Course on participatory project design and social entrepreneurship for youth workers

IT in Action: Opening Horizons for Young Refugees
Using Information Technology (REFUG-IT)

PROGRAMME RESUME

Day 1 WELLCOME		
PARTICIPANTS ARE PICKED UP FROM AIRPORTS, BUS AND TRAIN STATIONS. ARRIVAL TO THE FACILITIES APPLICATIONS AND DOCUMENTATION COLLECTION	**Arrivals and wellcome**	UNIT 1
PRESENTATION NAME AND FUN GAMES ACTIVITIES TO GET TO KNOW THE OTHER PARTICIPANTS PARTICIPANT ORGANIZATION'S PRESENTATION	**PRESENTATION DYNAMICS**	UNIT 2
WALK AROUND THE FACILITIES COHABITATION RULES DEBATE	**GETTING TO KNOW THE FACILITIES**	UNIT 3
ACTIVITY AND METHODOLOGY PLAN INTRODUCTION	**PROGRAMME PRESENTATION**	UNIT 4

Day 2 PROJECT DESIGN INTRODUCTION		
Practice the "Stick of Word" Milling Dynamic - We start a relation Know the Meta-methodology and the sources: transpersonal psychology, deep ecology, Non Violent Communication (NVC), Systems, Ancestral cultures, etc.	**HISTORY, CULTURE AND TOOLS FOR PARTICIPATORY PROJECT DESIGN**	UNIT 5

Win-win-win Theory. Pizza Knowledge The three levels of performance in a participatory project Feedback in group about Winning		
Practice the Deep Listen or Pinakarri and the "Stick of the Word" Generate a moment of mindfulness and body Charismatic communication is communication from deep listening within each person about the form and content of communication. Introduce ourselves. Introduce us with a circular dynamic to all the participants facilitating a generative question.	**DEEP LISTENING AND CHARISMATIC COMMUNICATION**	UNIT 6
Project Wheel Theory until 4 phases. Dynamic mapping archetypes, each person find her more primary archetype. Feedback Group Dynamic	**THE 4 PHASES OF PARTICIPATORY PROJECTS**	UNIT 7
The theory of 12 steps + 4 celebrations of the wheel for making projects. Feedback. Practice: Force field analysis.	**A PARTICIPATORY PROJECT IN 12 STEPS AND FORCE FIELD.**	UNIT 8
Day 3 BUILDING TEAMS		
Explain the T of the Transversal Groups of Self-Organization in participatory projects. Create 4 groups: Space care, of the persons, of the communication, and the celebration. Time of work: 1 hour.	**SELF ORGANIZED GROUPS**	UNIT 9
Theory: What is a Group and field groups?, Functions, Levels of Reality: Consensual, psychological and realities of the essence. Consensual, emotional and essential range. Practice: PITCH presentation of two minutes for real and non-real projects of "n" number of projects. Build the teams of 4 to 5 persons, according to the total of projects.	**WHAT IS A GROUP? BUILDING GROUPS**	UNIT 10
Dynamic of the lines of songs and deep ecology for build confidence, roles dynamics, etc.	**KNOWNING US BETTER**	UNIT 11
Tuckman model Motivation curve and falling in love.	**PROJECT CURVE AND MOTIVATION. TEAM DEVELOPMENT**	UNIT 12

Day 4 PLANNING PROJECTS

Participatory Project Wisdoms. Division, Reading, and put in practice.	**KNOWLEDGE OF PARTICIPATORY PROJECTS**	UNIT13
How to create a Dream Team and start with a participatory project. Dream circle theory. Practice of the Theory of Participatory Project by teams.	**DREAM CIRCLES**	UNIT 14
Theory of SMART Goals Creation and the selection of common goals that will make everyone else meet. Project Practice in Groups.	**SET GOALS**	UNIT 15
Create with a dynamic the Meta-Goal of the project.	**META GOAL OF THE PROJECT**	UNIT 16

Day 5 PLANNING PROJECTS (CONTINUE)

Theory of the creation of work by persons and situation of the board of game called "Karabirt" or "Spider Web". Group practice in the projects built.	**WORK PLANNING KARABIRT 1**	Unit 17
Evaluation of Groups Projects. Feedback space and Karabirt questions	**WORK PLANNING KARABIRT 2**	Unit 18
Quick and easy budget creation for young people	**BUDGET CREATION**	Unit 19
Money and Conscience. Sacred Economy. Collaborative Economy. Profit formula // Sacred Economy and of the necessity of not willing. Objective measurements that do not in time of the resources. Global, Local and Individual Solutions.	**REGENERATIVE ECONOMY AND FUNDRAISING**	Unit 19

Day 6 & 7 ACTION PHASE THEORY

Check-in. Energizer- Body group Theory about the seven things, I can do right now.	**THE PACIFIC WARRIOR: 7 THINGS WE CAN DO FOR CHANGE THE WORLD.**	UNIT 20

How we start? Tools of Supervision and Management of Projects.	**ACTION AND SUPERVISION THEORY**	UNIT
What is the leadership? And the "Elderazgo"? Towards participatory leadership. Group field, roles and rank teams. Dynamics Roles.	**ROLLS AND PARTICIPATORY LEADERSHIP**	UNIT 21
Playful moment for the celebration, this is going to connect more the members of the group.	**CELEBRATION**	UNIT 22

