

## GUIDING PRINCIPLES OF THE TEAM OF TRAINERS REGARDING THIS COURSE

*This document is “under ongoing revision”. Any Training of Trainers course is also a big opportunity for learning and development for the team; ongoing reflections and evaluation in the team could lead to changes and/or adaptations to these principles.*

## CONTEXT OF THE COURSE

The course is based on the principles of non-formal learning in general and more specifically on the quality of international youth work and the aims of the ERASMUS+:Youth in Action programme of the European Union. In line with the European Training Strategy in the frame of Erasmus+: Youth in Action programme the ToT course considers the following competences to be essential when working as a non-formal education trainer within the Youth in Action programme:

- The competence to understand and facilitate individual and group learning processes.
- The competence to design educational programmes.
- The competence to direct one’s own learning (Learning to Learn)
- The competence to co-operate successfully in teams.
- The competence to communicate meaningfully with others.
- Intercultural competence
- Being civically engaged competence

## LEARNING AND TRAINING

The course is based on the principles of Self-directed Learning/ Learning to Learn. We are convinced that each person knows best what they have to learn to be able to proceed in life. We therefore see one of our main tasks to support participants to connect to their personal learning needs, to the way they learn best and to take responsibility for achieving their learning objectives.

The willingness to learn, to question ones understanding as well as the openness for change are pre-requisites for any professional and personal development.

Becoming, being and developing as a trainer is a life-long learning process. Consequently, this course is one element in this process.

We see one of our main roles to support the development of a learning environment which invites and motivates participants to embark and stay on this journey. We aim to create this environment in partnership with the participants.

We are convinced that everything that happens during the course can be potentially a source for learning about training. For this reason, we aim to promote occasions to observe and reflect on processes and events within the team as well as within the group as a whole.

In order to gain the self-confidence to apply one's competences it needs recurrent practice and reflection opportunities.

We are convinced that there is more than one right way of acting as a trainer in any given situation.

Acting as a trainer needs personal as well as professional development: as well as developing our skills and knowledge we need to be aware of our values, attitudes towards and social interaction with, other people.

Different people have different preferred ways of learning. The course design shall take this fact always into account.

## GROUP CULTURE

We aim, in partnership with participants, to promote a group culture based on the following values:

- Diversity in the group is appreciated - participants dare to show themselves in all their "being different".
- Expression in all human dimensions – intellectual, creative, emotional and spiritual – is encouraged and appreciated.
- Inclusion and partnership – lets acknowledge and use all our resources and competences to support each other on this journey.
- Willingness to support and motivate others in their learning.
- Asking questions, critical reflection and constructive feedback are important tools to support ones' own and others' learning.

## TEAM OF TRAINERS

- We see ourselves as a learning team.
- As a team, we aim to be explicit about our methodological and design choices in this course.
- Co-operation within the team of trainers is based on mutual respect for the diversity of individual experiences, competences and styles.