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**ITDA**  
Transilvania Development Agency

ERASMUS+

# Code for Connection



**TRAINING  
COURSE  
BOOKLET**

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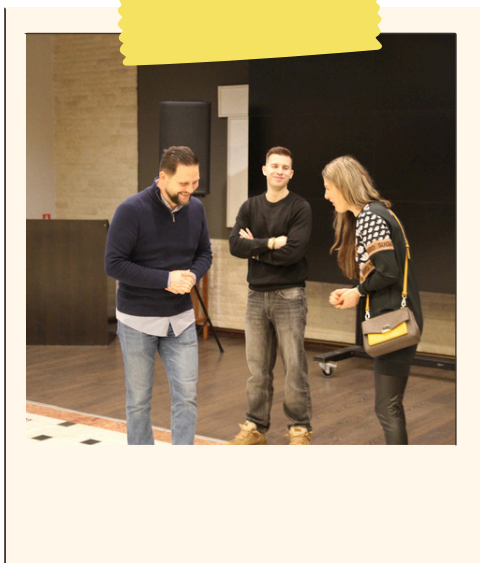
# I Hello! INTRODUCTION



Code for Connection - Training Course on Conflict Management Based on Emotional Intelligence and Communication for Preventing Radicalisation of Marginalised Young People (Project Code: 2025-1-RO01-KA153-YOU-000301381) is an international Erasmus+ youth worker mobility project that brought together youth workers, trainers and educators from across Europe. The training course took place in Sfântu Gheorghe, Romania, between 8 and 14 February 2026, and gathered 40 participants from Austria, Czech Republic, Greece, Hungary, Latvia, Lithuania, Romania, Netherlands, Spain and Turkey.



The project was organised with the support of the Erasmus+ Programme, aiming to strengthen the professional competences of youth workers in three key areas that are essential when working with diverse groups of young people: emotional intelligence, conflict management and effective communication. In an increasingly multicultural and interconnected society, youth workers often face complex challenges when supporting young people from different cultural, social and economic backgrounds. Developing the ability to understand emotions, communicate effectively and manage conflicts constructively is therefore crucial for fostering inclusion, cooperation and mutual respect.



# I INTROD UCTION

Throughout the training course, participants engaged in a wide range of non-formal learning activities, including interactive workshops, group discussions, experiential exercises, role plays and community-based research.

These activities were designed not only to increase participants' theoretical understanding of emotional intelligence and conflict management, but also to provide practical tools and methodologies that can be directly applied in youth work contexts.

A particular focus of the project was placed on preventing radicalisation and social exclusion among marginalised young people, including those with fewer opportunities such as migrants, refugees or young people from disadvantaged communities. By strengthening the competences of youth workers, the project contributes to creating safer and more inclusive environments where young people feel heard, respected and empowered to participate actively in society.

This booklet presents a collection of methods, activities and learning experiences developed and tested during the training course. It aims to serve as a practical resource for youth workers, educators and organisations interested in promoting emotional intelligence, intercultural dialogue and constructive conflict resolution among young people from diverse cultural backgrounds. Through these methodologies, youth professionals can help build stronger connections between young people, encouraging empathy, understanding and cooperation across cultures.

## 2 ABOUT ASOCIATIA TDA



### MEET THE HOST ORGANIZATION

Asociatia TDA (TDA Association) was founded in 2021 with the mission of contributing to the economic, social, and cultural development of Transylvania, Romania, while supporting initiatives that promote local values and innovation. Our association focuses on education, entrepreneurship, and strengthening the startup ecosystem, aiming to foster growth, collaboration, and sustainable development in the region.

### FIRST ERASMUS+ PROJECT

As a host organisation, the TDA Association organised and coordinated its first Erasmus+ project with the Code for Connection training course. Our team worked to ensure that all participants had a welcoming, engaging, and meaningful experience, providing opportunities to learn, connect, and apply new skills in real-life youth work contexts.