Day 8 GROUP DYNAMICS

What is Facilitation? Facilitation in personal and group level? The three levels of reality from Facilitation, how to get deepen in the consensual, the psychology, dreams, and the essence of a group? The 4 spaces of the Facilitation and the handling of Conflicts.	**FACILITATION, CONFLICT RESOLUTION.**	UNIT 23
Self-Organization Groups	**TEAM WORK SPACE**	UNIT 24
Development of a group process from the Process Oriented Psychology of Arnold and Amy Mindell	**GROUP PROCESS**	UNIT 25
Understanding the importance of spaces for reflection, learning and feedback. Learning how to offer constructive feedbacks to our team members.	**COLLECT LEARNING PROCESSES AND FEEDBACK WORK**	UNIT 26

Day 9 SOCIAL ENTREPRENEURSHIP

| Know different techniques of presentation and closing of meetings or working processes. Check in - out as a tool for inquiry and evaluation Feedback and Connection for greater performance.	**CHECK-IN - CHECK OUT**	UNIT 27
Know the innovation process. Where the new ideas come from. Get tools for promote the innovation, creativity and collective intelligence. Learning who to work in the limit zone of comfort like the most creativity zone.	**INNOVATION IN PEOPLE AND ORGANIZATIONS**	UNIT 28
Know the challenge of Sustainability. Understand the social and biological process of the earth. Knowing the 8 principles of the Sustainability Understand how we can design and modifying our	**INNOVATION AND SUSTAINABILITY PLANNING**	UNIT 29

processes Comprehend how we can design and plan our projects to be socially and ecologically sustainable.		
Principles of organizations with empty center, such as non-hierarchical networks. Understand the business dynamics, like a system, the parts and the environment in which it develops. Apply to our projects the knowledge acquired to create systemic, flexible, autonomous organizations.	**SYSTEMIC ORGANIZATIONS**	UNIT 30
Day 10 COMPLEMENT UNITS (extra material)		
6 channels of communication: earing skills, kinesthetic, visuals, self-accepting, relational and the world Develop a second attention to corporal and verbal signals of emergent processes and conflicts in groups and relationships.	**COMMUNICATION CHANNELS**	Unit 31
Theory of Deep Ecology. Concepts of "resiliency" and big change spiral. Working dynamics that reconnects according to Joanna Macy	**DEEP ECOLOGY**	Unit 32

PROGRAMME DETAILS

PROJECT DESIGN INTRODUCTION

Unit 1: HISTORY, CULTURE AND TOOLS OF PARTICIPATORY PROJECTS
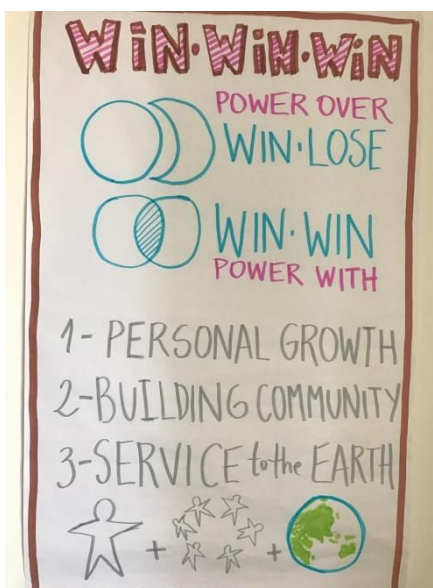
GOALS:

● Know the origins of Participatory projects and embracing other methods: Non-Violent Communication (NVC), Deep Ecology, Paulo Freire's Pedagogy of the Oppressed, "U" Theory of Otto Scharmer's, Systems Theory, etc.

● Introduction in Participatory Project's culture, in the concepts of project management, psychology, communication, as well as bases of aboriginal ancestral theories.

● The Win-Win-Win theory and the three levels of performance of a participatory project that are:

○ A - Personal growth.

○ B – Building community.

○ C – Land service

● Pizza Knowledge.

DYNAMICS:

- Practice the "Stick of Word": tools for the collaborative work.
- Dynamic of Milling- We get in touch.
- Theory explanation to know the "Metametodology" and the sources of them. Like the Transpersonal Psychology, Nonviolent Communication (CNV) Deep

Ecology, Systems Theory, Ancestral Cultures, etc.
● Group dynamic: Feedback exercise, exchange of views on Win-Win-Win.

EXPECTED RESULTS:

Deep listening and truly participation of each person. Learning from other thoughts models. Know our multidimensionality, according to Process Theory of Work, and learn to work the personal, group and our system win. Approach and understand the "Win-Win-Win" culture based on personal growth, community development and service to the earth.

Acquiring a tools, we can practice like the "Stick of the Word", for facilitating meetings and group processes, very useful for moments of inquiry, decision making, evaluations and emotional management.

Unit 2: PINAKARI: DEEPLY LISTEN AND CHARISMATIC COMMUNICATION

GOALS:

● Practice the Deeply Listen, or Pinakari named in Aboriginal Culture with the "Stick of Word"
● Generate a moment of mindfulness, contact with the body.
● Knowing and practice charismatic communication: is the communication from a deeply listen inside each person about the form and content of communication.

