action, successful action can be carried out by owning (and not only knowing, but practicing) competences, where knowledge is balanced by applied skills and conscious attitude.

How about this below?

"The more a person or other human entity is out of integrity (the less whole, complete their word is) the smaller their opportunity for performance. This is a result of the decline in workability.

Put simply: without integrity nothing works.

As integrity (whole and complete) declines, workability (capable of producing the desired effect or results) declines, and as workability declines, the opportunity for performance declines. Thus, value maximisation requires integrity"

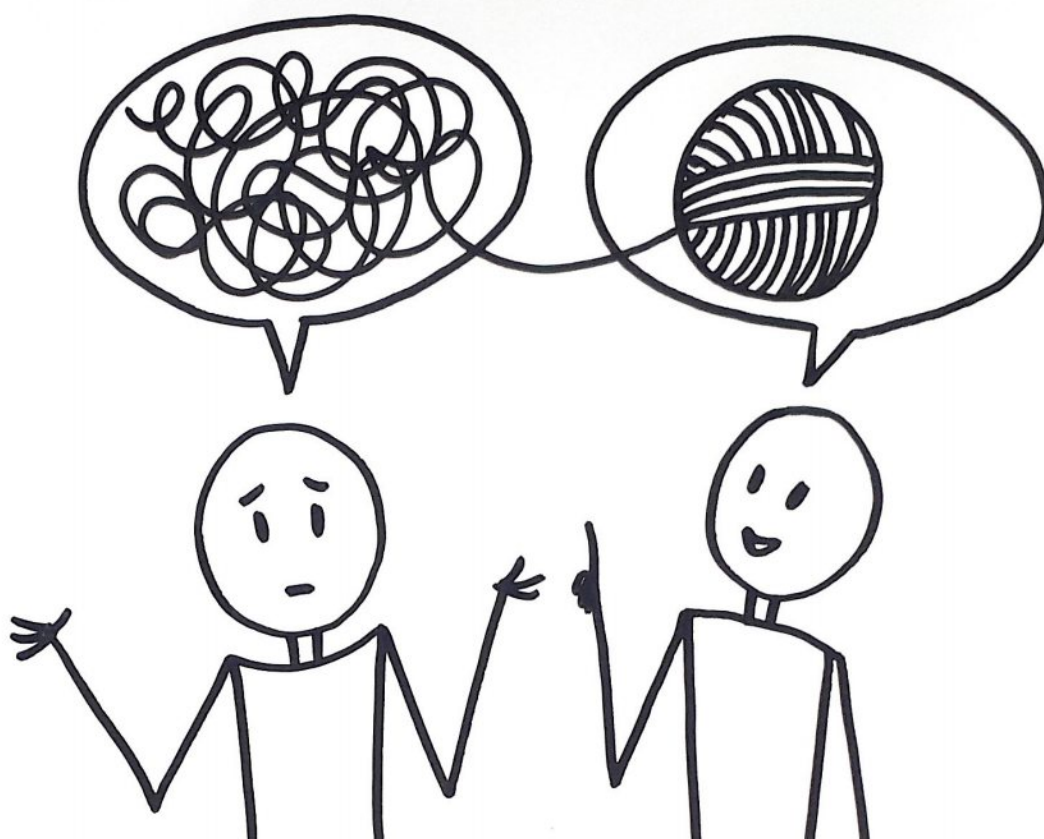
Werner Erhard



Coaching is widely used in youth work and the business sectors. It is flexible and adaptable to individual, team and group contexts, time-spans, themes, focuses on action- and solution, active participation and responsibility of the learner, which meet the principles of non-formal learning.

Our TC is designed to improve coaching skills to recognise and step out of pitfalls, take you on a ride of self-improvement, equip you with techniques and resources to solve them and involve you in an innovative process of co-creation! To adapt the tools learned into your own daily working context, reinforced with elements that ensure and measure impact. Non-formal learning often compromise progress for atmosphere – this way results and motivation, stay mediocre.

