



Erasmus+

GENERAL DESCRIPTION OF THE BLOCK

COACHING SKILLS – THE SAGE

Coaching skills – the Sage (12)

DESCRIPTION:

This block is for participants who want to develop basic coaching skills. A member of the Youth Council/Youth Parliament does not have to be a seasoned trainer - such skills are acquired and developed for a long time. However, they should have basic coaching skills because they will often be in a situation of transferring knowledge or skills to others: other members of YC/YP, young people from other representative bodies or representatives of cooperating organizations.

MINDSET: Related to the role of a sage who we want to awaken in the participants and to whom we want to encourage them

KNOWLEDGE:

The participant understands the importance of sharing information and knowledge
Knows different ways of sharing knowledge

SKILLS:

Can verbalize the benefits and importance of learning and development/involvement in the activities presented
Can develop the need for further education in other people
Can demonstrate their knowledge and skills to junior and novice members of YC/YP.
Can choose the methods of sharing knowledge depending on the goal, situation and specificity of learners

ATTITUDE:

Creates a safe environment in which people are willing and happy to develop,
Eagerly and constantly learns new things on their own
Accepts mistakes as an important part of the learning process and supports colleagues to experiment and develop freely
Willingly shares knowledge and skills with others

Coaching skills – the Sage

GOALS OF THE BLOCK

(What specifically do we want to achieve with the block)

Prepare YC/YP members to transfer knowledge and skills to others by:

- orientation of the participants in the desired competences of a YC/YP member and the place of the training competences for that matter,
- experiencing learning skills in practice,
- developing the participants' awareness of their individual traits, their functioning in action,
- formulating rules that will help in sharing knowledge and experiences with other YC/YP members.

Please note! It is good that this training block should be the last one - it will allow you to summarize all the competences of a YC/YP member

MATERIAL

(that will be necessary to prepare the block)

Flipchart + felt-tip pen
Post-it notes
Computer + projector
Reference Material No. 1 „Trainer – the Sage”

LENGTH IN MINUTES

15 min. + 30 min. + 90 min. = 135 min.

SUMMARY

(list of individual activities)

- Participants get to know each other and warm up
- Coaching skills and their importance for a YC/YP member
- “Alien planet” Game

Introduction and icebreaker



~ 15 min.	Introduction and icebreaker
Goal	<ul style="list-style-type: none">• Participants get to know each other• Warm up before work
Activity	<p>Getting to know each other and warm up: 2 + 1</p> <p>Everyone sits in a circle. Each participant says 3 interesting information about themselves - 2 of them are true and 1 – not.</p> <p>The rest of the participants will try to guess which one is not true.</p>
Summary	<p>The facilitator concludes: Better knowledge of others allows us to cooperate better and achieve better results while working together.</p>

Theoretical introduction



~ 30 min	Theoretical introduction
Goal	<ul style="list-style-type: none">• orientation of the participants in the desired competences of a YC/YP member and the place of the training competences for that matter,
Materials/preparation	Flipchart + felt-tip pen Post-it notes Computer + projector Reference Material No. 1 „Trainer – the Sage”
Activity	<p>.Coaching competences and their role for the YC/YP member</p> <p>The facilitator presents the schedule and goals of this block, talks about the working and learning methods that will be used - workshop (empirical). Then facilitator asks the participants about their expectations towards this topic – asks them to write them down on small pieces of paper and stick them on a flipchart.</p> <p>The facilitator reminds the participants of the competences already discussed and developed during the training. On a flipchart, using the participants' prompts, facilitator creates a mind map of the competences of a YC/YP member. This map shows that competences are combined, have common parts, and are rarely used in isolation from others.</p> <p>The facilitator explains that without their effective sharing with subsequent members of YC/YP there is no learning and transfer of experience in the organization, and this causes the "freezing" of the Youth Council and the inability to develop it towards greater efficiency and functionality.</p> <p>The facilitator moves to coaching competences; discusses them with the help of Reference Material No. 1 "Trainer - Sage". The infographic is shown on the screen.</p>
Summary	<p>The facilitator asks the participants how they imagine performing the role of a trainer. What do they like about it and what they fear. Facilitator concludes that further activities will help allay the fears.</p>