DYNAMIC:

● Introduce ourselves. Presentation circle of every participant with the generative question of "Which is the dream of your life? And what expect to learn this days? Practice the "Stick of the Word"
● 15 minutes of Personal Conscience, Deep breath and Mindfulness.
● 40 minutes of Conversation
● 40 minutes of Conversation in Couples, in turns with generative questions, first a conversation, then a Pinakarri then another conversation this time more charismatic.

EXPECTED RESULTS:

Participants learned how to communicate more authentically, being more personal, more connected between them and also with their internal psychology and their emotional management.

The persons acquired a tool of group and person's self-regulation, a moment of mindfulness that they can use in almost every situation, very useful in the moments of dispersion, debate, low energy, disconnection, chaos, aggressiveness, crisis, etc. The group and persons share the agreement to be able to propose it to the group and to participate in collective when it is realized.

UNIT 3: PARTICIPATORY PROJECT WHEEL: 2 LINES Y 4 PHASES
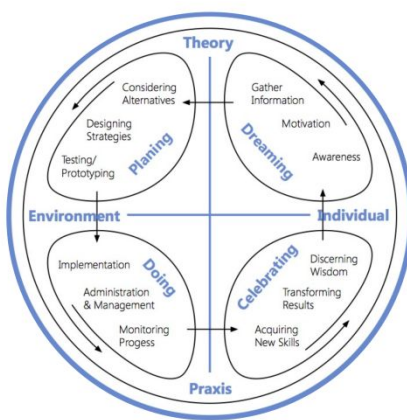
GOALS:

● Knowing the 4 phases of the Participatory Project Wheel and the 2 main lines of each project Theory - Practice and Context- Individually.

● Comprehend the lineup of the Phases: Dream, Planning, Doing and Celebrating.

● Presentation of the Theory of Archetypes theory to see the roles that we activated according to the groups.

● Knowing the Comfort Zone and the Zone of Maximum Creativity from the use of each of the roles that offers us the Participatory Project Wheel.

DYNAMIC:
● Practice and Theory of 2 lines and the 4 principal phases.
● Dynamic of Archetype mapping, every person finned her most primary archetype: It can be Dreamer, Planner, Doer and the Celebrator.
● Group feedback dynamic about our´s archetype rolls.

EXPECTED RESULTS:

Know the polarities of the lines of the project. Knowing your role and main archetype, and how determined your comfort zone and therefore also the area of creativity. Experience the Participatory Project Wheel as a whole and its parts, for linearity and also non-linearity of project management.

Participants get a linear and circular mental map of the 4 main phases of the project and the roles of people, which helps in the creation and management of the project, once they distinguish the different profiles or roles of people who can participate in A project: Dreamers, planners, actuators and celebrants.

UNIT 4: PARTICIPATORY PROJECT WHEEL: 12 STEPS AND 4 CELEBRATIONS

GOALS:
- Theory explanation of the Participatory Project Wheel
- Learn the 12 steps of every project and the 4 celebrations.
- Mug up the importance of each step and the celebration of each phase before the beginning of the other phase, for example from the dreaming to planning.
- Introduce the concept of fractal of all phases and steps.

DYNAMIC:
- Theory and Practice: Place in the quadrant of your Comfort Zone in your annual project, if you have been if you were in your project today, what step are you in?
- Show the principal results from every one of the twelve steps.

EXPECTED RESULTS:

Understand the linearity of a project management and the need to have spread tasks out in all phases of the project in a balanced manner. Know the possible unites of the project according to each of the 12 steps. Know the fractal of systems and projects.

The participants will get a linear and circular mental map of the 12 steps of the project. Creating, planning, performing and evaluating a project according to the 12 steps get easier the understanding of the scale of the project and the general vision of the different actions and necessary skills to carry it out successful the project.

Unit 5: SELF-ORGANIZATION GROUPS

GOALS:
- Practice of the self-organization groups in her projects.
- Generating a relation between the participants of the module.

DYNAMIC:
- Theory of Self-organization groups. Which are? Body, Space, Communication and Celebration, What are they for? This is going to work in transversal themes of facilitators in every kind of groups.

● Practice of the Project work groups, the groups of organization are the like commissions that cares about the persons, the connection, and the communication. Even the Space and harmony.

EXPECTED RESULTS:

At the end of this Unit the participants will have acquired knowledge to put in practice multiples complementary groups in their projects, to care for our values, people, external / internal communication, all according to the enthusiasm and being able to check, and change the situation according to the group.

UNIT 6: WHAT IS A GROUP?

GOALS
● Know the Theory of Groups and the Field Groups from the perspective of the Theory Process-Oriented Psychology
● Experience the triangle of Group Facilitation: Processes, Tasks and People.
● See the role as something more than the person, and the person as more than a role. Example role: leadership.

DYNAMIC:
● Field Groups Theory from the perspective of the Process Theory.
● Every group performs three principal functions (Group effective triangle)
    ● A) Get results and reach Goals.
    ● B) Satisfies the necessities of their members
    ● C) maintain itself as an integral system: its processes
● Group Process: Group dynamic, led by a facilitator, on what is for each person the "Highest Dream of his Group" and "Lowest Dream of his Group".
● Dynamic of the Triangle of Effectiveness, we are positioned in a constellation in relation to humans, processes and labours.

