



‘Train the trainers’ activity session template

Day One: Session 1. Understanding and Defining the Competence

Targeted competences:

Teamwork

Connection to programme competences or aims

Defining of competence.

Teamwork implies a cooperative and coordinated effort on the part of a group of persons acting together as a team in the interest of a common cause. Teamwork means that people use individual skills and provide constructive feedback, solving creatively possible conflicts.

Learning outcomes for the session

At the end of this session trainers will be able to:

- Describe at least three perspectives on the use of teamwork in the achieving a goal in a particular context
- Identify the main elements of the competence of teamwork
- Define the competence of “ Teamwork”

Pre-requisite learning/competence

Experience of working with students in non-formal contexts

Resources

Laptop and projector, access to academic literature on teamwork

Session duration

2.5 hours



Number of participants

10-15

Session description [structure, parts, activities]

1. Welcome and ice-breaker activity: Candy introductions (get to know facts about each other)
2. Introduction to session and its learning outcomes - presentation by trainer
3. Brainstorming - give brief examples in which you worked in a team and/or share studies and literature on teamwork - whole group
4. Clarifying the key steps of teamwork - small group discussion and preparation of conceptual maps grouping the emerging themes from the previous examples, highlighting similarities, differences and connections.
5. Development of a shared definition of teamwork and comparison with the DARE+ definition
6. Evaluation of the session

Mode of evaluation

15 min focus group discussion on achievement of learning outcomes



Day One: Session 2. Developing the Dimensions and Levels of the Competence

Targeted competence

Teamwork

Connection to programme competences or aims

Dimensions and levels of competence.

Learning outcomes for the session

At the end of this session trainers will be able to:

- Identify the main elements of the competence of teamwork
- Review, revise and adapt the rubrics/tables with dimensions and levels of the competence of teamwork

Pre-requisite learning/competence

Achievement of learning outcomes in Session 1 (learning outcomes 1 & 3)

Resources

- Dare+ rubrics for competence of teamwork
- Laptop and projector, access to academic literature on teamwork

Session duration

2.5 hours

Number of participants

10-15



Session description [structure, parts, activities]

1. The introduction to the session and the Intended Learning Outcomes (ILO) – presentation by the trainer
2. A small group focuses on the two core elements of teamwork:
 - a. Participants have a shared understanding of the content addressed by the team and aim of the task at hand in order to ensure results, achievement and high performance.
 - b. The participants create relationship, trust and climate in the group, ensuring members integration and empowerment.
 - c. Both (the aims and the personal relationship) must be kept in mind by each participant in the group, otherwise the group will not be successful
3. Distribute examples of rubrics (DARE+ and optionally other proposals)
4. Groups compare the results of the small group activity above with the dimensions and levels in the DARE+ rubrics. Revision of the level descriptors in small groups to reflect own context; sharing in a plenary session
5. Evaluation of the session by means of satisfaction questionnaire (short 5 points)

Mode of evaluation

15 min focus group discussion on achievement of learning outcomes



Day 2: Session 1. Activities to Develop the Competence

Targeted competences:

Teamwork

Connection to programme competences or aims:

Output 4_Design+ implementation IP

Output 7_Design of Methodology

Learning outcomes for the session

At the end of this session trainers will be able to:

- Select and adapt at least a two training activities in context and with a view to the audience
- Organize and implement activities to develop the competence of teamwork
- Evaluate the effectiveness of the session

Pre-requisite learning/competence

Achievement of learning outcomes in Session 2

Resources

- Dare+ rubrics for competence of teamwork
- Laptop and projector, access to academic literature on teamwork

Session duration

4 hours

Number of participants

10-15

Session description [structure, parts, activities]

1. Introduction to the session and presentation of the expected learning outcomes



2. *The Lego challenge*: participants are involved in a competition in order to conceptualise and create representations of the competence teamwork. Participants are divided in groups; each group is asked to build certain objects within a given time frame. The more objects one group produces, the better for winning the competition
3. Feedback and reflection on the Lego exercise. Participants are reflecting on two elements: teamwork representations/concepts in the objects that were built, and the teamwork dynamics within each group during the exercise.
4. *JIGSAW exercise*: Participants are divided into small groups (3 persons) and are given scientific texts explaining different aspects of teamwork. Each group produces a drawing representing the main concepts emerged from the text. Participants are then mixed in new small groups in such a way that one from each drawing participates in each new group. Then the new groups look at one drawing at a time trying to figure out what it represents, and receive feedback from the member who draw the picture.
5. Feedback and reflection on the JIGSAW exercise: Participants are again reflecting on two levels of teamwork. One was collaborating in the drawing group trying to transform the text into a comprehensive figure, and the other was the process of understanding several drawings within another group, by integrating different points of view.
6. Small group activity: summarising lessons learned from the two activities and possible implementation in trainers' local contexts.
7. Evaluate the session using the "Barometer": Participants are asked to move around the room. The trainer then tells the participants that one side of the room is "total agreement" and the other is "total disagreement". Then the participants choose a position according to their opinion and justify the position with a brief explanation.

Mode of evaluation

15 min focus group discussion on achievement of learning outcomes