



Erasmus+

# TRAINING COURSE

## EXPERIMENTAL LEARNING DESIGNERS



**POLAND**



**TURKEY**



**LITHUANIA**



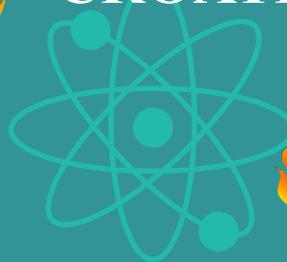
**CROATIA**



**MACEDONIA**



**ITALY**



**ROMANIA**

**05-11 JANUAR 2016**  
**SAMOBOR, CROATIA**



**Tontorino** is a non profit constituted youth group that works with young people to bring them outside, far away from unhealthy life stiles , to play, use their imagination in various creative workshops involving juggling and other circus method . We are doing this all of this not just in Samobor but in all the region and Tontorino is also open to any young people across Croatia who wishes to learn about and become involved in European youth projects. We have also members that are trained youth workers qualified at various levels and with a very wide range of experiences. Tontorino is divided in two parts one which is mini circus Tontorino and other part of our work is to organize, participate, send participants to other youth projects, trainings, camps.

## Partner organizations



**Youth Inclusion Association** - Turkey is an new association which is established by an informal group of young people. The ex-name of the team was COM Youth CLUB and now will organize new projects under the name of Younclusion. Our volunteers and staffs want to realize their passions, pick up new challenges and search for any occasions to prove their skills. Thus, we took an initiative to establish the Younclusion! Younclusion is non-profit, non-governmental organization with aim to improve the situation of young people, women and marginal groups of the society in all areas of social life. This is achieved by promotion of gender equality, democracy, human rights, social development, volunteerism, integration (LGBT, Migrations, Minorities, Disabled People etc.) mostly through art&culture projects.



**Association for sustainable development SFERA MACEDONIA** is a NGO from Bitola, Macedonia which was first formed in 2007 like a informal group and in July 2009 it was registered as a NGO. The general goal of SFERA MACEDONIA – Bitola is through non formal methods to educate the population in Macedonia about the protection of the environment, cultural and natural heritage, with the purpose to raise the awareness of all age groups about the importance of healthy lifestyle and the benefits that come with it. We have worked on diferent types of project in the past such as: Tackling the problems of poverty and unemployment; Developing leadership skills and democracy among youth; Fire and environmental protection and education; Organizing trainings, Workshops and camps on a national and international level;



**Centrul de Excelență Academică** – Romania is a non-profit, nongovernmental and politically unconditioned association based in Bucharest, Romania. Its mission is to bring together national and international academics who share its ideals regarding the necessity to develop programmes dedicated to supporting and encouraging educational progress. The Centre's main goals are: • to facilitate access to relevant information for youth (scholarships, internships and jobs); • to mobilise public and private resources in order to implement youth-oriented programmes; • to elaborate and promote educational programmes for specific target groups; • to promote ideas and programmes contribute to institutional reform; • to enhance the cultural education through art and non-formal education methods; • to encourage students to take part in public analysis; • to improve the state capacity to govern; • to increase the people awareness on the necessity to have professional public leaders.



**FOUNDATION CHADOO** is a Polish NGO, a foundation, established in 2014. As the name of organisation suggests, they support and help people who suffer from civilization diseases such as the bipolar disorder (ChAD in Polish), depression, OCD, PTSD as well as other issues and mental disorders but also we work on field discrimination. They organize training sessions, workshops, and a variety of other events not only for people suffering from the above mentioned disorders, but also for their friends, families, employers etc. Their activity involves also the organization of music concerts, shows, and other cultural events.



**EUROSUD** Italy located and established in Bari , South of Italy began the activities almost two years ago. The aim of the organization is to facilitate the spirit and communitarian European integration, and provoking the knowledge of the European culture in the young people, in particular, and of all the citizens in generally. EUROSUD promotes international mobility projects , in order to study and work abroad , with the aim of enhancing the professional and linguistic skills and promoting greater integration into the global job market. EUROSUD wants to improve the knowledge of European labor system as well, encouraging multilingualism, multicultural dialogue and business creativity.



**Young Beats Of Lithuania** is an informal Group of Young People that was created to facilitate co-operation between youth organisations, to involve Lithuanian young people into programmes on the national and international level in the fields of ecology, education, sport, culture, historical heredity protection and helping disadvantaged people. “Young Beats of Lithuania” wants to contribute to development of more peaceful society, to the decrease of social injustice.