EXPECTED RESULTS:

Knowing our tendencies, the roles we play, and make a real reflection about: What is for me a Group, and the Highest/Lowest Dream we have about the groups we belong. Knowing us and the group around us according to their orientation in the effectiveness triangle.

The participants will receive the knowledge tool of a person, group or situation according to their tendency to prioritize or marginalize part of the triangle of effectiveness (people, processes, tasks) and also according to the atmosphere of their

group field.

BUILDING TEAMS

Unit 7: KNOWING US BETTER

GOALS:
- Creating confidence across participants.
- Build an emotional bond between participants.
- Knowing better between there's making easier the teamwork and collaboration.
- Develop empathy.

DYNAMIC:
- Practice the game of trust, using the walk with eyes closed tool, coming from the group dynamics of Joanna Macy's "Reconnecting Work".

- The game of trust is a game in pairs. With a length of 40 minutes, where one of the couples guides through an open space to the other couple that is blindfolded. The couple with the eyes uncovered, makes discover the world to the other person through senses of the smell, the touch, the taste.

- Practice of the "songlines". With a length of 1:20 minutes each participant will tell other participants, certain episodes of his life. Among them some memories of his childhood, the happiest moments and the saddest ones.

EXPECTED RESULTS:

At the end of this Unit, the participants know each other in a more personal form, which is a place for a better and deeper emotional link.

So these group dynamics the participants will have more confidence in their pairs, and in the group, thus improving teamwork and collaboration. The participants will be more empathic.

Finally the whole group will have built a "songline", different threads that cross the room, where each thread hang post-it notes about episodes of a person. The global vision of the work is creative, very personal and emotional.

SESSION 8: CURVE OF PROJECT AND MOTIVATION // TEAM BUILDING

GOALS:

      ● Understanding the natural stages through which every group of individuals goes through a project, as a way of understand what to do in every stage of them

DYNAMIC:

      ● Explanation of the motivation and project curve, using the Participatory Project model.

      ● Theoretical explanation of the Equipment Development Curve using the model designed by Tuckman.

      ● Sharing the past experiences and in relation to the two models and what practices work in each of these stages.

EXPECTED RESULTS:

At the end of this Unit, the participants will be able to understand the stages through which a group of people works as a real team in a certain project. Participants will be able to know how to tackle each phase in the most appropriate way, making use of the tools learned and practical experiences given.

Unit 9: PARTICIPATORY PROJECT WISDOM
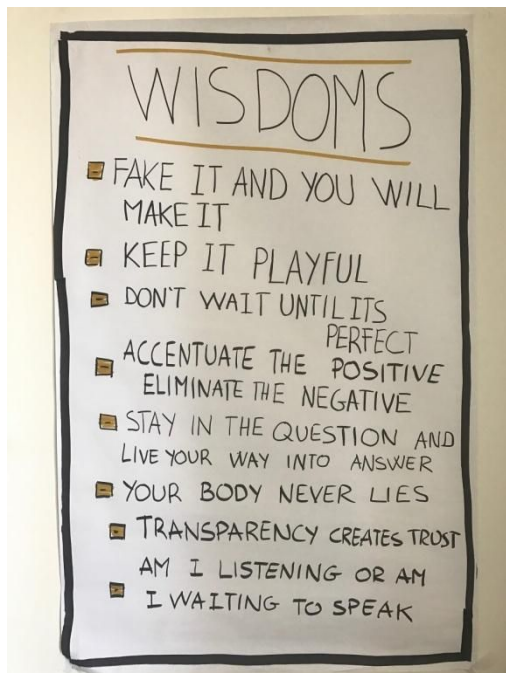
GOALS:

● Know the wisdom of Participatory Project, set of phrases of useful content.

● Debate and practice the phrases that get context in every phase of each project.

● Boost the wisdom of each group, which can be fed by the new wisdom of the collective intelligence of the group and participants

DYNAMIC:

● Little Theater of Wisdoms: We get in relation with the wisdom of each person.

● Group Dynamic: Build our wisdom, one at day and with happiness.

EXPECTED RESULTS:

Integrate ancestral wisdom and project management, which help us at times of the group and project to co-create creative solutions. The participants will create posters, in a creative and fun dynamic, with the facilitated wisdom and others of its creation.

UNIT 10: DREAM CIRCLE

GOALS

● Know the tool Dream Circle, why we star dreaming? What are the implications?

● Experience the tool of Dream Circle Theory and the creation of a Dream Team like a launch team dream project.

● Get deep in the time of dreams for Aboriginal people, a moment of divergence that allows for great personal creativity and motivation when dreaming in a group.

DYNAMIC:

● Dream Circle Work Dynamic: Deep listening ritual and pass from one person to

another create a more participative felling and a magical mood.

- Put in practice all diversity in this phase of dream including the 100% of all the collective necessities and without engagement of our personals dreams, of the project participants.

EXPECTED RESULTS:

Get inside a collective investigation process to incorporate all group dreams and that they are also fulfilled my personal dreams. Active participation of the co-creation of the group motivation, from the personal knowledge in an authentic level, to a collective emotional management.