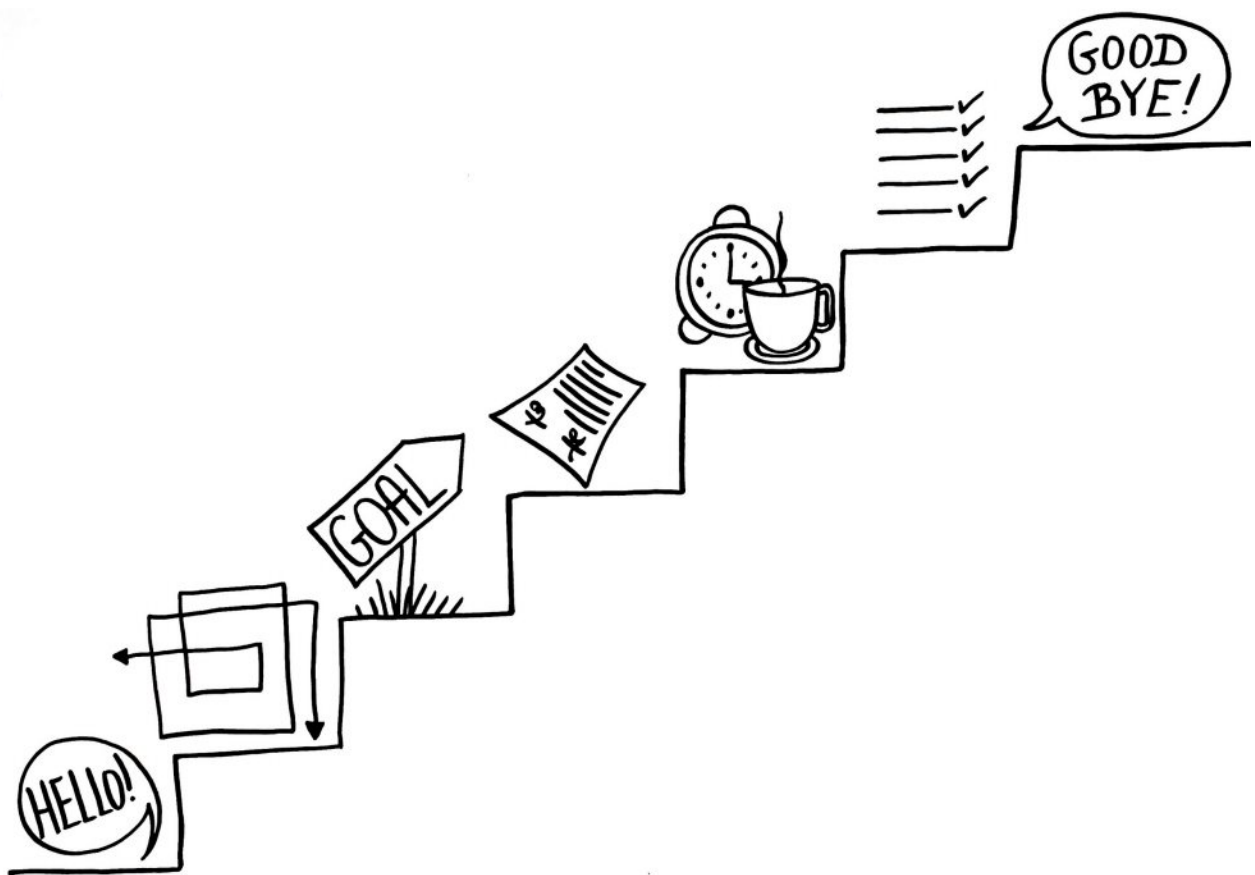
COACH YOUR TEAM BY COACHING YOURSELF (CYTCY) puts the focus on the efficiency of creation, the joy of learning, and the celebration of measured success. COACH YOUR TEAM BY COACHING YOURSELF offers the opportunity of true creation, takes you to the level that by the end of the TC you create your own set of techniques and impact measurement methods, with support, supervision and consultation provided.

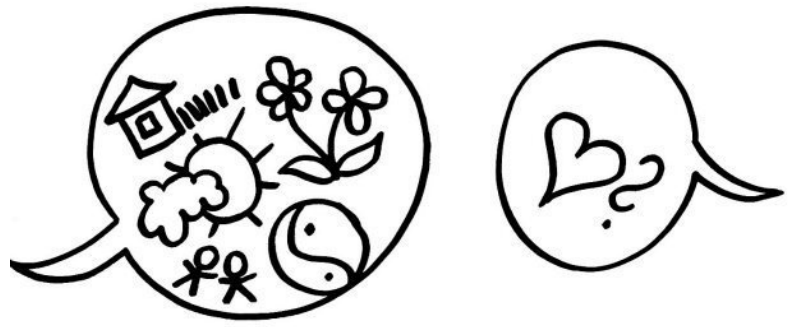




What will we use?

