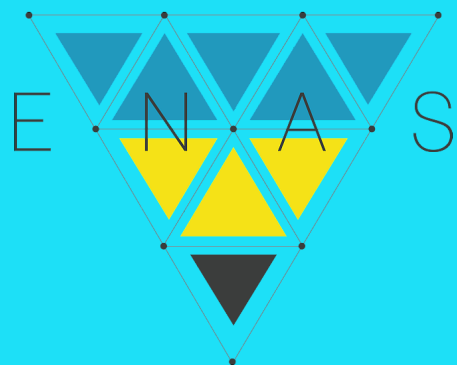




*a little bit of*

# INNER SMILE

the life of LIFE SIZE



**inner  
smile**

# WHO ARE WE?

Association for Civil Society Development, promotion of equality, sustainable livelihoods and development of human resources

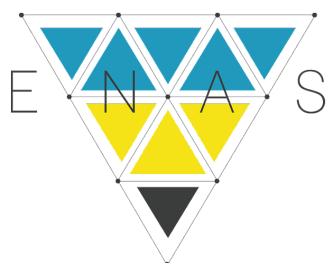
ENAS is a NGO based in Slavonski Brod, Croatia that was founded in 2014. Our project team is made of individuals with years-long experience in youth work and project management.

The association aims to promote the values of civil society in a way that encourages critical thinking, to its members, and all stakeholders with which the Association cooperates, promotes the values of equality by organizing various workshops and projects that aim to raise general awareness of society but also the active participation of marginalized groups in society, and strengthening social inclusion of disadvantaged groups through a variety of activities aimed at increasing motivation for active participation in society, providing psycho - social support, encouraging participation in local community activities and public awareness of anti -discrimination measures, and the implementation of good practices from other countries, in Europe and the world.

In the local level we are implementing workshops and projects aiming to develop transversal skills among youngsters in order to enhance their employability, while in the national level we are part of 'No hate speech' movement.

We are also active in European level and we're implementing youth exchanges and training courses with subjects such as: interreligious dialogue, inclusion, organizational management etc., within Erasmus+ frame. We are also partners in many Erasmus+ projects and our partner network ranges throughout whole Europe.

Our main priorities are working with youth with fewer opportunities, focusing on those with economic, social and educational obstacles.



*Rudera Boskovicica 28, HR - 35 000, Slavonski Brod,  
Croatia*

## NGO ENAS

T: +385995493324; E: [enas.ngo@gmail.com](mailto:enas.ngo@gmail.com)

★ [www.facebook.com/NGOEnas](http://www.facebook.com/NGOEnas) ★



# OUR PARTNERS



**STEP - Society for territorial progress** is association of (not only) young people an NGO devoted to support regional development of Upper Zemplin region, Slovakia, and to support multicultural communication of young people in various spheres of life. STEP takes part in various youth projects (mostly youth initiatives and youth exchanges) as hosting but also as sending organization.  
[www.societystep.eu](http://www.societystep.eu)

**ASSOCIATIA TINERII 3D** - is a NGO from Craiova, Romania existing since 2012, registered January 2013. We are fighting for respecting the rights of the young people in the community, for social integration and support of the youngsters that belong to disadvantaged social groups and also for development of healthy lifestyle in 3Directions: education for the mind, culture for the soul and sport for the body. Between our objectives you can found promoting volunteering work, promoting creativity, gender equality and non-racist prejudices, exploring national and other countries culture, organizing sport contests, promoting the principles of European Union and European citizenship.  
[www.t3d.ro](http://www.t3d.ro)

**CONNECT** - a youth non-profit association from Italy, born as informal group of young volunteers that wish a better society. It promotes youth mobility, non-formal learning, art and culture solidarity, inclusion and active participation in the decision-making process. All our volunteers are interested and experienced in visual, crafting and performing arts both at local and international level. Our association wants to give youngsters the opportunity to discover languages, cultures and countries through exchanges, seminar, events, expo and volunteering to foster social inclusion.  
[www.facebook.com/connectassociation](https://www.facebook.com/connectassociation)

**ACTIVE YOUTH AND SPORT ASSOCIATION** - Members and benefiter of Active Youth and Sport Association consist (AGSK) of local youth of Canakkale. The Association has over 100 youth who participate and organize activities on various branches. We are working youth and sport activities, youth policies and developing, youth project and disadvantaged youth. Our association was established in 2001 by youngsters and trainers with the main aim to promote individual development of the youngsters, active participation at the local government and outdoor activities. International activities started in 2004 and continue till now. Initially the group activated as informal youth group and in 2008 the group obtained the legal status as NGO. In January 2012 the new status was obtained as youth and sport club.  
[www.facebook.com/active.youthassociation](https://www.facebook.com/active.youthassociation)

# Bunch Creatives

## ABOUT THE PROJECT

'Life size!' was a 10 day youth exchange that was held in Stari Grad on island Hvar in Croatia from 27th of June until 6th of July. It brought together 32 participants that were coming from 5 different European countries: Croatia, Romania, Slovakia, Turkey and Italy.

During this youth exchange the participants worked on developing and improving their organizational management, self-management and personal skills in order to learn how youth NGOs work with a special focus on volunteering. Also, they got the chance to share their own experience and good practice examples in order to learn from each other.