# 3 ABOUT THE ERASMUS+ PROGRAMME



The Erasmus+ Programme is the European Union's flagship initiative supporting education, training, youth and sport across Europe. It offers opportunities for young people, youth workers, educators and organisations to develop new competences, exchange experiences and strengthen international cooperation through mobility projects, training courses and partnerships. In the youth field, Erasmus+ promotes non-formal learning, intercultural dialogue, social inclusion and active participation, helping participants develop personal, social and professional skills while working with people from different cultural backgrounds.



The project Code for Connection - Training Course on Conflict Management Based on Emotional Intelligence and Communication for Preventing Radicalisation of Marginalised Young People was implemented under the Erasmus+ KA157 Youth Worker Mobility framework. A key priority of the programme is inclusion and diversity, therefore many participants came from rural areas or communities with fewer opportunities. This e-booklet was created by and for participants from diverse rural and underrepresented communities, presenting methods, reflections and experiences developed during the training to support youth workers in building more inclusive and connected communities.

# 4 OBJECTIVES OF THE TC

EQUIP YOUTH WORKERS WITH THE SKILLS TO UNDERSTAND, RECOGNIZE, AND MANAGE EMOTIONS - BOTH THEIR OWN AND THOSE OF YOUNG PEOPLE - IN ORDER TO PREVENT AND RESOLVE CONFLICTS.

STRENGTHEN THE CAPACITY OF YOUTH WORKERS TO MEDIATE CONFLICTS AND FACILITATE CONSTRUCTIVE DIALOGUE IN MULTICULTURAL SETTINGS.

PROMOTE INTERCULTURAL UNDERSTANDING, EMPATHY, AND INCLUSIVE COMMUNICATION PRACTICES AMONG PARTICIPANTS AND THE YOUNG PEOPLE THEY WORK WITH.

INTRODUCE PRACTICAL, NON-FORMAL LEARNING METHODS AND EXPERIENTIAL ACTIVITIES, SUCH AS THEATRE EXERCISES, ROLE PLAYS, AND COMMUNITY RESEARCH, THAT CAN BE APPLIED IN YOUTH WORK CONTEXTS.

ENCOURAGE PEER LEARNING AND THE EXCHANGE OF GOOD PRACTICES AMONG YOUTH WORKERS FROM DIFFERENT EUROPEAN COUNTRIES.

SUPPORT PARTICIPANTS IN DEVELOPING ACTION PLANS FOR APPLYING LEARNED METHODS AND TECHNIQUES IN THEIR OWN COMMUNITIES, INCLUDING WORK WITH YOUNG PEOPLE WITH FEWER OPPORTUNITIES.

FOSTER THE SUSTAINABILITY OF YOUTH WORK PRACTICES BY SHARING REPLICABLE, ADAPTABLE TOOLS, AND OPEN-ACCESS RESOURCES TO STRENGTHEN LOCAL AND INTERNATIONAL YOUTH WORK INITIATIVES.

# 5 BUILDING CONNECTIONS: ICEBREAKERS AND GROUP DYNAMICS

## GET TO KNOW EACH OTHER

During the first day of the Code for Connection training course, participants joined interactive name games and getting-to-know-each-other activities. They introduced themselves, shared their backgrounds and started building connections within the group, creating a friendly atmosphere that encouraged openness and participation.



## HOPES, FEARS, EXPECTATIONS



Another important step in building group dynamics was discussing participants' hopes, fears and expectations. This activity allowed participants to share what they wanted to gain from the training and express possible concerns, helping the group understand each other better and allowing trainers to adapt the learning process.

## COMMON VALUES

The group also created a group agreement, which included common rules and values for cooperation during the training course. Participants discussed respect, active listening, openness to different perspectives and constructive communication, helping to build a supportive learning environment where everyone shared responsibility for a positive group atmosphere.



## DEVELOPING



Group-building activities were linked to the training theme, encouraging reflection on communication, emotions and empathy. By working together, participants built trust and stronger connections. These activities also created a supportive environment for developing emotional intelligence, communication skills and constructive conflict resolution.