- methods of self-coaching to support the self-reflection and self-initiated growth
- methods of team-coaching to support young people's entrepreneurial, community and volunteer initiatives, to support youth NGO staff
- techniques of NLP (Neuro-Linguistic Programming) adapted to youth work
- team exercises to improve cooperation, communication, trust, problem-solving and motivation in teams
- principles of adapting these methods for different contexts, target groups, needs and purposes
- methods and principles of measuring the impact of coaching in youth work
- guidelines of developing and adapting coaching methods keeping in mind measurable impact
- tools of monitoring and evaluating long term learning and development processes
- group dynamics
- best practice of the partners
- non-formal learning and partnership opportunities within Erasmus+





What will we practice?

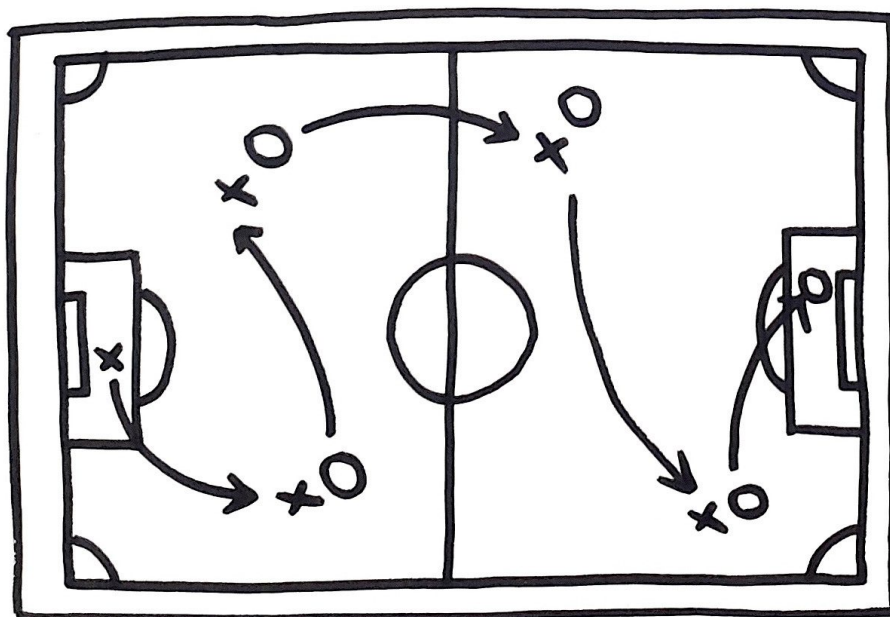
- observation of individual and team dynamics, perceiving the clients' mental, physical and emotional states
- active listening and asking questions in order to grasp the essence of an issue
- nonverbal communication: body awareness, adapting our posture, movement, gestures, breathing and voice to our partner's in order to create a comfortable and trustful partnership
- verbal communication: conscious choice of words, questions and language elements
- asking questions to support self-exploration and to create clarity
- mastery of mental, emotional and physical states, differentiating between states of the client and of the coach
- handling stress, unexpected and challenging events and behaviors in a calm and assertive manner
- spontaneity, confidence, relying on intuition
- finding sources of success and motivation
- creativity
- flexibility, adapting to dynamic changes in our roles and positions in learning and working processes, real-time recognition of the effect of techniques and elements applied and readiness for corrections and change
- learning, working and creating in a multicultural group