Practice



~ 90 min	Practice
Goal	<ul style="list-style-type: none">• experiencing learning skills in practice,• developing the participants' awareness of their individual traits, their functioning in action,• formulating rules that will help in sharing knowledge and experiences with other YC/YP members.
Materials/preparation	<ul style="list-style-type: none">• 2 pieces of string to mark the start and finish (edge of the abyss), when working with 2 groups - 4 pieces of string• boards (wooden, plastic, cardboard plates of about 20x20 cm) - 1 less than the number of participants (in case of 2 groups - 2 less than the number of participants).• stopwatch• flipchart + felt-tip pens• post-it notes <p>Preparation:</p> <ul style="list-style-type: none">• Number of players: 6-12 (in 1 group)• Duration of the game: 30-45 minutes. (depending on group skills)• Preparation time: 10 min• Number of facilitators needed to conduct the training: 1• Number of facilitators required during the game (minimum): 1 person per group <p>Setting: ideally outside on a flat area, or inside the building - a designated rectangle of 8 x 10 m for each group</p>
Activity	<p>"Alien Planet" game</p> <p>The facilitator recalls the features and skills of the "trainer - sage" and asks the participants to try to use the acquired knowledge in practice during the game they are to play.</p> <p>If the group consists of more than 12 people, the facilitator divides it into two groups, and prepares a space to play for each.</p> <p>Then facilitator communicates the task for the participants.</p>

Practice



~ 90 min

Practice

Activity

Task:

You are on an alien planet and as a whole team you have to get from one side of the gulf to the other (crossing a designated rectangular field - 10 m). You can only use the "treadmill" method that was developed for this purpose by a research team on Earth. Walk as quickly as possible from one side of the gulf to the other with the whole team (no one can be left behind or lost).

Rules:

- You can only learn quickly from the mistakes you have made, there is no room for improvement or “rehearsing”.
- In the area of the abyss, no one (except the guards) may move, only when they are separated from it by a tile on which they stand.
- In the event of touching the edge of the abyss (the ground), the person falls - returns to the beginning of the journey.
- In the area of the abyss, the running plates will be lost irretrievably (fall into the abyss) if the plate is left untouched with any part of the human body, even just once.
- There are no plates other than the ones you get in the beginning.
- The maximum time for a group to cross the abyss is 45 minutes, including possibly time for the team to agree on the strategy and the course of the task.

After explaining the rules (it is worth writing them down on a poster or displaying them on the screen), the facilitator checks if everything is clear and, after clarifying doubts, starts the stopwatch.

Please note! it is a very demanding team task that only about 30% of teams complete it in time. Participants are to be praised for their efforts, cooperation, and ideas, even if they fail to complete the task.

Practice



~ 90 min	Practice
Summary	<p>The facilitator conducts a thorough analysis of the game:</p> <ul style="list-style-type: none">• personal assessment of participants - their role in the team, their behavior, cooperation, communication,• assessment of the functioning of the team as a whole - what helped them achieve their goal and what made it difficult <p>Then, the facilitator conducts an analysis of the learning method of the game participants - through reflection, you will learn to observe the effective practice of sharing experiences and learning from mistakes.</p> <p>Asks:</p> <ul style="list-style-type: none">• what contributed to learning?• and what made learning difficult? <p>The facilitator lists these factors in 2 columns on a flipchart. Asks if teams or individuals have adopted any strategies for learning, drawing conclusions from successes and failures.</p> <p>Then, the facilitator analyzes these factors together with the participants, referring to the situation of the trainer who is to teach something to others, to provide a good learning environment.</p> <p>The facilitator encourages to formulate rules that could help sharing knowledge and experiences to YC/YP members - writes them down on a flipchart.</p>

REFERENCE MATERIALS

Reference Material No 1

Trainer – the Sage

The Sage has no mere guesses that can be false, but only true knowledge, the Sage is right in all things. **The sage, however, always knows, recognizes the truth and never lies, always tells the truth.** The sage is infallible. Since the sage sees the truth as it is, they are free to communicate and share it. Since they are free from assumptions and prejudices, they can share everything freely and openly. The sage remains open all the time and therefore still learns and is able to pass on this appetite for knowledge and learning to others.



REFERENCE MATERIALS

Reference Material No 1

Trainer – the Sage

Dva přístupy k lidem

	Vzít si je na starost Udělat to za ně		Nechat to na nich a být jim k dispozici
	TLAK		TAH
			Nechat je v tom

REFERENCE MATERIALS

Reference Material No 1

Trainer – the Sage

