



Co-funded by the
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DYNAMIX

A 2 STEPS EUROPEAN TRAINING ON GROUP DYNAMICS,
CONFLICT PREVENTION AND COLLECTIVE ACTION.



DOMAINE DE MATENS 81 600 GAILLAC - OCCITANIE, FRANCE

STEP 1: OCTOBER, THE 4TH TO THE 10TH 2018

STEP 2: NOVEMBER, THE 29TH TO DECEMBER, THE 5TH 2018.

***WORKSHOP SCHEDULE,
MOST SIGNIFICATIVE TOOLS we used
and CONCEPTS we dealt with***

A Via Brachy's initiative in cooperation with



Association VIA BRACHY : Voyages Interculturels Solidarité Autoformation
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SUMMARY OF THE PROJECT

“The stone has no hope of being anything else than a stone, but when collaborating, it assembles and becomes a temple”.

Antoine de St Exupéry

Since its creation, our association, Via Brachy, is dealing with **group dynamics** and **cooperation issues**. We believe that **living** and **working together** offers to whoever experiences it an opportunity to **grow as a person** and at the same time to **do things** he/she would never have been able to do alone.

But understanding each other, getting together, or setting up and sustaining a collective project are not easy jobs! As persons or as organizations, we often failed in our attempt to make it happen.

Why? Probably because we are used to compete with each other, to impose our point of view, to talk without really listening to the others, to lead a project our way or to follow a charismatic person. Most of us were not taught how to communicate with the others, and most of the time we don't know how to deal with conflicts when they occur.

This leads to the harmful divisions of lovely groups, to the collapse of brilliant projects, and eventually to the feeling that living and/or working together is a nice utopia that doesn't fit reality.

Hopefully, all around us, pioneers show that there might be ways to reach this dream of us. They offer us models and concepts to better understand group dynamics and develop methods and tools to better **communicate, collectively design projects, debate, take decision together, prevent tensions and resolve conflicts**.

The “**DYNAMIX**” training course was designed in order to share some of this emerging knowledge. It aimed at **developing participants' ability to set up and sustain positive group dynamics** and to **deal with tensions and conflicts**.

The training has been held in 2 steps:

- the first from the 4th to the 10th of October to better understand **group dynamics**;
- the second from November, the 29th to December, the 5th to address **conflicts' prevention and resolution**.

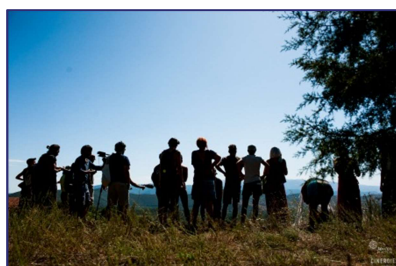
Both steps took place in Gaillac (Occitanie), South-West France and gathered **31 to 32 youth and social workers and people involved in collective projects** coming from **6 countries** (France, Greece, Italy, Germany, Portugal and Spain).

For 7 days each time, participants were immersed in a supportive learning environment. They shared their experience and put into practice the methods and tools they were introduced to by skilled trainers from Via Brachy and La Volte. They worked on **practical issues** and **experienced a variety of tools and approaches**.

They also experienced **community living** and had thus the opportunity to **implement** what they were learning *in situ* while getting to know each other better.

This document is an attempt to share our experience, hoping it will fit your requirements.

Wish you a nice reading!
The organization team



PROGRAM

1st STEP: 7 days to better understand group dynamics and group work

Thursday, October 4th

Opening session - Get to know each other

16:00 - 18:00: Departure from Toulouse. Reaching the venue *Domaine de Matens* (Gaillac).

18:00 - 20:00: **Welcoming. Presentation of the venue, the facilitation team and the frame** of the training course. **Ice-breaking activity.**

20:00 - 21h30: Diner + **Ice-breaking activity** (“DEVINIX”)

21:30 - / : Self-managed evening at the *Domaine de Matens*

Friday, October 5th

Being a group - Bring people together, address people’s needs and motives, set a collective frame

9:30 - 10:00: Energizer & Today’s menu

10:00 - 13:00: **Pin point the main difficulties found in collective action**, building on our past experiences.