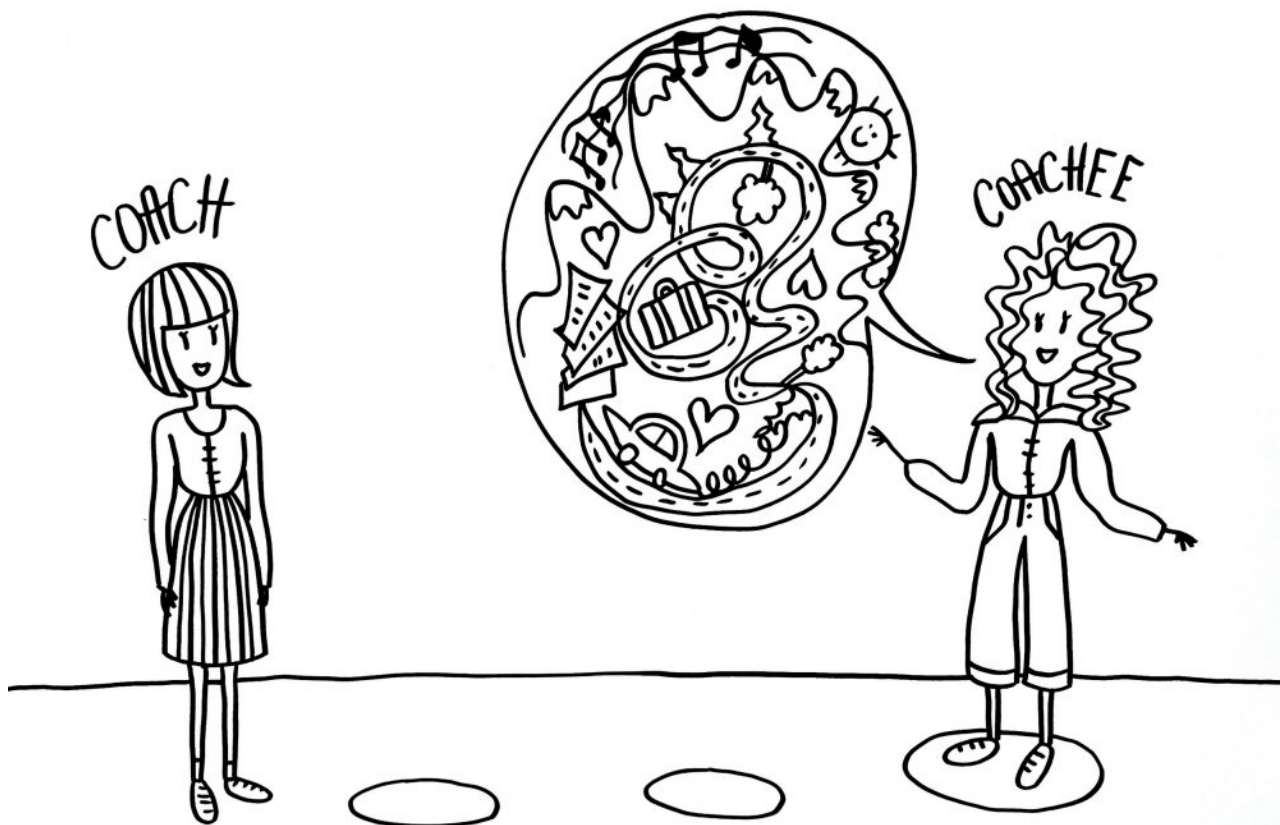


What will we do?



- self-assessment and reflection, willingness to learn and improve
- action- and solution-focused approach in solving challenges, conflicts, problems
- developing methods and tools by testing, experimenting, improving ideas based on feedback
- seeking and utilising feedback and suggestions
- seeing and utilising diversity as a resource
- interpreting challenges as opportunities
- stepping beyond judgement
- ownership and responsibility
- clarity, transparency, integrity
- patience
- respect of everyone's unique personality and way of learning
- resourcefulness: owning tools, techniques, values and skills to fulfill his/her job with professionalism, creativity, spontaneity, quality and joy





CYTCY focuses on the improvement of coaching skills, sharing, analysing and solving real-life, ongoing cases from the everyday practice of the participants and the sending organisations.

Step-by-step skills building is accompanied by building identity and integrity as a professional and placing our activity in a social context. We build coaching skills and core values, learn and practice techniques and get to the level of guiding a full coaching session.

Techniques prepare participants to offer solutions for issues that typically come up when working with teams and groups. Simple theories provide explanations for the techniques and their elements, support adaptation and innovation



Contemporary world with challenging development, communication and connectivity, yet little connection, authenticity and integrity.

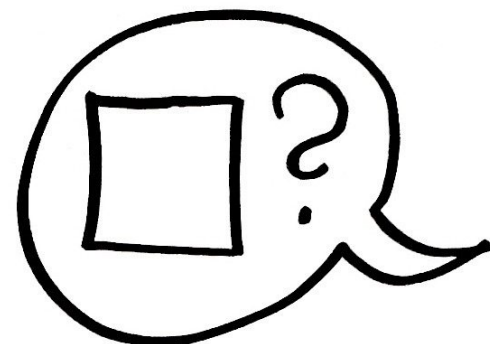
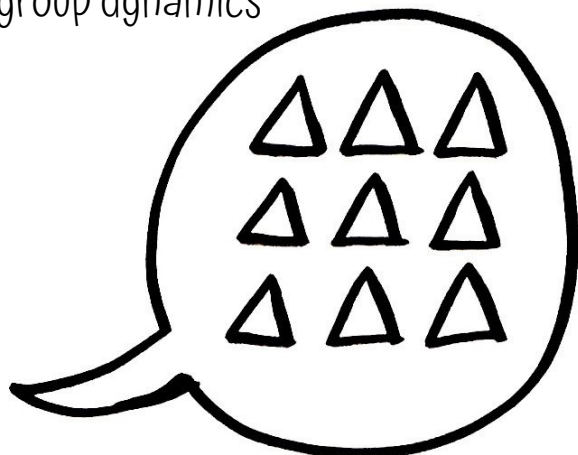
Participants