## Preface

This brochure is an outcome of the training course „Experimental Learning Designers”, organized by NGO Tontorino. The TC took place in Samobor, Croatia between 5th and 11th of January 2016 and was funded by the European Commission through the Key Action 1 „Learning Mobility of Individuals” within the Erasmus + and supported by the Croatian National Agency.

The training was opened to youth workers, practitioners, trainers and facilitators that use non-formal education in their activities and wanted to improve their skills of designing and delivering experiential learning activities.

The aim of the project was to enforce the synergies between formal and non-formal education by creating a toolkit with tested experiential tools, available for free for youth workers.

26 youth workers from Croatia, FYRO Macedonia, Italy, Lithuania, Romania, Turkey and Poland worked intensively for 7 days to create new tools for learning when approaching subjects like: human rights, intercultural dialogue and entrepreneurship.

## Background

Our main motivation to run this TC was the need to bring together young leaders, trainers, facilitators and youth workers in order for them to work together in a “laboratory” and through sharing experience and best practices to design tailor-made methods that they can use in their work with youth. Also we felt the need to develop new instruments that can actively involve youth in activities related to topics very important nowadays such as: social entrepreneurship, human rights and intercultural dialogue.

Therefore, we designed and implemented this TC with the following objectives

- To increase the competencies of 26 youth workers, trainers, youth leaders from 7 countries, in designing and delivering new activities based on the experiential learning model;
- To enforce the synergies between formal and non-formal education by creating a toolkit with tested experiential tools, available for free for youth workers;
- To prepare quality non-formal project based on experimental learning among EU and EECA countries, matching the new requirements of Erasmus+ program with their organization;

## Introduction

This brochure is a practical toolkit aimed to support youth workers trainers, facilitators and all other non-formal education practitioners who work with youth on topics like: human rights, intercultural dialogue and social entrepreneurship. It helps the reader to easily use these methods in various contexts and connect them to learning objectives related to the 3 topics previously mentioned. The brochure includes the activities developed during the TC by the participants and most of them are flexible to adapt to specific target groups and/or needs. Some of the activities incorporate “classical non-formal education methods” such as living library, world café, fishbowl, image theatre mixed with all kind of artistic methods. This way they are very dynamic and involve the participant actively in the learning process.

The activities are structured following the Compass manual flow:

- Title
- Theme(s)
- **Group size**
- **Time**
- **Overview**
- **Preparation & Instructions**
- **Debriefing**
- **Variations**

We encourage readers to use this brochure in order to diversify the content of the trainings they deliver and we are open all the time to suggestions that can help us improve it.

We hope you will enjoy reading and implementing the activities we designed and they will be helpful in making young people more aware of the importance of human rights, social entrepreneurship and intercultural dialogue.

## A. Intercultural dialogue

### Voodoo Balloons

**AIMS:** The aim of this activity is to identify and discuss about stereotypes/ prejudices through visualization

**GROUP SIZE:** up to 30 participants

**DURATION:** 90 minutes

**MATERIAL NEEDED:** balloons, flipchart, markers in different colours

**DESCRIPTION:** The session starts with an explanation of stereotypes, prejudices, discrimination and the differences between those terms. After the discussion the trainer is giving to participants balloons which will represent certain stereotypes. For example, the green will represent the stereotypes of countries, red will represent stereotypes connected with the food, yellow stereotypes about the lifestyle and blue stereotypes related with religion. On every balloon, participant will write stereotypes, taking into account the colour of the balloon (ex: Japanese people like to take photos). Next, all stereotypes will be discussed, and when a stereotype is overcome symbolically participants will puncture the balloon. The session last till the last balloon is burst. **Variations:** the activity can last during the entire project. The participants can puncture the balloons whenever they will feel like they overcome or realize some stereotype related with some nations or group behaviour.

## Multicultural treasure hunt

**AIMS:** The aim of this activity is to encourage and foster the social inclusion of language minorities

**GROUP SIZE:** up to 40 participants (6/7 people per group)

**DURATION:** 90 minutes

**MATERIAL NEEDED:** A4 papers, specific materials related with the tasks, and some small present for the winning team.

**DESCRIPTION:** This activity is suitable for team building game, especially during youth exchanges. The group should be divided into multinational teams. The task will be finding the treasure using some guidelines given from the beginning of the task. The guidelines and the tasks are going to be directly related to the culture of participants' countries. In order participant to emphasise the importance of language as an important cultural identification tool, the guidelines should be written in different languages, preferable languages which participants are familiar with (doesn't need to be English). At the end of the treasure hunt, using all "cultural" guidelines they need to find the treasure. This activity is suggested to be done outside.

