

Technical Report

Training Seminar

1350/9 Silvester

Halle

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Introduction

The Technical report for IJGD organization and future seminar-leaders about Silvester Seminar in Halle/Saale (Villa Jühling) 2010. This report will tell you our way to connect learning and playing, pleasure and celebration, participation and leading in the seminar and everyday life.

Have a nice time with us☺

With regards,

Insa & Iryna

Demands and intentions for the group-leading

New Year is the beginning of something new, it is an important time for a lot of people, at least for the people who are writing this report. That's why our intention for the seminar was to make it successful and fruitful for the participants. To reach this aim we decided firstly to put such goals:

- to introduce the principles, activities and work of IJGD to the participants;
- to involve young people in voluntary work;
- to provide the participants with needed information on how to lead workcamp, law, organizational and other issues;
- to share knowledge about intercultural learning, active position, living in international environment;
- to encourage them become camp-leaders for the international voluntary camps and to be a leader of their daily life;
- to practice our skills as seminar leaders;
- to make Silvester seminar useful and enjoyable for the participants

Of course one of our main goals was to encourage as many participants as possible to lead international workcamps!

Preparation for the Seminar

Both of us already led a few workcamps, that's why we know how important this Seminar and good preparation beforehand is for the future workcamp leaders.

We had also some experience in youth education and in leading seminars. We also had Preparation Seminars before our workcamps. Furthermore, we did SLK (Seminar Leaders Circle - in English) in February 2010, where we got all needed information. It has also been during the SLK that we got to know each other. Although our team was created just one week before the seminar we fit each other very good from the very beginning and became a good team!

We had Skype meeting and discussions by e-mail to prepare the letter to the participants, plan and structure of the Seminar.

In the team we have one person from Ukraine and one German teamer who had contact with the office and accommodation manager by phone and the other by e-mail and mail.

Also it should be mentioned, the very quick reaction from the office for the visa issue for the foreign co-teamer which helped without any problems, in time come for the seminar.

Accommodation and food

In our opinion, the guest house Villa Jühling in Halle is a perfect accommodation for such seminars. It can accommodate up to 70 persons in one- to five-bed rooms. Besides, there is a seminar room, a large dining and multi-purpose room, cozy sitting areas and a fireplace, a well equipped kitchen, modern media technology and wireless internet access in each room. There are tables and benches outside. The large and beautiful yard offers quiet places, also a lot space for out-door games. The house has a “green” system of recycling: water recycling, garbage-recycling, there are also some domestic animals and huge territories which could be used for out-door activities, “green-games” during the seminar. The house is equipped with all needed materials, unfortunately not too close to Halle city. It should be mentioned, that participants can have contact with the local people because of the position of the house, and in the same time they have their own space as a team for the processes and activities inside the group.

The only issue are supermarkets, which are quite far from the accomodation, and it is better when there is a car for the shopping. The Villa Jühling staff is very friendly and they are eager to help with the shopping and other little problems like plugged toilets.

The meals and cleaning was done by the group. During the self-organization unit the participants decided to handle to cooking and cleaning issue with kitchen teams and it worked perfectly. Our seminar was in the days of New Year celebration that’s why we spent some money for the international traditional cuisine and festive food. We also baked our own bread and cakes.

Contacts with local people

The seminar took place for the 7 days. Since we had New Year celebration and, moreover, an intensive program each day, we did not make too many contacts with local people. The housekeeper was very helpful and friendly all the time. She helped us a lot with the guitar and other questions which we had about the house.

As I mentioned before, it was the time of the New Year holiday, local people were celebrating it with the families. In the city centre it was Christmas market which our participants visited in their free time.

For the last day we invited a guest-speaker from IJGD office who lived in Halle. She was like a representative of the local community for us and she took the participants for a small city tour.