Share our “**Burning questions**” regarding belonging to a group, being a group, and collective action.

13:00 - 14:45: Lunch break

14:45 - 15:00: Energizer

15:00 - 18:00: **Create or bring a collective together: Give voice to the people, highlight and feed the needs of the collective, define its purpose and ethical frame, and set up a work frame.**

Set up tools in order to ease self-expression, collective living, collective work and the recognition of our learning achievements.

20:00: Diner - Self-managed evening at the *Domaine de Matens*.

Saturday, October 6th

(Get) Inform(ed) and Clarify – Be creative together

9:30 - 10:00: Energizer & Today’s menu.

10:00- 13:00: **(Get) Inform(ed) and clarify** - Introduction of the “**DYNAMIX Cabaret**”.

Brainstorm to make the most of the opportunity, foster creativity, help unleash imagination. Share our motives and fears (“*Silent discussions*”, “*Thermometers*”).

13:00 - 14:45: Lunch break.

14:45 - 15:00: Energizer

15:00 - 17:00: **Give shape to the Cabaret, building both on what drives us and on our skills and current resources. Create teams, design a first proposal.**

17:20 - 18:00: **Meta review** with the facilitators (“*Zoom in / Zoom out*”).

Assessment of the day by the participants (*Family groups*).

20:00: Diner & “8 o’clock News”. Self-managed evening at the *Domaine de Matens*.

Sunday, October 7th

Discuss, argue and take side within the collective – Give space for people to breath

9:30 - 10:00: Energizer & Today’s menu.

10:00 - 13:00: **(Re-)shape our attitude(s) within a discussion, diversify our debate techniques to process a complex thought and welcome argument as a collective resource.**

Meta review with the facilitators (“*Zoom in / Zoom out*”).

13:00 - 14:30: Lunch break.

14:30 - 15:30: **Sharing circle** (*Mid-term assessment of the training*).

15:00 - 20:00: **Free afternoon** (highlighting how important is free time/personal time for a collective to be healthy and to last).

20:00: Diner & “8 o’clock News”. Self-managed evening at the *Domaine de Matens*.

Monday, October 8th

Decide collectively, address power issues, join forces to overcome problematic situations

9:30 - 9:45: Energizer (cooperative exercise) & Today's menu

9:45 - 11:30: **Workshop 1: Learn to distinguish "Consensus" and "Consent", Come up with a collective thought and action plan** (for the Cabaret) **thanks to the Consent decision making process.** *Workshop 2: Address power issues* ("Powerty" game). *Workshop 3: Join forces to overcome problematic situations* (group work on practical issues that we are currently facing).

11:30 - 12:00: Break

12:00 - 13:30: **Workshop 1: Learn to distinguish "Consensus" and "Consent", Come up with a collective thought and action plan thanks to the Consent decision making process.** *Workshop 2: Address power issues.* *Workshop 3: Join forces to overcome problematic situations.*

13:30 - 15:15: Lunch break

15:15 - 15:30: Energizer

15:30 - 17:00: **Workshop 1: Learn to distinguish "Consensus" and "Consent", Come up with a collective thought and action plan thanks to the Consent decision making process.** *Workshop 2: Address power issues.* *Workshop 3: Join forces to overcome problematic situations.*

17:15 - 18:00: **Meta review** with the facilitators ("Zoom in / Zoom out").

Assessment of the day by the participants (*Family groups*).

20:00: Diner & "8 o'clock News". Self-managed evening at the *Domaine de Matens*.

Tuesday, October 9th

Take action together: Design, coordinate, implement and celebrate!

9:45: Energizer & Today's menu.

10:15 - 11:30: **Organize ourselves for the Cabaret:** Election without candidate of 2 representatives per group, definition of a common plan/roadmap (within each group).