## Equal equals unequal

**AIMS:** Braking the prejudices trough finding the similarities between the cultures and nations

**GROUP SIZE:** up to 20 participants

**DURATION:** 60 minutes

**MATERIAL NEEDED:** A4 papers, flipchart paper, markers in different colours, stickers.

**DESCRIPTION:** Divide the participant into national groups, the first tasks is to research for superstitions and customs of their countries (ex: knocking on the wood, black cat superstition, on which foot is your first step in the morning). Second part, secretly participant change the research result (on the papers, it's only written about the superstitions and customs but not the name of the country they are coming from). Third part of this workshop is presenting the result in behalf of the other group (the groups still don't know for sure which country they are representing). At the last part all participants together are guessing which country superstitions and customs where represented. During the debriefing, it should be pointed out how most of the customs among nations are similar, but also different, because of some influence. Variation: Participants can present the local and national superstitions and customs through a form of art (theatre, pictures, and songs).

## Hearts and spades – Role Play Game

**AIMS:** Discussion about privileges, elites and the evolution of election system in the world.

**GROUP SIZE:** Around 20 participants (up to 10 participant in one village)

**DURATION:** 90 to 120 minutes

**MATERIAL NEEDED:** A4 papers, flipchart paper, markers, tape, playing cards

**DESCRIPTION:** The game starts with dividing the whole team into 2 smaller teams which will represent 2 different villages. The task for the whole group is to build a bridge which will connect the two villages. Both villages need to build half of the bridge. In each village, citizens have different status. They are privileged one, there are middle class and an oppressed class. The trainer is dividing the classes using playing card: Cards from 2 to 5 are the discriminated group, from 6 to 10, middle class with certain rights and Jack, Queen, King, as privileged group. In the first village the discriminated group and the middle class are not able to make a decision, privileged group is the one which is deciding on behalf of the whole village. In the second village, the middle class and the privilege class are the one that are allowed to vote, the oppressed class is able to tell their opinion, but without having any power on deciding upon something. When all rules and privileges are explained, participant in the first round will have 20 minutes to decide how their half of the bridge should look alike. After 20 minutes of discussion, the two villages are meeting and deciding for the next steps, including the actual building of the bridge. During the decision and discussion process they need to be in their role as given before. Participants all together will have 60 minutes to build the bridge. During the debriefing everyone will reveal the roles and the feelings being privileged or being oppressed.

## Human Rights

### Freedom circle

**AIMS:** Insulting vs. freedom of expression - Encouraging to give feedback; creativity; self-awareness; raising tolerance

**GROUP SIZE:** up to 20 participants

**DURATION:** 30 minutes (depends on the size of the group)

**MATERIAL NEEDED:** Dixit cards, or some similar cards with actions on it.

**DESCRIPTION:** Participants are seated in a circle, everyone takes two Dixit cards (randomly). Based on the cards, each participant should give an appreciation to the one who's on his/her right and critics or tips for improvement for the one on his/her left side. The cards that they are holding should be used as an inspiration and guideline for their comments. The session ends with a debriefing and general comments.

### Anarchy village

**AIMS:** Learning the development and importance of human rights

**GROUP SIZE:** up to 40 participants (around 10 participant per village)

**DURATION:** 90 – 120 minutes (depends on the size of the group)

**MATERIAL NEEDED:** Flipchart paper, stickers, pens, markers

**DESCRIPTION:** The participants are divided into 4 groups. Participants are seated at different tables, every table represent one village. The villages are starting without having rules and rights, and the task for every group is to create rights and rules that they want their village to have. After 10 minutes representative from each village visit another village (changing the place of seating) and helps to the new village by suggesting and creating new rules and rights, the game goes clockwise till the moment that in the villages all participants are newcomers. After the discussions in groups, one participant per village represent the rules and the rights that the villagers came up with. At the end the universal human right are presented and compared with the rights that every village created.

## Equality 4 all

**AIMS:** Raising awareness about equal rights; no discrimination for those who look or act differently

**GROUP SIZE:** up to 30 participants

**DURATION:** 60 minutes

**MATERIAL NEEDED:** Flipchart paper, projector, pictures from real people

**DESCRIPTION:** The sessions start with the video - Super Mario on Wheelchair (<https://www.youtube.com/watch?v=IZHkBCIoozw>). After the video, the trainer present how sometimes our perception of people, it's based on certain stereotypes and prejudices. Nevertheless, the first impression also plays a huge role in deciding in what kind of relation we want to be with some people. The workshop continues with showing a picture of different persons, participants need to guess what those persons on the pictures work and what kind of stereotypes can be created, after the trainer is revealing the real profile of the person behind the picture.