Seminar

International Silvester Seminar aimed at giving basics of the international workcamp life and at introducing needed knowledge for how to lead a camp. Most of the participants were very experienced in international exchanges (living abroad, having international youth exchanges, volunteering or studying abroad for a long period of time, participation in the work-camps...), had an active life position and were motivated during the seminar. Some of the participants wanted to lead even few work-camps this year, a few didn’t want to lead this year because of a lack of time. Everybody wanted to get more information

about IJGD, international workcamps, team work and leading. That's why it was real pleasure to lead the seminar in such motivated group.

STRUCTURE OF THE SEMINAR

| Time | We, 29.12. | Thu, 30.12. | Fr, 31.12. | Sa, 01.01. | Su, 02.01. | Mo, 03.01. | Tu, 4.01. |
|-------|----------------------------------|--|--|--|---|---|---------------------------------|
| 9-10 | Breakfast | Breakfast | Breakfast | Breakfast | Breakfast | Breakfast | Breakfast |
| 10-13 | | Program presentation Rules Expectations SO "Platform" | IKL "Workcamp-land" "Flower" | Free | GL "Perfect leader" Responcebilities for GL Leading styles "Parliament" | IJGD (guest-speaker) | Cleaning Good bye |
| 13-15 | Lunch | Lunch | Lunch | Lunch | Lunch | Lunch | |
| 15-18 | Arrival | SO SO-practicing: creating cleaning schedule and kitchen-teams brainstorming how to introduce SO in WC | Juri Role games <i>connected to the Workcamp</i> Letters to yourself in one year | Orga <i>house-quest</i> <i>discussion</i> | Conflicts/ Games "Rosebush" "Facts&Thoughts" "Blind square" "Glass of water" "Ships &captains" "Flying chairs" | Evaluation Cocktails Acknowledgement process | |
| 18-20 | Dinner | Dinner | Dinner | Dinner | Dinner | Dinner | |
| 20- | Getting to know each other games | Ice-breaking games | New Year celebration | Midterm Evaluation | Workshops: Theatre Origami | Free | |

Monday - Tuesday 27th - 28th of December

We arrived in Halle on Monday evening to the hostel in the city, because Villa Jühling was busy and we couldn't stay there. On Tuesday we were preparing the schedule and first activities for participants. In the evening arrived 3 more foreign participants. They went first to guest house and from there were advised to come to the hostel where seminar leaders stayed.

I Day 29th of December. In the lunchtime we arrived at Villa Jühling. By the help of housekeeper from Villa Jühling who brought us with his car to the shop we did the first shopping for the first few days. After shopping together with arrived participants we cooked the welcome dinner and did some preparation for the "getting to know each other games". After the long way and some adventures everybody reached Villa Jühling, had some tasty hot food and warm greetings.

In the evening participants had some getting to know each other games, icebreakers and wonderful time together, being busy with communication, searching for their sleeping room and having rest in the new place.

Getting to know each other

- a) At the beginning we had snowball game which works good to remember the names of the participants, some adjectives they associated themselves with, and movements. First person said his/her name, and then every next one started with the name of first person, adding adjective starting with the same letter and with movement. After the first person, everyone was supposed to repeat all the names coming before him/herself. It was difficult because the group was big, but after this game everyone new other names, more or less.
- b) After it we had another game with names. Paper-man: participants make a man from the paper with the help of the hands, write down on the man: what is on his/her mind, what does he/she likes/loves, favourite music, favourite food, where he/she wants to go (travel). Everybody hang it on the wall and anybody can read it to know each other better.
- c) Another game with names drawing-each-other game, which was really funny and helped remembering names in the group. Participants in two rows: one row is posing, other – drawing. Than switching the roles. In the end all the pictures are hanged on the wall.
- d) Something what I have and what is telling about me: each participant has some thing which is important for him/her in this moment, explaining what value it has and why.