The participants at the end of the Dream Circle will create a list of theirs dreams in multiples posters or flipcharts, all this information is so important for the vision creation, strategy and planning of a project.

UNIT 11: SETTING GOALS
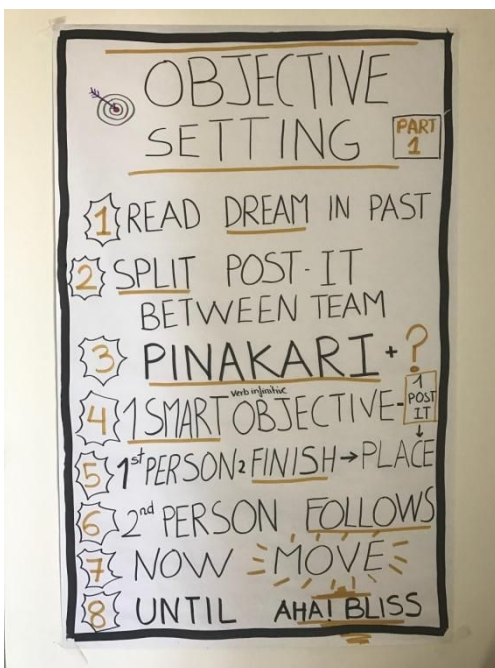
GOALS:

- Determinate the principal goals for the projects of each team.
- Learn the creation objective process from down to the top.
- Practice the silence and the collective intelligence work like a way of work in our teams

DYNAMIC:

- Theory explanation of project objectives (SMART).
- Theoretical explanation of the Principal Objectives or Main Goals creation process using the "top down" system provided by the Participatory Project tools.
- Group practice of creating GOALS for each project.
- Explanation and practice to get three main goals for every project.

EXPECTED RESULTS:

At the end of this part the participants would be able to create and set specific Goals for theirs projects. This process finished when they get the 3 Principals Goals, on which the previous actions will focuses. They also understand how to use this Dynamic

UNIT 12: PROJECT GOAL

GOALS:
- Set the Project Goal.
- Learn to use the tool of goal creation according to the methodology of Participatory Projects.
- Promote the collective intelligence of the group.

DYNAMIC:
- Theory explanation according to Participatory Project's methodology goal creation.
- Group dynamic to understand the Goals creation for every project of the groups.

EXPECTED RESULTS:
At the end of this Unit the participants will understood and practiced how a Goal is set for a project in a collective way according to Participatory Project Methodology.

PLANNING PROJECTS (SECOND PART)

UNIT 13: KARABIRT 1 TASK PLANNING

GOALS:
- Establish necessary tasks planning for the realization of a project using the tool called "Karabirt".
- Collective effort to create a work route for the project execution.
- Determine the relation between tasks and other assignments of the project, through a process named "Song lines"

DYNAMIC:
- Theoretical explanation of the tasks establishment project using the "Karabirt" tool.
- Practice in groups of the creation of tasks for each one of the projects of each group.

EXPECTED RESULTS:

Finally the participants will comprehended and practice the "Karabirt" tool for project task creations. This process it will be in a collective way looking that the participants practice the co-creation and collaboration. At the same time the participants understand the connection and interrelation of each tasks and how this affect the execution process of every project. They will get the result of a mental map of the tasks transforming in an organized list to management of projects.

UNIT 14: TASK PLANNING KARABIRT 1 (SECOND PART)

GOALS:

- Establish the assignments and responsibilities of the participants in a team relation with the tasks established in the previous process.
- Understand how the celebration is an essential part of planning process in any project.
- Conclude the task creation process for projects being able to develop execution phase.

DYNAMIC:

- Theory Description of the roles assignment and responsibilities for each of the tasks of a project.
- The celebration as an essential part of planning process in any project. This is going to be worked in groups.
- Assigning the roles to each of the tasks for every project.

EXPECTED RESULTS:

Finally the participants established the roles and responsibilities of each team members with their projects. The participants also will have experienced how the celebration processes is essential in project planning. They will have the result of the mental map of tasks provender with the last details of the person's behavior by tasks. Indicating who wants to be enthusiastic, mentor or apprentice of each task.

UNIT 15: BUDGET

GOALS:
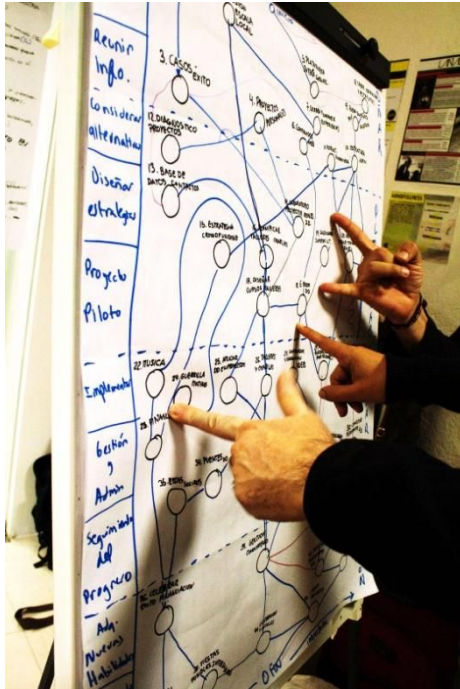
- Create a Budget in less than 20 minutes in a creative and enjoyable way.
- Budget assignment for each task in the Project.
- Limit the economic responsibilities for every member of the team.

