



A

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# FROM SINGULAR TO PLURAL

**A 5 DAYS EUROPEAN SEMINAR ON GROUP WORK AND COLLECTIVE INTELLIGENCE**

**Domaine de Matens 81 600 Gaillac (FRANCE)  
From April, the 11<sup>th</sup> to April, the 16<sup>th</sup> 2015**



**Association VIA BRACHY : Voyages Interculturels Solidarité Autoformation**

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# SUMMARY OF THE PROJECT

More and more people are aware of the importance of a **good group dynamic** in leading a **collective project** (especially in a context of social and cultural diversity) but positive momentum is often difficult to build.

The seminar "From Singular to Plural" arose from the joint determination of 3 European youth organisations involved in popular and non-formal education (Nexes [Barcelona, Spain], Via Brachy [Toulouse, France] and European Village [Athens, Greece]) to share their experience in **group facilitation** and **implementation of joint projects** to identify **good practices** that meet their needs and those of many other actors of social innovation in Europe.

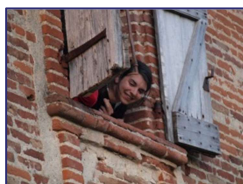
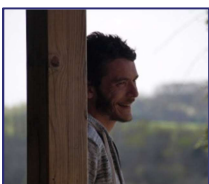
The seminar took place in Gaillac (South-West France) from April, the 11<sup>th</sup> to April, the 16<sup>th</sup> of 2015. It brought together **28** persons involved in collective projects of social interest in France, Greece and Spain (Catalonia).

For 5 days, the participants shared their knowledge and expertise in group facilitation. They identified **key factors of success** and **pitfalls** to avoid while leading a collective project. They questioned notions such as **participation**, **leadership** or **non-violent communication** and put various approaches, methods and tools into practice.

The seminar was designed within the tradition of **popular and non-formal education**. It allowed the participants to develop their skills and to build (their own) knowledge.

By the end of the meeting, participants had identified and highlighted methods and tools that contribute to the success of collective projects and that allow groups to express their potential. This document is an attempt to share the result of their work. We hope it will provide fertile ground for you.

Wish you an interesting reading  
Via Brachy's team



# PROGRAM OF THE SEMINAR

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**Friday 10.04.14:** Welcoming of the participants in Toulouse. Convivial evening in Via Brachy's office

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## Saturday 11.04.14

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AM: Arrival in Matens. Welcoming of the participants.

PM: **Opening session:**

Presentation of the objectives, spirit and program of the seminar. Definition of common living rules.

Presentation of the participants and partners. Activities to get to know each other (*Games to interact / "Small and big story" workshop [What, in your personal or professional life, brings you to this seminar?]*).

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## Sunday 12.04.2014

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AM: Animations to get into working conditions. Experience sharing among participants (*in small groups*):

- 1) **"Why did you join the project you're involved in?"**
- 2) **"What create links?"**
- 3) **"Which crises did you encounter? How did you get over it/them ?"**

Lunchtime: Discovering of Greek traditional dishes for Easter

PM: results sharing from the morning workshops. Experience sharing and open discussion about **group work** and **group dynamics** *with the support of Martine Théveniaut, co-founder of the European Pactes.*

Circle of expression. **Range of propositions to improve the community life** during the seminar.

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## Monday 13.04.2014

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AM: Participants gather in 3 groups (French, Greek and Spanish) to perform:

- 1) How the organisation they're involved in works (**Image theater**)
- 2) a typical meeting from France, Greece, Spain (**Theater**)

Observations and analysis: **Which roles and attitudes do you notice? What is going wrong in our meetings?**

PM: Open discussion among participants: **What would be a successful meeting? How to overcome the difficulties we encounter?** Presentation of **a range of methods and tools to enhance participation and to lead an effective meeting** by *M. Lucas & J. De Daran from La Volte.*

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## Tuesday 14.04.2014

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AM: Animations to get into working conditions.

Presentation of **non-violence** (historical markers, main concepts) and **non-violent communication** (process, main characteristics) by *R. Darnet, from the Resource Center for Non-Violence.*

PM: **Practical training.** Sharing the results of the tests, methods and tools. Circle of expression.

Evening: Discovering of Catalan traditional dishes, songs and dances.

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## Wednesday 15.04.2014

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AM: Games to get into working conditions.

Practical training in small groups on 3 concrete issues with 3 different decision making methods *with the support of M. Lucas & J. De Daran from La Volte* to **take difference into consideration when taking a decision.**

PM: Sharing results of the morning workshops.

Moving debate about leadership: **What is a leader / leadership? How to better share powers and responsibilities within a group?**

Evening: **Closing event:** Public presentation of the seminar's outputs.

**Pulcinella Puppet show** performed by *P. Ferrafiat.* French, Greek and Catalan dances and songs.

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## Thursday 16.04.2014

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AM: Evaluation of the seminar by the participants (*through questionnaires and anonymous messages*).

Exchange of contacts. Perspectives.

PM: Departure to Toulouse. Convivial evening in Via Brachy's office with the remaining participants.