II Day 30th of December. For the second day we prepared some more getting to know each other and teambuilding games, we shared our fears, expectations and contribution, we presented the schedule of the seminar in which we put the most important topics and it was open for new ideas and issues. We agreed on communications rules to make our work easier and more fruitful. Also we introduced self-organization, as one of the principles of workcamps and IJGD, what is very useful to do in the beginning to encourage participants for the housekeeping and cooking which was working quite well.

Getting to know each other games

In the morning we started getting to know each other games from the participants who wanted to lead a game. It was "blanket game": group divided in two and separated by the blanket; one delegate from each group is coming to the blanket (that the other group cannot see him/her), the blanket falling down and participants need to tell the name of the person opposite to him/her; who tells the first – wins. Than we played "balloon game": everybody has balloon with her/his name: balloons are in the air; than everybody needs to catch one balloon; teamer asks different questions.

Seminar Schedule

Before starting with units, we explained the schedule and introduced possibilities to change it.

Then we introduced kitchen and shopping lists, and also some logistic issues and repeated everything about the house. Also, we introduced communication rules. There was a big piece of paper where everyone could put the rule, which would provide better working atmosphere and results in the group during the seminar.

Expectations

We continued with expectations. As it was New Year Seminar, teamers dressed up as Father Frost (Santa Claus) and his Granddaughter and everybody were decorating New Year Tree with expectations (glass balls), fears (needles), and personal contributions (candles). Everyone got 3 papers in different shapes and each shape was meant for other things – expectations (glass balls), fears (needles), and contributions (candles). After answering on each question, everyone had to say what he/she wrote and to stick papers on the poster we prepared in the form of New Year Tree. The idea was that at the end everyone leaves or removes his/her paper from the wall, depending on fulfilment of what was written on it.

Self-Organization

We started with a topic-connected warming-up. “The “platform” game which aims were team-building, problem solving in not-standard situation and introduction of SO. Process: participants need to find the place with the chair somewhere in the building, than to build the platform from the chairs while staying on it, without talking, in short time; in the end everybody has to be on the platform. Afterwards: reflection on the behaviour while working in the group and discussion about SO.

To Practice SO we asked participants to make kitchen schedule and create kitchen teams and shopping list. After some discussion was lunch. After we did brainstorming on what it is actually Self-organization, how we can use and introduce it in the camp and life itself. To bring energy to the group we made some energiser games. The day was finished with the Responsibility chart to encourage participants be responsible for their life and this seminar.

III Day 31st of December we devoted to Intercultural Learning and Law Issues. Since it was the day of New Year’s Eve and we wanted to make it fun, we played a lot of games, icebreakers which could be also very useful in workcamps. IKL(intercultural learning) topic was very memorable for everyone – it brought discussions and aliveness in the group. Meanwhile we did shopping for the last days because the next days everything was closed.

IKL

Intercultural learning is one of the very important units for the workcamps, as most of them are international, there are people from all over the world, with different languages, cultures, traditions. During this seminar we had half of the day dedicated to this topic, but I think that was also all the time because in international group each topic was looked at through intercultural prisms and during leisure time conversations often circled around this topic. The day finished with New Year’s celebrations prepared by the participants.

- a) We used the “At the Derrias”-method (SLH p. 363). Group divided in two: villagers that need bridge and engineers that need to teach villagers to build the bridge. It was composed with different situations which faced both as villagers as engineers. By the help of this game participants got possibility to check how they can react on strange situation which can happen in workcamp when you don’t know somebody’s culture and deal with different concepts of cultural prejudices and stereotypes. After that was discussion and debriefing of the game.

- b) We finished the activity with drawing flower of the things which form or influence on forming of our stereotypes and our personal culture.

Juri

- a) In the beginning we gave the participants a presentation about all the aspects they should know about the German law for their workcamps, including duty of supervision, moral care, Instruction, Warning, Swimming, Hitchhiking, Biking and so on. We did it quite intensively, because of the different backgrounds of international participants.
- b) After introduction, we did theatre plays on different situations what can happen in camp and how they could be solved in order to law. After each play was discussion about cases that could be difficult and not so clear from the legal point of view. We used role plays as a method for this unit. Actually, point was to show that it can be very difficult to manage between law and personal ideas of the law and pressure that could come from the side of participants and project manager.