DYNAMIC:

- Theory explanation of the Budget creation according the Participatory Project methodology. This methodology offer the possibility to create a budget in only 20 minutes.
- Work in Group: Budget creation for each project.
- Explanation and put in practice the economy responsibility of each team member.

EXPECTED RESULTS:

The participants will be able to create budgets for her projects in a collective way in less than 20 minutes, using the collective knowledges. Also they established the economy responsibilities of every team member. The mental map result of the tasks is complemented in by the tasks assignments with the cost per task and total budget, as well as the responsible of the economy.

UNIT 16: REGENERATIVE ECONOMIC AND POWERFULL FUND RAISING

GOALS:

- Understand how the economy system works
- Understand the relation of each person with the money.
- Learn and practice the funding tool well know like "Powerfull Fund Raising"

DYNAMIC:

- Learn about the economy and the monetary system.

- Explain and learn the relation between the conscience and the money.
- Practice a dynamic to understand the individual relation of each participant with the money.
- Explaining the Theory and practice of the fund raising tool called "Powerful Fund Raising"

EXPECTED RESULTS:

At the end of this unit the participants will be able to understand the function of the money and the economic system. They will understand their own relation with money and how can get fundraising for her projects. Likewise learn how the relation between the money and conscience, like a way to understand the collaborative economy and the alternative economics systems.

THEORY OF THE ACTION PHASE

UNIT 17: THE PACIFIC WARRIOR: 7 THINGS WE CAN DO FOR CHANGE THE WORLD.

GOALS:
- Provide certain tools for work in the Pacific Warrior road that contributed to get a better world.
- Empowerment the participants in their positive actions towards the change

DYNAMIC:
- Explanation of "7 things we can do for change the world"
- Reflection in group about the actions and our contribution to solve the problems.
- Storytelling about the Shambala Warriors-peaceful.

EXPECTED RESULTS:

At the end of this unit the participants will have acquired the 7 practice tools of things, contributing to create a positive change in the world. This unit empowered the participants and get closer to be a leadership.

UNIT 18: THEORY OF ACTION AND SUPERVISING

GOALS:

- Comprehension of the individual responsibility and personal empowerment to make projects in a collaborative way.
- Obtaining a tool to guarantee the implementation of the tasks in our teams.
- Optimization of the collective work processes and improvement of the relationship between the members of a team.

DYNAMIC:
- Theoretical framework and practical explanation and supervising tool dynamic to get an easier implementation of the schedule works.
- Talk about the virtual and face-to-face tools that guarantee the proper project implementation
- Practice of the empowerment tools.

EXPECTED RESULTS:

At the end of this Unit the participants will understand their individual responsibility when implementing the tasks of a project. They will have to improve their empowerment to meet individual's responsibilities at the same time empowerment other team members. They will also understand what virtual and face-to-face tools they can use to facilitate the implementation of their tasks projects. Participants will get a list of supervision questions, which they can modify and practice with their pairs.

UNIT 19: ROLES AND PARTICIPATORY LEADERSHIP

GOALS:
- Know the foundations bases of the Theory of Roles. Major roles, pairs and trios of common roles in conflicts (Victim, Aggressor, Witness, Boss, Employee, Client)
- What is the leadership as a role? The leadership from the perspective of the work processes
- Walk to the Participatory multilevel Leadership, promoting the individual, group,

and systemic leadership. The deep democracy of the group process.

- Understanding of Group Processes and the conflict alchemy, how in the conflict is the evolution of the groups. Understanding of Group Processes and the conflict alchemy, how in the conflict is the evolution of the groups.
- Know the "Elderazgo", the non-dual leadership like a perspective view of working process tool.

DYNAMIC:

- Theater dynamic: Roles in a predetermined group: work and family.
- Participants perform a mini facilitated Group Process to see the roles they played.

EXPECTED RESULTS:

Expand the knowledge of the roles from theory and practice in small improvised theaters dynamics, get the experience that the role is more than the person, and also the person more than the role. Reflection on our personal leadership, what is our diverse construction of this role? and how it relates to the majority style of leadership in our society. Practicing the different existing roles, which of them we like or are uncomfortable, leave the comfort zone and manage our inner diversity to act in different situations as it is more convenient, practicing one role or another.

UNIT 20: CELEBRATION

GOALS:
- Participated in a connection space, from the project progress celebration until the emergent group processes.
- Create a playful moment in where the participants come closer.
- Understand that the celebration/connection is also the evaluation/satisfaction of ours personal, and relationship processes and of the project.
- Get deeply in the wisdom: "If it's not funny, it's not sustainable"

DYNAMIC:

- Playful party build by the self-organization group in relation with the groups they consider appropriate.
- Practical dynamics to create spaces for connection and evaluation of several aspects of the project also determined by the Celebration Group, remembering that the connection is also Emotional Management of the processes and relationships of the group.

