

# Steps for Leaders

Personnal developement training for youth workers and youth leaders.

Montcombroux les Mines

27.08.21 to 06.09.21

Steps for leaders is a 9 days training course for those already leading either groups or volunteers who want to improve their performance, based upon the principles of **self-awareness, resourcefulness** and **accountability**.


The main methodology used will be **personal development or self-reflection**, which means that we will be focusing mainly on your mindset/attitudes rather than providing you practical skills or models





The training is here for you to :

- 1.** Reflect on what leadership means for you, by focusing on your mindset: attitudes, values and beliefs
- 2.** Realize how your mindset influences your behaviors, the results you get and the relationships you have with other people in your working context
- 3.** Acquire models and tools to align yourself with your core values, while being more inclusive towards others and unexpected situations
- 4.** Put your experience into practice and exchange best practices with other participants



The training is intended for participants, who :

- have experience in leading workcamps or other type of projects involving groups
- have participated at least in 1 workcamp
- will lead a volunteer project or workcamp in 2021-2022 and ideally go to workcamp leader within 5 months after the TC
- are at least 18 years and able to communicate easily in English
- want to develop themselves by reflecting on how they usually function
- are able to participate fully at the programme from the beginning till the end



# What experience can you expect?

## **1. Self-Reflection (Day 1 to 5)**

During these days the participants will have the opportunity to get a better and deeper understanding on how and why they lead people and how this affects the results they obtain, and they can maintain what works and improve what doesn't.

Shortly: the participants will have the opportunity to look into the relationship between beliefs, concepts, automatic behaviours, teamwork and decision making. They will do so through input, activities and reflection spaces.

## **2. Submersion/ Real life implementation/ Outdoor (Day 5 to 8)**

The best way to put knowledge from to theory is to practice in a real-life situation or context. Participants will have several assignments to complete in the local communities around the venue where they can put into practice the knowledge, skills and attitudes acquired throughout the previous days of the TC.

## **3. Final steps (Day 8 & 9)**

These last 2 days are there to wrap up the learning experience of the TC, in such a way that the insights can be taken home in a structured manner, to plan follow-up steps and close the TC together.



# Methodology/

## Approach of the training

Steps for leaders is not a regular training you might be used to when it comes to non-formal education/Erasmus+. The training was already implemented by our partners Egyesek and Inex SDA.

**We ask you to read the description of the methodology used, before applying!**

[Click here to read about the methodology.](#)

## Trainers



### Afonso Bértolo

Afonso is a worldwide freelance educator, with a Master Degree in Clinical Psychology. Since 2009 he has been actively involved in non formal education, youth work and community building in Europe and West Africa. His main areas of work are personal development, coaching with a strong focus on body awareness, EVS mentoring, inclusion of fewer opportunities, communication, media as an educational tool and project management.



### Viktória Csákány

Viktória is the Vice- President of Egyesek. She has a solid experience in coaching, mentoring, project and team management, with trainings and youth projects involving personal development, coaching, communication and volunteer management. She has diploma in social sciences and she is an NLP practitioner. From grassroot youth work background, she is specialised in inclusion of young people with fewer opportunities and volunteering for the last 7 years. Her background has helped her develop a unique approach to bringing efficiency and consistency into projects. She will be part of the trainers' team of Changemaker 2.0



# Practicals

Le Créneau is one of the regional delegations of Solidarités Jeunesses. It is located in Montcombroux-les-Mines, in a rural area; and it has been acting for 25 years for social, educative and cultural local development.

Hosting conditions will be basic, as participants will stay on our ecological camping site. It is equipped with sustainable facilities, such as solar showers and dry toilets. Participants will sleep in a yurt, a tipi, a wooden dome and 2 barnum tents, all equipped with beds, wooden floor and electricity.



# Dates

27 August : Arrival

28 August : Start of the programme

5 September : End of programme

6 September : departure

Country	Limit	Nr of participants
France	180 EUR	3
Hungary	275 EUR	3
Czech Rep	275 EUR	3
Estonia	360 EUR	3
Bulgaria	275 EUR	2
Spain	275 EUR	2
Macedonia	275 EUR	2
Latvia	275 EUR	4
Lithuania	275 EUR	2

We ask you to NOT book your ticket until you get the confirmation on your application!

- Accommodation, food, training materials are provided.
- There is a contribution of 60 € to be paid in cash upon arrival.
- Travel reimbursement is provided up to the limit.



# Partners

If you want to receive more details about the project before applying, feel free to contact our partner organization from your country of residence.

## Hungary

Egyesek Youth Association

Contact : Lili Madarász

info@egyesekek.hu

## France

Le Créneau – Solidarités Jeunesses

Contact : Adeline Serrand

accueil.creneau@orange.fr

## Czech Republic

INEX - SDA, z. s.

Contact : Veronika Marková

veronika.markova@inexsda.cz

## Republic of North Macedonia

Center for Intercultural Dialogue

Contact : Andrijana Tashevsk

sending@cid.mk

## Spain

De Amicitia

Contact : Ignacio Gonzalez Martínez

deamicitia@deamicitia.org

## Estonia

MTÜ Noortevahetuse Arengu Ühing

Estyes

Contact : Lisete Tammeveski

estyes@estyes.ee

## Bulgaria

Smokinya Foundation

Contact : Tihomir Georgiev

info@smokinya.com

## Latvia

Young Folks LV

Contact : Anzhelika Maria Zuba

anzelika.zuba@gmail.com

## Lithuania

Synergy LT

Contact : Aringa Ona Balkaite

aringa@synergylt.lt

Jaunatne smaidam

Contact : Renārs Manuilovs

renars.manuilovs@jaunatnesmaidam.lv



# Apply here

Application deadline:  
5<sup>th</sup> of August 2021

In case of questions, contact us:  
Adeline Serrand – project coordinator  
[accueil.creneau@orange.fr](mailto:accueil.creneau@orange.fr)