IV Day, 1st of January. It was New Year Day. In the morning we had amazing New Year breakfast and started our activities in the afternoon. Firstly we did some games outside and continued with **ORGA** quest inside, lastly we compared and checked the information on Organizational issues. We were working till the late evening which we finished with mid-term evaluation.

ORGA

- a) We introduced this topic with quest method inside the house: participants had different stations inside the house with different organizational situations which can happen in WC and they had to solve them.
- b) After the quest we had a discussion on the orga-issues of the particular situations in the quest and also the “ordinary” orga-issues from the very beginning of the camp (from the seminar) till the report: we started with check list – what do we have to do before, during and after camp. It was short and good way to list all activities someone as a camp leader should do and briefly writing everything down and discussing with participants each point.
- c) After this, we presented the „Campmappe” with all the forms and information the participants need to know in order to lead the camp.
- d) We made “Pizza method” evaluation where everyone put how much he or she liked different part of the seminar – food, accommodation, units, leaders, time management. During the evaluation teamers left the room and came just when participants made choice in order not to influence them. It showed that participants were satisfied with the seminar, unless the time management wasn’t too good, and it was request to mix more games working in the small groups, big groups.

V Day 2nd of January. This day we combined with the Group Leader Role and team-building games and conflicts concluded the unit. In the very beginning we planned to make workcamp simulation but during the last days we realised that all participants know a lot about workcamp’s life already and it would be more interesting for them to put conflicts managing unit instead. The day brought a lot of information and emotions.

Group Leader Role

- a) We started day with creation of the Perfect Leader. Participants were divided in small groups and created in very different ways their idea of perfect leader, after what they presented each leader in front of the group.
- b) After warming-up we continued with discussion on descriptions of leader and workcamp leader. What is the role of the workcamp leader and who can be also leader in the group. Than talked about

responsibilities of the workcamp leader: project/ accommodation manager, participants (their parents), IJGD, local people, co-teamer, etc.

- c) Then we introduced different leading styles: democratic, authoritarian, easy-going – and used the method of Parliament to show the strong and weak sides of the styles, by introducing different conflict situation in the camp which could be solved in different ways by the help of different leading style.

Team-building Games\ Conflicts

This unit was dealing with prejudice based on nationality, languages, and different lifestyles etc. that could appear during work camp and create conflicts. There were lots of methods how to prevent them and deal with them to create team spirit in the group.

- a) We started outside with energizers and team-building and trust games. The “blind square” game: participants divided in the groups of 5 people, by being blindfolded they needed to build the right square in which angle of which should be one participant and on directly in the middle. During this game participants can reflect on their behaviour working in the group, trust to the other when they cannot see, readiness to cooperate and to listen to the opinions of the others.
- b) “The glass with water on a bed sheet”. The aim of the game is team-work, problem solving in not-standard situation. Work in big group. Participants need to carry full glass with water on the bed sheet, without touching the glass, without talking, in short time, everybody should touch the sheet. Reflection on your behaviour while working in the group.
- c) “Facts and thoughts”: during 3 minutes participants are writing on the paper everything what they see. Then they read it one by one and one of the teamer writing on the flip-chart dividing them into two categories. In the end explaining what was the reason of division: the facts – what is something what you see, and the thoughts – something what you think you see but this is just your perception of something (example: beautiful picture: what is beautiful, for somebody beautiful, the other – not – thought, fact – red paper). Our thoughts are very different because we are very different. Our thoughts can create conflicts if we take thoughts as facts and we are not aware that it is just our thoughts.
- d) “Flying chairs” game. The aim of the process is team-work, problem solving in not-standard situation and communication. Work in big group. Participants need to walk around the circle with the chairs which can stay just on two legs and touching them with only one finger, without talking, in short time. During this game participants can reflect on their behaviour working in the group, trust to the other when they cannot speak, conflicts can appear even without talking or maybe because of not telling what you think, readiness to cooperate and take suggestion of the others. During this game we came to idea what is fail and how we can deal with frustration when you fail, should you give up or continue.