EXPECTED RESULTS:

Co-creating a connection space from a deep listening and also from an authentic communication. Know and gauge the satisfaction level in relation with the project. Emotional management and activation of the facilitator in all the participants. They will designed a group event, others will plant the evaluation, emotional management dynamics. From the perspective that anyone can be facilitator of processes and change.

GROUP DYNAMIC

UNIT 21: FACILITATION AND CONFLICT RESOLUTION

GOALS:
- Know what is the facilitation and why is necessary in the groups and in their processes.
- Learn the sources and the techniques more popular of Groups Facilitation
- Theoretically proximity to the conflict resolution, from the vision of Working Processes, the conflict is seen as an evolutionary pressure of the group.
- Knowing the 4 spaces of the Group Facilitation: Inquiry, Decisions, Connection / Celebration and Emotional Management.

DYNAMIC:
- Dynamic in pair's participation also of a facilitator and one viewer. Looking complementary processes and shared processes. See the conflict structure and what is the primary and secondary in the process.
- Feedback in group about the experiences of Facilitation.

EXPECTED RESULTS:

Knowing to be a "facilitator participant", each person can be helpfully in the facilitation of their processes. Know different techniques to resolve relational and group conflicts. See the importance of an emotional management space in group.

UNIT 22: WORKING GROUP SPACE

GOALS:

- Teamwork in groups, each participant will have a self-organization group.
- Practice the 4 kinds of self-organization groups, and the goals they can achievement
- Knowing the methods of group inquest like the Dream Circle and the Appreciative Inquiry.

DYNAMIC:

- Various techniques of teamwork and space for their practice.
- Co-creation of different goals for every group of self-organization for the different dynamics in the formation days.

EXPECTED RESULTS:

Develop the participatory leadership skills and work in a transversal group to develop the projects. The participants will be able to be authentic and maximize their creativity with different tools. They are going to create posters with dreams or appreciative inquiries, they can practice graphic recording for develop a greater creativity.

UNIT 23: GROUP PROCESSES

GOALS:
- Know the theory of a dynamic of group process conducted by one or two facilitator.
- Experience the process of theme election, the roles deploy and the different voices to get deeper in the vision and feel in group.
- Knowing the different group techniques: Deep Democracy, Open forum (OPF), Group process, Forum and Mandala of the truth.

DYNAMIC:
- Experience Group Emotional Management through discussion and different group roles coordinated by one or two facilitator.

EXPECTED RESULTS:

Processing the different feelings of different roles in a group. Remembering that the roles are spirits of time and the persons are more than a role. Given the chance to express to all the members of the group looking to be a Democratic process. The participants will have the experience of an emotional facilitation like the Process Open Forum, in where they can go deeper in themes at a consensual (Measurable/Notable), emotional (psychologist/dreams) and essence (My reality/non polarity) level.

UNIT 24: COLLECT LEARNING PROCESSES AND FEEDBACK WORK

GOALS:

- Understand the importance of the reflection, learning and feedback spaces.
- Learn how we can offer a construtive feedback to the members of our team.

DYNAMIC:

- Theoretical explanation about the feedback process in groups. How to give a good feedback?
- Working spaces to offer feedback to other team members.
- Dynamic practices promoting the personal and group learning of the experiences learned in others units.

EXPECTED RESULTS:

At the end of this unit, the participants will integrated the personal and group learning processes that allow them to learn of their triumphs and failures in a constructive way.

SOCIAL ENTREPRENEURSHIP

Unit 25: CHECK IN CHECK OUT

GOALS:
- Know different techniques of presentation and closure of meetings or work processes.
- Practice Check-in and Check-out as a connection, inquiry and evaluation tool.
- Have a new vision of Feedback and the Connection as a tool for greater group and project understanding.

DYNAMIC:

● Dynamic Participatory co-creating different ways and models to connect emotionally.

● Check-in and Check-out practices at the beginning of each meeting, as a connecting tool between people and their dreams for that meeting.

EXPECTED RESULTS:

Each participant practices from a vision of personal development, care of relationships and global win. Motivate the tools incorporation, wisdom and all the dynamics proposed in the training.

UNIT 26: INNOVATION IN PEOPLE AND ORGANIZATIONS

GOALS:
- Know the innovation process and where new ideas come from.

- Get tools to foster innovation, creativity and collective intelligence.

● Learn to work in the comfort zone limits like the maximum creativity zone.

DYNAMIC:
● Explanation of the creative process and innovation. Convergence and divergence.
● Where great ideas come from?
● Explanation of the "caorden" zone and work in the chaos border.
● Provide practical tools to understand the creative process.
● Group dynamic to work with the collective intelligence.
● Individual dynamic to generate creative ideas.

EXPECTED RESULTS:
At the end of this module the participants will be able to access in her creative zone. Also they will be able to work in the "Caorden" zone with their teams and projects. They will have access to a set of practice tools to foster the creative process in the teams and projects.