Apply if you are 18+, a youth worker, coach, trainer, mentor, working regularly with a specific target group and if you already use basic coaching / mentoring / counselling. Once the group is complete and all participants are selected we will send you a learning survey and based on the results the final program will be designed.

Heuristic Coaching Method

Unique combination specially selected and attuned for contemporary challenges in training and people development for people who work with people.

- Neuroscience and NLP (Bandler, Grinder, Dilts, Dispenza)
- Body movement (Feldenkrais, Palmer, Strozzi-Heckler)
- Experiential learning (Kolb, Kegan)
- Systemic approach (Maturana, Varela, Hellinger, Whittington)
- Ontological coaching (Brothers, Flaherty)
- Radical honesty (Blanton)
- Questioning, distinctions and active listening (Erhard)
- Demo and practice
- Music
- Assignments and Challenges
- Trainership and group dynamics





How is it gonna go?

- Lectures and input
- Group discussion and sharing
 - Goal setting
 - Outdoor activities
 - Inquiry and questions
- Self-coaching assignments
- 1-on-1 coaching sessions
 - Group coaching
- Reflection on learning and advancement
 - Giving and receiving feedback
 - Demo and practice
 - Case studies
 - Simulations and role play
 - Live practice and implementation
 - Planning
 - Follow-up

THE SETTING

This 8-day training is designed to serve as a thorough experience, namely immersive and involving 8-day coaching session.



Trainers

Tihomir Georgiev

I am a certified NLP Practitioner by the NLP Global Training and Consulting Community (R. Dilts). I am a trainer of experiential learning non-formal educational programs, and a youth worker, member of the pool of trainers of the Bulgarian National Agency. I prefer and combine approaches from NLP, coaching, hypnosis, systemic work and constellations, mind-body work, outdoor, non-formal education and experiential learning - I have a method and a brand called **Heuristic Solutions** - solutions that work.

I am Founder and Director of Smokingya Foundation.



SALTO



SALTO

Anna Sipos

I work as a freelance trainer all over Europe in the past 8 years, in cooperation with more than 10 European NGOs. I have a master diploma of Adult Education Management and I am a Master NLP Practitioner. In the past years I trained and coached hundreds of young people, mainly in the topics of personal development, communication, sustainability and entrepreneurship education. I mostly work with coaching in a group context. Lately I am interested in family- and organisational constellations, and in supporting coaches and trainers to reach their maximum potential.

Apply*
here!

***Dissemination**

Before you apply, it is a requirement to block minimum 1 or more days for follow-up and dissemination activities up front.

These days MUST be on the week 4 - 10 November 2019.

Deadline for applications:

1 September 2019.

You will receive an official confirmation letter from Smokingya Foundation once you are selected.

DO NOT BUY ANY TICKETS BEFORE RECEIVING EXPLICIT CONFIRMATION FROM SMOKINYA!

Place and dates

The training course will happen in Bulgaria, venue will be announced to the confirmed participants.

Arrival*: by 12:00 pm (noon) on 21 October 2019 to Sofia

Program days: 22 – 29 October 2019

Departure*: 30 October 2019 after 12:00 pm (noon) from Sofia

**Coming later and leaving earlier is not allowed. Apply only if you can participate in the whole program.*

Costs and travel reimbursement

We ask for 60 EUR** per person participation contribution at registration.

This is an investment in your learning and co-funding support to Smokingya Foundation effort to provide quality materials for the training course.

After the training course your travel costs will be reimbursed within the given limits per person for a round trip ONLY in case you provide all the original tickets and invoices to Smokingya Foundation and it might take 60 or more business days.

***In case this amount is excessive for you contact us for options.*

Travel reimbursement limits per person

Spain and Portugal	360 EUR
Poland, Latvia, Italy, Israel, Hungary, Czech Republic, Croatia, Austria	275 EUR
Greece, Macedonia	180 EUR

Contacts

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If you have any questions feel free to contact us at info@smokinya.com and the sending organisation from your country!

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