11:30 - 12:00: **Get coordinated** (First coordination meeting between group's representatives while the others are already preparing the performance).

12:00 - 13:00: **Prepare the show!** (Autonomous group work)

13:00 - 14:30: Lunch break

14:30 - 14:45: **Review the plan** (second coordination meeting between group's representatives)

14:45 - 16:30: **Prepare the show!** (Autonomous group work)

16:30 - 17:15: **Set the last details for the show to be launched** (Ultimate coordination meeting)

18:30 - 20:30: **THE DYNAMIX CABARET: Collective dynamics on stage!**

20:30 - / : Dinner and **Closing night party** at the *Domaine de Matens*.

Wednesday, October 10th

Assess to evolve, take the scope of your learning achievements

10:30 - 10:45: Warm up & Today's menu

10:45 - 12:15: **Assess collectively the seminar, from both emotional and analytical perspectives** (sharing circles).

12:15 - 13:30: **Take the scope of our learning achievements** (personal evaluation, using the "*Household appliances*" guidelines).

Set up goals for ourselves regarding collective work and action, to reach within 6 months.

Pick a post card to keep in touch.

13:30 - 14:30: « No food-waste » lunch.

14:30 - 15:00: **Closing circle**

15:00 - 17:00: Tidying up the venue.

17:30: Departure for Toulouse.

2nd STEP: 7 days to learn how to prevent tension and deal with conflicts

Thursday, November 29th

Opening session: Welcoming, remembering, setting up a frame, tools and learning goals

16:00: Departure from Toulouse train station. Reaching the venue *Domaine de Matens* (Gaillac).

17:30 - 18:30: **Welcoming of the participants, Presentation of the facilitation team.**

Icebreakers / Get to know each other activity ("*Think & Listen*")

18h30 – 19h20: The newcomers are introduced to the **venue**, the **pedagogical approach**, the **rules for collective living**, and to **what the group dealt with in October** by the participants who took part in the first step.

19:20 - 19:35: **Presentation of the training's frame** (content, program, facilitation method).

19:35 - 20h00: Official registration of participants & Installation in the *Domaine*'s rooms.

20:00 - / : Diner - Self-managed evening on site (*Domaine de Matens*).

Friday, November 30th

Drawing an overview and questioning our experience of conflicts - Forum Theater

8:45 - 09:00: Today's menu (brief presentation of the method: "*Forum Theater*")

09:00 – 09:25: **Warm-up activities**

09:25 – 13:00: **Experience sharing between participants** ("*Mutual Interview Groups*"). **Selection of a few stories to work on. Preparation and performance of short theatrical stages.**

13:00 - 14:45: Lunch break

14:45 - 15:00: Warm-up activity

15:00-17:30: **Exploration of 2 conflicts**

(For each: 1. Performance / Theater play = "*Forums*"; 2. Statement of conclusions).

17:45 - 18:40: **Meta-review. Display of the workshop's results. Setting the Family Groups up.**

20:00: Diner & "8 o'clock News" - Self-managed evening on site (*Domaine de Matens*).

Saturday, December 1st

Exploring the main concepts and processes of Non Violent Communication, Questioning the way we usually react to situations and interact with the others

9:30 - 09:50: Today's menu & Energizer

09:50 - 12:45: **Understanding the main concepts Non Violent Communication relies on. Discovering and experiencing the method, step by step.**

13:00 - 14:45: Lunch break

14:45 - 15:00: Energizer

15:00-18h00: **Exploring active listening techniques, learning to rephrase. Understanding the 4 ways we UNDERSTAND a message, taking into consideration both our feelings and needs and those of the other(s); Connecting to ourselves, exploring the concepts of "Self-Empathy" and "Limiting Belief".**

18:30 - 19:00: **Family Groups**

20: 00: Diner & "8 o'clock News".

Sunday, December 2nd

Considering both ourselves and the others when expressing ourselves and taking decision

9:30 - 10:00: Energizer & Today's menu.

