

# Train the Trainer Workshop Barcelona



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# Train the Trainer Workshop

- **participants:**  
sent from all partners  
2 trainers or coaches  
+ optional members of the  
steering group
- **time-frame:**  
June 11 – 13th  
Monday – Wednesday 10 a.m. to 7  
p.m.
- **venue:**  
Convent de Sant Agustí - Barcelona



# Trainer and Facilitators

## **Birgit Kaps**

project developer  
trainer, systemic Coach



## **Eva Gütlinger**

project developer  
trainer, systemic Coach



## **Bogdana Bologescu**

participant of the first project  
employee of ibuk -association for  
intercultural encounter and culture  
intermediation ([www.ibuk.at](http://www.ibuk.at))



## Program - Schedule

- Introduction of trainers and participants
- Presentation Culture Pilots
- Systemic Training approach
- Ideas for Intercultural Training
- Specific methods for the adapted curricula
- Questions & Answers



## Framework for the Training

- one main trainer
- additional experts if needed
- list of coaches
- process orientated implementation of the personality-orientated topics
- emphasis on personal development
- theory and content adapted to the needs of the participants
- day-to-day adaption of the seminar plan



# Goals of the Workshop

- background of the concept
- systemic and intercultural training approach
- adaption of the curricula
- questions and answers
- methods and ideas



not possible:  
workshop for unexperienced trainers

# Process Orientated Training



- Emphasis on the needs of the participants
- Curriculum is an overview of possible content
- Content is adapted in the process of the workshops
- One person/trainer is accompanying the processes in the group
- Additional experts for certain topics add content
- Individual Coaching to support group processes
- Outcome partly cannot be measured short termed
- process orientation and personal development = long term impact
- City tours and accredited competences vs. personal development



# Trainer Personality

- Experience in working with groups
- Experience in working with migrants (maybe own migration background)
- Training experience with soft skills (communication, conflict management, teamwork, self-development...)
- Experience with accompanying personal development processes
- Willingness and ability to support an ongoing group process
- Experience in project-management and organisational skills
- English language skills





## Background – Systemic Approach

- Solution orientation
- Emphasis on strengths and abilities
- Individual construction of reality
- Learning and teaching as a dynamic process
- Trainer as support for developments of the participants
- Training means offering new perspectives
- Equality in the process



# Background – Intercultural Training



- Systemic attitude in intercultural training settings
- What is culture? - Different concepts of culture
- Working hypothesis: Culture as a dynamic system of social action
- Cultural identity in/through biography work and story telling
- The worth of intercultural experiences in pluralistic societies
- From intercultural experiences to intercultural competences
- Exercises for intercultural competences in training settings

## Process consulting via Intranet

- Forum accessible through webpage
- Exchange between trainers and coaches
- Questions and answers – forum moderated by trainers from Linz
- Learning from each other
- Possible during the whole training period

[www.culturepilots.eu](http://www.culturepilots.eu)



## Questions

please provide us till may 15th with the following information:



- Who is participating in the train-the trainer workshop?  
What educational background does this person have?  
What is the former training experience of this person?
- What are the main questions and expectations for the train-the-trainer workshop?