# 6 THE IMPORTANCE OF EMOTIONAL INTELLIGENCE IN YOUTH WORK

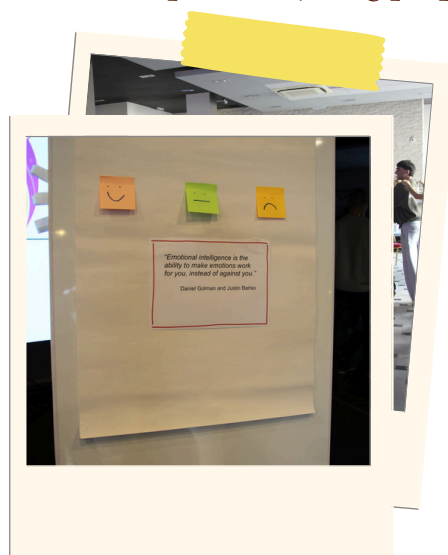


## IMPROVING EMOTIONAL INTELLIGENCE

During the Code for Connection training course, participants explored emotional intelligence both from a theoretical and practical perspective. Through interactive activities, discussions and experiential exercises, they reflected on their own emotional responses, learned techniques for improving emotional awareness and practiced methods that can be used in youth work environments. These activities demonstrated how emotional intelligence can serve as a powerful tool for building stronger relationships, promoting inclusion and supporting the personal development of young people.

## INTEGRATING EI IN YOUTH WORK

By integrating emotional intelligence into everyday youth work practices, youth workers can help create spaces where young people feel safe to express themselves, develop empathy for others and learn constructive ways of communicating and resolving conflicts. In this way, emotional intelligence becomes not only a personal competence, but also an essential element in building more inclusive and connected communities.



# 7 UNDERSTANDING INTERCULTURAL COMMUNICATION AND CONFLICT

## INTERCULTURAL COMMUNICATION

In today's interconnected world, young people interact with others from a wide variety of cultural, linguistic and social backgrounds.

Our participants explored intercultural communication through discussions, experiential activities and group reflections. These exercises allowed participants to share experiences from their own countries and professional contexts, highlighting the challenges that youth workers may face when working with culturally diverse groups of young people.



## COMMUNICATION SKILLS

By strengthening intercultural communication skills, youth workers can help young people develop tolerance, respect and the ability to cooperate across cultural boundaries. These competences are essential not only for preventing conflicts but also for building stronger, more inclusive communities where diversity is valued and dialogue is encouraged.

# 8 DEVELOPING EMOTIONAL INTELLIGENCE THROUGH EXPERIENTIAL LEARNING



## THEATRE-BASED LEARNING

During the Code for Connection training course, participants explored emotional intelligence through interactive theatre-based activities. Using role plays and improvisation, they acted out conflict situations and emotional reactions. These exercises helped participants understand how emotions influence communication and behaviour, while developing empathy, perspective-taking and emotional awareness in youth work contexts.

## REFLECTION AND PRACTICE

After each role-play activity, participants reflected together on the situations presented, discussing emotions, communication styles and possible solutions. As part of the reflection process, another group was asked to recreate the same role-play exactly as they observed it. This helped participants analyse behaviour, better understand emotional dynamics and strengthen learning through observation and repetition.



# 9 MEDIATION AND CONFLICT RESOLUTION METHODS

## LEARNING MEDIATION TECHNIQUES

Our participants explored mediation through both theory and practical activities. They worked in groups to analyse conflict situations and practiced acting as mediators in simulated scenarios. These exercises helped participants understand how dialogue, neutrality and structured communication can support constructive conflict resolution.



## PRACTICING CONFLICT RESOLUTION

Participants also took part in role-play activities where they experienced different positions in a conflict situation. By alternating roles such as mediator and participant, they practiced active listening, expressing emotions and guiding discussions toward solutions. These simulations helped participants develop practical mediation skills applicable in their youth work.

# IO COMMUNICATION BARRIERS IN MULTICULTURAL CONTEXTS



## EXPLORING COMMUNICATION DIFFERENCES

During the training course, participants explored communication barriers through discussions and intercultural exercises. They shared personal experiences from their own countries and reflected on how language differences, communication styles and cultural habits influence understanding. These conversations helped participants recognize how misunderstandings can appear even when people have good intentions and want to cooperate.

