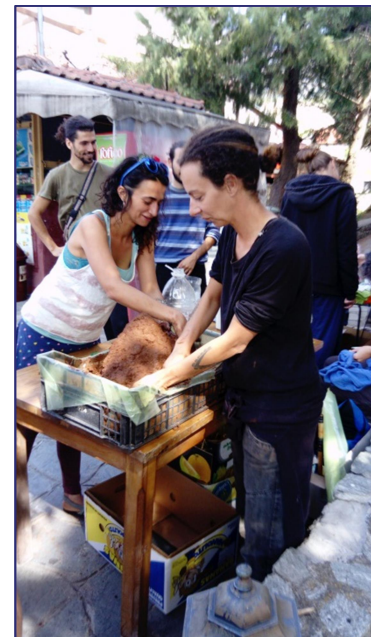




Co-funded by the
Erasmus+ Programme
of the European Union

SYNERGIES

AN EUROPEAN SEMINAR ON TEAMWORKING, GROUP
DYNAMICS AND NETWORKING



DOMAINE DE MATENS 81 600 GAILLAC - OCCITANIE, FRANCE
NOVEMBER, 3RD TO 9TH 2017

WORKSHOP SCHEDULE & MOST SIGNIFICATIVE TOOLS *used*



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SUMMARY OF THE PROJECT

*If you want to go fast... Walk alone.
If you want to go far... Walk with others.*

Nomad proverb

The **SYNERGIES** seminar has been designed to foster the participants' ability to work with other people within a **team** and with other organizations within a **network**, in order to develop **efficient and innovative projects** addressing **social issues** or dealing with **intercultural dialogue** and **sustainable development** at both local and European scales.

It was based on the idea that **team work** and **cooperation** enhance the capacity of civil society organizations to **address social challenges** but that they often lack method and tools to fulfill their potential. It thus leads to a waste of time and resources. It has a negative impact on their internal dynamic and impedes their ability to set up innovative projects with a strong social impact.

Yet, effective methods and tools are already available. The seminar SYNERGIES was an opportunity to **share our experiences** and to **acquire knowledge** regarding **team-working** and **networking** in order to **overcome the main difficulties** we encounter within our organizations and networks.

For 7 days, participants shared their experience and confronted different methods of **team-building**, **group facilitation**, **group dynamics** and **networking** in order to develop the social projects they are running and/or the action of the organization they are involved in.

They worked on **practical issues** and **used** a variety of approaches, methods and tools. They also experimented **community living** and had thus the occasion to **implement** what they learnt *in situ* while getting to know each other better.

This document is an attempt to share the most significant methods and tools that had been used all along the seminar.

May it inspire you and contribute to positive group dynamics within your organizations and to the development of new projects and new partnerships dealing with social issues, intercultural dialogue and sustainable development.

Wish you a nice reading and a creative use of this knowledge

Via Brachy's team



PROGRAM

Friday, November 3rd

Opening session: Setting up a frame, getting to know each other, sharing our motivations

07:30: Departure from Toulouse to Gaillac

09:00: Breakfast & Welcoming at *Domaine de Matens* (Gaillac).

10:00-11:30: **Opening session: Reminder of the seminar's objectives, spirit and progress, partners, facilitators and trainers.**

11:30-12:30: Break - Settling down into the venue.

12:30-14:30: Lunch

14:30-17:45: **Ice-breakers - Getting to know each other activities.**

Reflecting on what drives us here - Sharing our motivations with each other.

Setting up the frame: self-managed periods and initiatives.

20:00-/: Diner - Self-managed and friendly evening at the *Domaine de Matens*

Saturday, November 4th

Acknowledging and meeting our differences to build a team

9:15: Energizer & Today's menu

9:45-10:15: **Introduction to the Mandala of Learners.**

10:30-13:00: **How can we better read and understand our attitudes and behaviors?** Introduction to the concepts of Constitutions, Tempers and Characters by the Dr M.N Guérout.

13:00-14:45: Lunch - Break/siesta.

14:45-15:00: Energizer

15:00-17:45: **Which team-mates are we? How can we create more relevant and efficient teams?**

18:00-18:30: Introspection / Reflection time.

20:00-/: Diner – “8 o'clock News” – Self-managed and even more friendly evening on site (*Domaine de Matens*).

Sunday, November 5th

Working on our attitudes and patterns to work together

9:30: Today's menu.

9:35-10:20: **Warm-up activities** for the theater improvisation

10:20-13:00: **Which roles and attitudes do we endorse “naturally” when working with others? How can we transform such mechanisms?** (Role play)

13:00-14:45: Lunch - Break/siesta.

14:45-15:00: Energizer

15:00-17:30: **How do we design projects within our organizations? How do we make progress towards a more participative and inclusive management to set up new projects?** (Conference Café)

18:00-18:30: Sharing circle / Reflection time.

20:00-/: Diner – “8 o'clock News” – Self-managed and friendly evening on site.

Monday, November 6th

Where do we stand regarding self-management?

9:30: Energizer & Today's menu.

10:00-13:00: **Self-management: Why? How? In which context and at what cost?** (Cross-conference)

13:00-14:45: Lunch - Break/siesta.

14:45-15:00: Energizer

15:00-20:00: **Self-managed workshops on personal development and group dynamics** (Experience sharing between participants).

20:00-/: Diner – “8 o'clock News” - Self-managed and friendly evening on site.



Tuesday, November 7th

**Building our network on shared objectives and needs analysis,
Overcoming difficulties**

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

9:50-13:00: **How do we set up partnerships? What kind of struggles do we face? How can we overcome the main difficulties?** (Cooperative game "The Bridge" - Positioning exercises and debates)

13:00-14:45: Lunch - Break/siesta.

14:45-15:00: Energizer

15:00-18:00: **How can we overcome the main difficulties we encounter?** Study case on the EU Strategic Partnership: *IDEA(L)S IN ACTION* (France, Portugal, Italy, Greece).

18:30-19:00: Sharing circle.

20:00-/: Diner – "8 o'clock News" – Self-managed and friendly evening on site.

Wednesday, November 8th

**Look at a partnership from different perspectives;
Improve distant work; Resolve complex issues together**

9:30: Energizer & Today's menu.

10:00-13:00: **Why and how do we join a network? How to choose one's partners? To which question do we need to answer?**

13:00-14:45: Lunch - Break/siesta.

14:45-15:00: Energizer

15:00-17:30: **Group 1: Distant collaborative work: issues, struggles and digital solutions.**

Group 2: Problem solving on practical issues (Mutual support groups)

18:00-18:45: **Personal evaluation of the seminar** (Mandala of Learners)

19:00-/: **Festive night** at the *Domaine de Matens*.

Thursday, November 9th

Evaluate to evolve

10:30: Energizer & Today's menu.

11:00-13:00: **Collective overall evaluation of the seminar**

What have those days taught us (about ourselves, about our ability to work together and to build balanced networks)? What to keep? What to change and How?

13:00-14:30: Lunch and **Closing round**

14:30-16:00: Tidying up the venue.

17:30: Departure for Toulouse.

18:30: Friendly evening at Toulouse with the participants that can stay longer.