10:00 - 12:30: **Addressing the issues at stake when we express our needs within a group** ("*Cross positioning exercise*"; Guided reflection: "*Me, My Needs and the Others*");

12:30 – 13:00: **Debriefing / Meta-review.**

13:00 - 14:30: Lunch break

14:30 - 15:30: **Sharing circle** (*Mid-term assessment of the training*).

15:00 - 20:00: **Free afternoon** (highlighting how important is free/personal time for a collective to be healthy and to last).

20:00: Diner & "8 o'clock News". Self-managed evening at the *Domaine de Matens*.

Monday, December 3rd

Mixing opposite points of view to unleash creativity,
Addressing our needs and fears when answering a demand,
Becoming more authentic and achieving a greater sense of self-realization in our interactions

9:30 - 9:45: Energizer & Today's menu.

09:45 - 11:15: *Workshop 1: Introduction to the "6 hats" methods* from E. de Bono **to unleash the groups' creativity and come up with a collective thought and action plan** (for the collective work on the 6th day).
Workshop 2: Addressing Criticism, Authenticity and Gratitude. Learn to be authentic and welcome your vulnerabilities. Promote gratefulness and celebration; *Workshop 3: Questioning our limits, addressing the hidden meanings and practical consequences of YES and NO ("YES or NO? Let me know!")*

11:15 – 11:30: Break

11:30 - 13:00: *Workshop 1: Introduction to the "6 hats" methods* from E. de Bono **to unleash the groups' creativity and come up with a collective thought and action plan** (for the collective work on the 6th day).
Workshop 2: Addressing Criticism, Authenticity and Gratitude. Learn to be authentic and welcome your vulnerabilities. Promote gratefulness and celebration; *Workshop 3: Questioning our limits, addressing the hidden meanings and practical consequences of YES and NO ("YES or NO? Let me know!")*

13:00 - 15:45: Break

15:45 - 16:00: Energizer

16:00 - 17:30: *Workshop 1: Introduction to the "6 hats" methods* from E. de Bono **to unleash the groups' creativity and come up with a collective thought and action plan** (for the collective work on the 6th day).
Workshop 2: Addressing Criticism, Authenticity and Gratitude. Learn to be authentic and welcome your vulnerabilities. Promote gratefulness and celebration; *Workshop 3: Questioning our limits, addressing the hidden meanings and practical consequences of YES and NO ("YES or NO? Let me know!")*

17:30 – 18:00: Break

18:00 – 18:30: **Meta-review.**

18:30 – 19:30: **Family groups**

20:00: Diner & "8 o'clock News".

Tuesday, December 4th

Take action together: Design, coordinate, create and celebrate!

9:30 – 10:00: Energizer & Today's menu.

10:00 - 11:30: **Organize ourselves to produce collective outputs:** Defining what to produce, electing or nominating 2 representatives per group, defining a set of questions and requirements to address to the others.

11:30 - 12:15: **Get coordinated** (First coordination meeting between group's representatives while the others are already working on the video, the podcast or the fanzine).

12:15 - 13:00: **Prepare the outputs** (Autonomous group work)

13:00 - 14:30: Lunch break

14:30 - 18:30: **Prepare the outputs** (Autonomous group work).

During this timeframe, each group can ask for mediation, following the process of Non Violent Communication (30 minutes per group, at 15h30 – 16h00 or 16h30).

19:30 – 20:15: Collective presentation of the 3 outputs: 1 video, 1 podcast, 1 fanzine.

20:30 - / : **Closing night party** at the *Domaine de Matens*

Wednesday, December 5th

From evaluation to evolution, think about our next journey

10:20 - 10:30: Energizer & Today's menu

10:30 - 13:00: **Final Evaluation of the Seminar** (collective and personal, through a questionnaire);
Sharing our ideas and making proposals for next encounters and further cooperation.

13:00 - 14:30: "No food-waste" lunch

14:30 - 17:30: Tidying up the venue.

17:30 - / : Departure for Toulouse.