## PRACTICAL ACTIVITIES

Participants also took part in group activities and simulations designed to demonstrate communication challenges in multicultural environments. Through these exercises they practiced active listening, empathy and clearer expression of ideas. By reflecting together after each activity, participants developed a better awareness of cultural differences and learned strategies to communicate more effectively.



# II UNDERSTANDING YOUTH NEEDS THROUGH COMMUNITY RESEARCH

## RESEARCH IN SFANTU GHEORGHE

During the Code for Connection training course, participants conducted a needs analysis in the city of Sfântu Gheorghe. The activity involved interviewing local residents in order to explore several important topics related to youth participation and community life. Participants asked questions about areas such as volunteering opportunities, professional development, the role of non-governmental organizations, communication with local authorities, and the barriers that young people may face when trying to become more active in their communities.

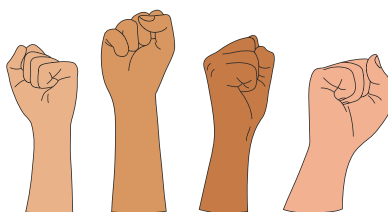


## COMMUNITY-BASED LEARNING

This research activity provided participants with practical experience in community-based learning and needs assessment, which are important tools for youth workers when designing projects and activities. By engaging directly with local residents, participants were able to gain a deeper understanding of the challenges and opportunities that exist for young people in the community.

# 12 LEARNING BEYOND THE TRAINING ROOM

While workshops and training sessions are an essential part of the learning process, some of the most meaningful experiences during international projects happen outside the training room. Social and cultural activities create opportunities for participants to interact in a more informal environment, strengthening relationships and encouraging intercultural dialogue.



One of the highlights of the training course was the Intercultural Evening, a traditional element of many Erasmus+ activities that celebrates cultural diversity and mutual learning. During this event, each national group presented aspects of their culture through traditional food, drinks, music, stories and language. Participants had the opportunity to discover the cultural richness of the different countries represented in the project.



NETHERLANDS AND TURKEY



CZECH REPUBLIC AND AUSTRIA



HUNGARY AND ROMANIA



LITHUANIA AND GREECE



SPAIN AND LATVIA



TASTING

# 12 LEARNING BEYOND THE TRAINING ROOM

A memorable social activity during the training course was the Karaoke Night. Participants sang well-known songs from their home countries, creating a relaxed and joyful atmosphere where everyone could participate regardless of their singing skills. Beyond entertainment, the activity encouraged participants to share a piece of their cultural identity and connect with others through music, which is a universal form of expression that transcends language barriers.



Participants also had the opportunity to explore the region through a trip to the city of Braşov, one of the most well-known historical cities in Romania. The excursion provided time for informal interaction, cultural exploration and reflection after several days of intensive learning. Visiting a new city together allowed participants to strengthen friendships and experience the local culture in a more authentic way.



GROUP PICTURE



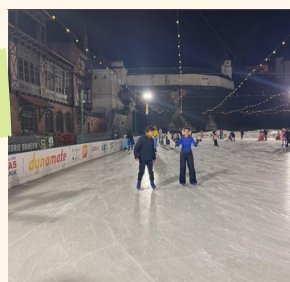
PANORAMA VIEW



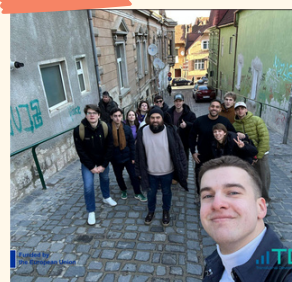
TAMPA, BRASOV



POSING WITH A "BEAR"



ICE SKATING



CITY CENTRE

# 13 FROM LEARNING TO ACTION



## EXPLORING ERASMUS+ PROJECTS

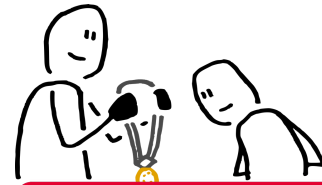
Participants learned about the structure of the Erasmus+ programme and the differences between various types of projects. Trainers explained the distinction between Training Courses, which focus on the development of youth workers, and Youth Exchanges, which bring together young people to learn through non-formal activities.