UNIT 27: INNOVATION AND SUSTAINABILITY PLANNING
GOALS:
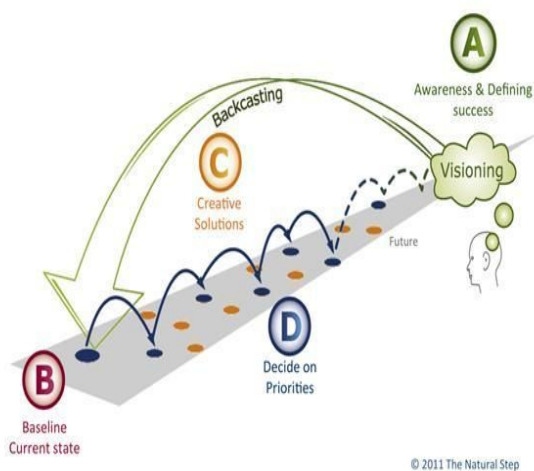
● Know the challenge of the Sustainability. Understand the social and biological earth process.

● Know the eight sustainable principles.

● Understand how we can design and planning our projects to be social and ecologically sustainable.

DYNAMICS:

● Explanation of the sustainability challenge.
● Clarification of the 8 ecological and social sustainability principles
● Explanation of Back casting as a tool for innovation for sustainability.

● Practical dynamics to adapt our project actions to the 8 sustainability princip

EXPECTED RESULTS:

At the end of this unit the participants will be able to understand the biological functions of the earth. Also they recognized the social and environment challenges in the 21st Century. They learned through the practical tools to get the challenges solutions being able to design their projects in an environment, social and economic sustainable way.

UNIT 28: SYSTEMIC ORGANIZATIONS

GOALS:
● Understand the Principles of organizations with empty center, such as non-hierarchical networks.
● Understand the business dynamics, understanding its system, its parts and the environment in which it develops.
● Apply to our projects the knowledge acquired to create systemic, flexible, autonomous organizations.

DYNAMICs:

● Explanation of the new business models, the organizations like systems.
● Explanation of the spiral dynamic and the Teal organizations.
● Explanation of a body-system.
● Explanation of the 4 pillars of the organizations with empty center.
● Explanation of the scheme of the evolution of organizations.
● Practical dynamics to understand the pillars of empty center organizations and how to apply it to our projects.
● Practical exercises on our projects.

EXPECTED RESULTS:

At the end of this unit, participants will be able to understand how organizations of the 21st century work, also they will understand the evolution and history of organizations until now. This will allow them to design projects and organizations appropriate to the current demands of society and the world. They will also understand how are empty center organizations, integrating their 4 fundamental pillars into their projects. They will also be able to differentiate when to use the hierarchical structural models or the network models.

ADITTIONALS UNITS

ADITIONAL UNIT: COMMUNICATION CHANNELS

GOALS:

- Know the basics of the Communication theory: Emitter, Recipient, Margination Process.
- 6 channels of communication: earing skills, kinesthetic, visuals, self-accepting, relational and the world
- Know the symbols of each ones, and how the channels act in pairs.

DYNAMICS:

- Corporal dynamic and self-accepting motivating the second attention.
- Explanation of reality levels next to the communication channels, which are the most consensual?
- Practice the double signals in persons, relations and groups. Signals that give us information about emergent processes in groups.
- Practicar la observación de dobles señales en las personas, relaciones y grupos, señales que nos dan información sobre procesos emergentes en los grupos.

EXPECTED RESULTS:

Make bigger our perception and attention of the relations in groups. Practice the straight observation of signals that we regular ignore. Know the channels we move better than others. The participants will be able to learn self-knowledge and situation and emotional explore, which can be done alone or in a group.

ADITIONAL UNIT: DEEP ECOLOGY

GOALS:

- Theoretical Bases of Deep Ecology and reconnect the work according to Joanna Macy: The Great Change Theory, Three Dimensions, and the Interdependence with Nature.
- Allow the persons to make a personal change, getting deeper in their internal answers of the environment situation of the earth.

- To develop an "ecological self", to foster an awareness of future generation species and natural resources.

DYNAMICS

- Diverse dynamics such as: the Great Shift, Open Appreciation Phrases, Seeing with new eyes, Council of all beings.
- Dynamic ladder from the future to the past, the next steps we are going to take.
- The Mandala of Truth.

EXPECTED RESULTS:

Explore our internal answers of the situation of our world, to take part in the recovery of the health of the planet environment. Allowing participants to embrace the great change for a society that cares and supports the environment, as a challenge that is fully capable of fulfilling creativity and joy.

UNIT ADICIONAL: AGILE METHODOLOGIES AND DESIGN FOR INTELLIGENT ACTION

GOALS:
- Obtain a set of tools that allow more precisely design of projects throught a methology like the "Business CANVAS Model" and the "Design for Wiser Action"
- Obtain tools that help in the action phase of our project, like the SCRUM or the ABCD strategic planning.

DYNAMICs:
- Explanation of the tools: CANVAS Business Model, SCRUM and the ABCD strategic planning.
- Explanation how to build our project vision and mission.
- Put in practice all the tools learned

EXPECTED RESULTS:
At the end of this module the participants will be able to determinate one project vision and mission. They will also comprehend clearly and precisely the opportunities of their projects, through tools like "Canvas Business Model" and "Design for wiser action Model". The participants will use also the SCRUM and ABCD strategic planning tools. To taking the most quickly, detailed and concrete decisions according to the strategic planning of theirs projects.