We finished day with work-shops presented by our participants: origami work-shop, and Impro-Theatre.

VI Day, 3rd of January. We started with guest-speaker and she made introduction of IJGD, opportunities from IJGD and its principles. Participants presented them by the help of theatre.

Afterwards our guest-speaker offered a small city tour to the participants. Almost all of the participants went and really enjoyed it, but for the international participants it sure was a highlight to see some of the traditional Halle.

This day we had also a birthday of the one of the participants, so we prepared small party for her and decided to give some leisure time this day.

Final Evaluation

We presented Evaluation method with the cocktails. Participants could make their own cocktails: sweet, neutral, disgusting, bitter, sour, special, fruitful, cosy, unpleasant/ sth. to leave in the Villa Jühling. Everyone created his/her drink and explained why they put the ingredients. At the end, summery was participants like the seminar, the atmosphere inside the group, they learned a lot of fruitful knowledge. What they didn't like: there were too many games, sometimes units were boring, and discussions were too long. The time management was not too good.

Second round of evaluation we made with acknowledgement each other: each participant had time to say or show his acknowledgement to everybody. It was made in the funny short and active way.

The day finished with the birthday celebration and partying.....

VII Day. 4th of January. The last day☺. We cleaned the house, made the checking with house-keeper. Departure. AUF WIEDERSEHEN!

Participants and Processes in the group

We had a quite international group. Half of the participants were from Germany. The other participants were from Ukraine, Romania, Georgia, Spain, Russia, Finland, China and Belarus.

As it was mentioned before, the teamers were from Ukraine and Germany. We think this international atmosphere already gives preparation for the international Workcamp. For example, speaking English (we must admit that in the beginning a few participants were afraid of it but they respected people who couldn't speak German and were speaking English always when there were people who couldn't understand them, later on everybody spoke English, even if there were only Germans in the room), to respect the other religious and cultural features.

The seminar was short and the group was very polite and we can say democratic that's why we didn't have any serious conflicts. Of course, some people liked each other better than others, but that's normal and allows deeper emotional bonds and lasting connections after the camp.

Group leading

Our team: Insa and Iryna. The team met during Seminarleiterkreis, and formed one month before the seminar. Before the Seminar we equally divided units which each of us was responsible for. Nevertheless it was mutual support when it was needed. The team was composed very good: if one teamer was missing something – the other was accomplishing it. We understood each other sometimes even from the glance!

Of course each member of our team wanted our participants became a camp leader, because each of them is able to do it, and they will be great camp-leaders. We were very happy to hear that a lot of people are ready to start career of camp-leader this year!

Training for the group leaders

Each of the teamer has had his/her own training, which formed the main idea and vision, knowledge of how to lead international camp. Also we had SLK by the help of what we got practice and image how to prepare seminar, what it should be included in the program, confidence to lead this seminar.

Organizational issues

About all organizational issues we were good informed and everything was well prepared (materials, accommodation, contacts with the office, also we had enough information about budget, checklist). Because of the Christmas time we didn't have full participants list in time and information about who paid fees. One of the participants was from the office (doing internship there), what was very useful for the seminar as she gave some connection with the IJGD, information and support.

Feedbacks and advices for the future:

Conclusion: It was a wonderful seminar and as it needed for the New Year – full of mystery joy. We didn't have difficult participants and problems with potential leaders.

Feedbacks

IJGD organized each year many international events for the people with different age, background, culture. What does it create for us (people who take part in IJGD activities) – interesting work for the participants and for the leaders, a lot of pleasure, fruitful experience and millions of opportunities. We want to say

THANK YOU, for this great job!