## DEVELOPING WORKSHOPS

During group work sessions, participants developed their own Erasmus+ project ideas related to communication, emotional intelligence and conflict prevention. Each group presented their concept through a short one-minute video, creatively explaining the goals of their proposed project. In addition, participants from each country worked together to design workshop activities that could be implemented in future Erasmus+ projects, helping them better understand how to transform ideas into practical educational activities.



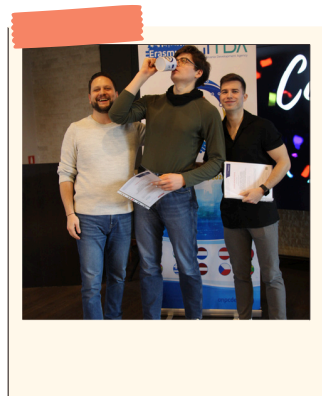
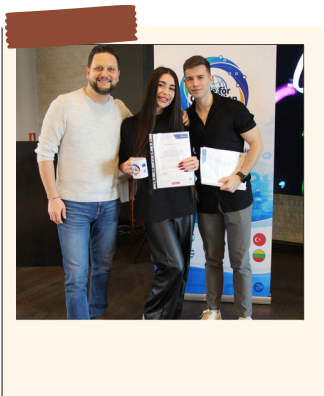
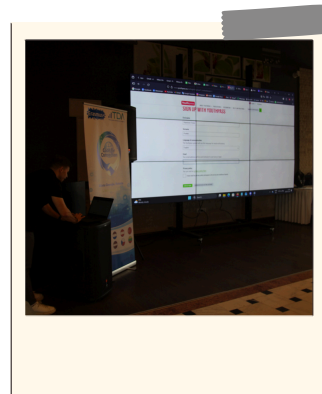
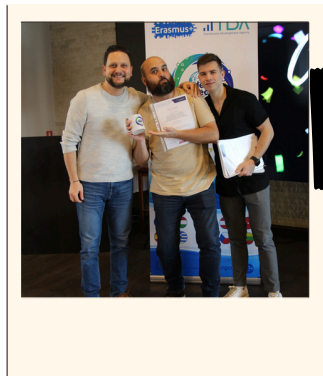
# I4 YOUTHPASS CEREMONY



**Youthpass**

The final day of the Code for Connection training course was dedicated to evaluation and recognition of participants' learning achievements. After completing the evaluation of the training course and filling out the Evaluation Form, all 40 participants successfully received their Youthpass certificates, acknowledging their active participation and the competences they developed throughout the week.

To celebrate this achievement and leave participants with a memorable token of the project, each participant was also presented with a personalised project mug. This gift was designed to serve as a lasting reminder of the Code for Connection experience, encouraging participants to reflect on the skills they acquired and to share the project's values and lessons with their local communities in the years to come.

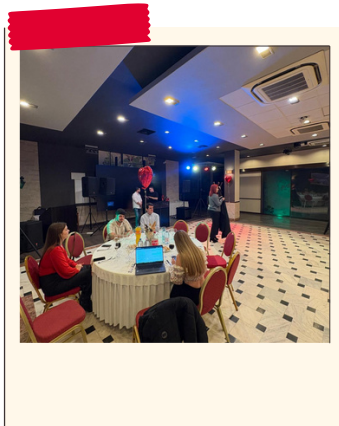
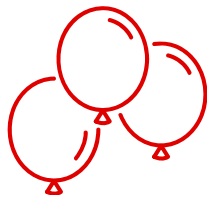


The Youthpass ceremony symbolised not only the completion of the training course, but also the commitment of participants to apply their learning in practical youth work, fostering emotional intelligence, effective communication, and conflict resolution in diverse youth settings.