## The Shell of Rights

**AIMS:** encouraging discussion from different points of view; allows to change positions and points of view during the implementation by which gives broader perspective on the topic to participants; stimulates flexibility of opinions. Looking at the same topic from different points of view;

**GROUP SIZE:** up to 36 participants (6 per group)

**DURATION:** 90 minutes

**MATERIAL NEEDED:** papers in different colours, markers, flipchart.

**DESCRIPTION:** Divide the group into 6 smaller groups, for each group there will be one table. Every table will have a different colour, the colour of the table will define the whole discussion process. There should be 6 different tables with 6 different colours. Every table has moderator.

- Blue Table- Process
- White Table - Facts
- Green Table - Creativity
- Yellow Table- Positiveness
- Black Table – Negative
- Red Table - Feelings

Next, the trainer is giving a topic for discussion. The process begins with ten minute rounds of conversation in the small group seated at the table. At the end of the ten minute discussion, the group moves to another table. The conversation at the tables need to be in accordance with the colour of the table. At the end the moderators of each group present the results.

## Entrepreneurship

### Puppets in your mind

**AIMS:** motivating participant to give constructive comments of different business ideas.

**GROUP SIZE:** up to 20 participants

**DURATION:** 90 minutes (with already prepared puppets)

**MATERIAL NEEDED:** markers, flipchart, already prepared puppets, in case they are not prepared, materials that can be upcycled and be used as puppets materials (old cloths, garbage, used office materials)

**DESCRIPTION:** Session for entrepreneurship trainings, finding a creative way to express the feelings and commenting on various business ideas. First, if the puppets are already created they need to be distributed into the groups. In one group should be 4 or 8 people. The participant will choose their puppets. The roles are following:

- Terrorist – Negative
- Pirate – Realistic
- Joker – Optimistic

(There is space for different puppets with different characteristics)

The participant/s without a puppet will present his/her business idea, the other 3 or 6 participants (in case they are 6 that's mean one puppet per two participants) will give feedback according the characteristic of their puppet (ex: terrorist will always be negative for all ideas). The feedback will be given behind the puppet canvas (the whole workshop should look alike small puppet show). The circle continues until all participants present their business ideas and give/receive feedback. None of the participant should have the same role twice. At the end the whole sessions end with reflection and debriefing.

## Brain theatre

AIMS: To explain entrepreneurship in a creative way (through puppets)

GROUP SIZE: up to 35 participants

DURATION: 90 minutes (with already prepared puppets)

MATERIAL NEEDED: markers, flipchart, already prepared puppets, in case they are not prepare, materials that can be Upcycled and they can be used as puppets materials (old cloths, garbage, used office materials)

DESCRIPTION: The trainer is giving to participant different entrepreneurial successful stories, trough puppet show participants in small groups should deconstruct and interpret the stories that they got it. In each story, they should find a way to explain the main terminology and definitions related to entrepreneurship.

## Puppet canvas model

AIMS: Raise awareness about different ways of using the same materials to develop different ideas and business; encouraging creativity; learning about business model

GROUP SIZE: 25 - 35 participants

DURATION: 180 minutes – ideally 2 sessions 90 each.

MATERIAL NEEDED: markers, materials that can be upcycled and they can be used as puppets materials (old cloths, garbage, and used office materials), specific materials depends of the business ideas that participant want to develop

### DESCRIPTION:

This session is divided into three parts:

- **Puppet factory**- giving a task to participants, dividing them into groups; setting up the rules: giving a limited amount of money; open shop with materials (buying materials, taking into account the money dimension of entrepreneurship); creating puppets. Every material has price and everyone have credits for buying stuff. The resources are limited so participants need to be fast in deciding what they will buy. Groups have same amounts of credits.
- Next step is the puppet market called **Puppetisation**. During this puppetisation participant will create a business plan according to 'puppet canvas model' (adaption BVC- trainers explaining the model) -open shop;
- Puppet`s day - each group will present their product & plan to other participants (as potential sponsors, session can include real entrepreneurs) they will give giving remarks/ grades last step will be selecting a winner. At the end participants will develop their entrepreneurial spirit and will support creation of new enterprises;