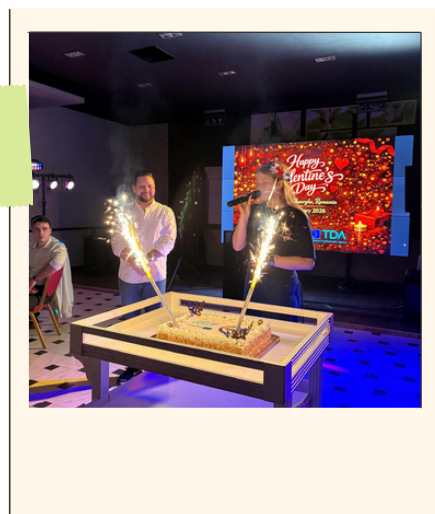
# CLOSING CEREMONY AND FAREWELL EVENING

The Code for Connection training course concluded on 14 February 2026 with a special closing event. As the final day coincided with Valentine's Day, the training room was decorated to create a warm and festive atmosphere for the participants.

In the evening, participants gathered for a celebratory dinner where they could relax, reflect on the experiences of the week and enjoy the final moments together. After the dinner, the group continued the celebration with a small party, sharing music, conversations and laughter. The evening ended with emotional farewells, as participants said goodbye to new friends and partners they had met during the project.



*Valentine's Day*



# 16 CONCLUSIONS AND FUTURE PERSPECTIVES



The Code for Connection training course brought together youth workers from different countries and cultural backgrounds in a shared learning experience focused on emotional intelligence, communication and conflict management. During the week-long programme in Sfântu Gheorghe, Romania, participants engaged in interactive workshops, experiential learning activities, community research and intercultural exchange.

The project provided a space where participants could reflect on the challenges faced by young people in their communities and explore practical methods for addressing these challenges through youth work. By focusing on emotional intelligence and constructive communication, the training encouraged participants to approach conflicts not as obstacles, but as opportunities for dialogue, understanding and personal growth.

The programme also emphasized the importance of inclusion and diversity. Many participants represented communities where young people face barriers such as limited access to opportunities, social exclusion or cultural marginalization. By sharing experiences and good practices, participants were able to learn from one another and strengthen their capacity to support young people more effectively.

# 17 PARTICIPATING ORGANIZATIONS

ASOCIATIA TDA - TRANSILVANIA DEVELOPMENT AGENCY (ROMANIA ) - HOST ORGANIZATION

KÁRPÁT-MEDENCEI SZAKKÉPZÉSÉRT EGYESÜLET - KMSZE (HUNGARY )

BRIDGE FOR YOUTH - B4Y (NETHERLANDS )

MUSEUMSVEREIN KLOSTERTAL (AUSTRIA )

YERELDEN KÜRESELE ŞÜRDÜRÜLEBİLİR KALKINMA DERNEĞİ (TURKEY )

ASSOCIACIÓ CULTURAL TABALÀ (SPAIN )

HELLENIC YOUTH PARTICIPATION - HYP (GREECE )

BALTIC INSTITUTE FOR INNOVATIVE DEVELOPMENT - BIID (LATVIA )

YOUTH AND WORLD (CZECH REPUBLIC )

KLAIPEDA CITY MUNICIPALITY IMMANUEL KANT PUBLIC LIBRARY (LITHUANIA )

The partner organizations played an important role in making this project possible. We would like to sincerely thank them for their cooperation in participant selection, supporting the learning process and encouraging follow-up activities. Their collaboration highlights the value of international partnerships in strengthening youth work across Europe.

# 18 FINAL THOUGHTS

This booklet gathers reflections, experiences and practical methods developed during the training course. It serves as a resource for youth workers, educators and organizations who wish to apply similar approaches in their own activities. By sharing these tools, the project aims to support the creation of learning environments where young people can develop empathy, communication skills and the ability to manage conflicts in a constructive way.

The long-term impact of the Code for Connection project goes beyond the duration of the training course itself. Participants are encouraged to adapt the methods presented in this booklet, organize local activities and continue building international cooperation through future projects and initiatives.

By strengthening emotional intelligence and communication among youth workers and young people, the project contributes to building more inclusive and connected communities.



*Through Code for Connection, we transform understanding into dialogue and dialogue into stronger connections between people, cultures and communities.*



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