Main aim of this youth exchange was to train and empower participants to develop competences to manage youth organizations with a focus on voluntary service, as well as contribute to improved active participation of marginalized youth groups. This was reached with using non-formal learning methods, such as: workshops, strategic planning exercise, role plays and many others.

"Life size" youth exchange has provided the participants with specific knowledge and practical experience to carry out their own projects oriented to the youngsters at local, national and international levels. European citizenship and the active participation of young people were emphasized in the entire exchange, especially when exploring the topics related to the role of young people in the management of youth organizations. The project aimed to empower socially active young people and youth leaders, as well as staff and board members of youth organizations, to increase the quality of management of these organizations, and provide a faster process of building sustainable capacity in order to achieve the vision and mission of the organization.



# WHAT HAVE WE DONNE?



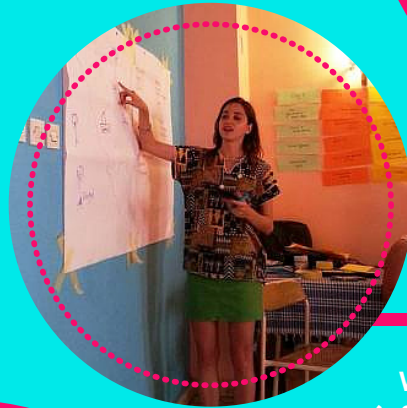
day 1

During first day participants arrived in Stari Grad and were accommodated in 'Sun' hostel. In the evening we had unofficial opening of the project where organizers welcomed and greeted participants. We also implemented some name games and icebreakers, like 'Guess my name' and 'Challenge with newspapers', as a way to connect the group.



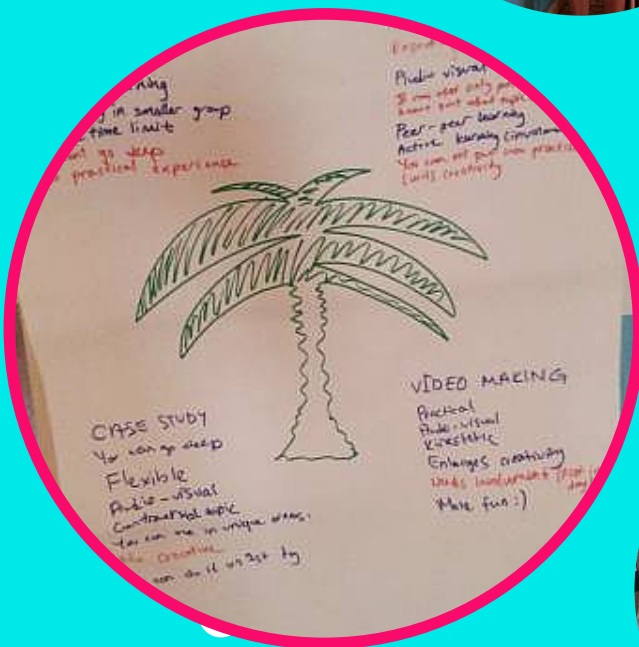
day 2

Participants got to know each other better by energizers. We started to cooperate and our needs and expectations were explored. Creative approach to team building. Also we discovered more of Stari Grad and we had welcome party in the evening :)Thanks for that!



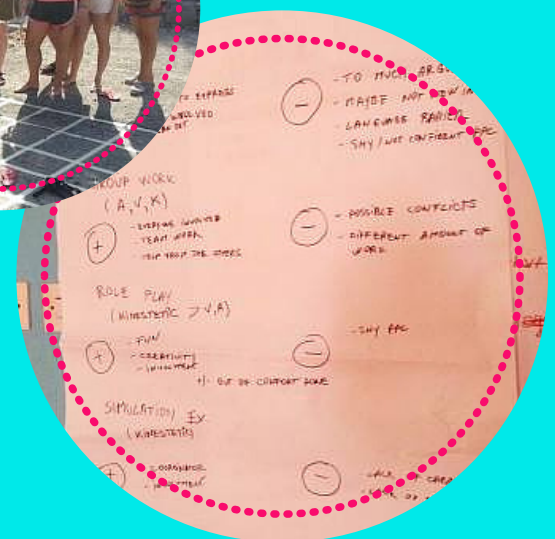
## day 3

We were learning about culture, how it influences us and what is our own culture. We've also explored our own stereotypes and those around us. How those prejudices come from our upbringing and our environment. In the afternoon we learned about organizational management, invented our NGO and discovered organizational cultures. In the evening we had our first intercultural night with presentations from Italy, Turkey and Slovakia!



## day 4

Our first session was about learning styles. We discovered different types of learning and methods in non formal education. After that we did an exercise on motivation, the so called 'Crocodile game'. We discovered what motivates us, what are we driven by, but also why is team work important. During the afternoon sessions we talked about time management and stress management issues using 'Learning walk' method. We finished the day with intercultural night, with presentations from: Croatia and Romania.





## day 5

In the morning we had a session about communication that showed us how to properly send and receive a message. After that we discovered different types of leadership through role play. In the afternoon we became human resource managers and learned which competencies are necessary for different jobs in youth NGO field. We also learned about fundraising.



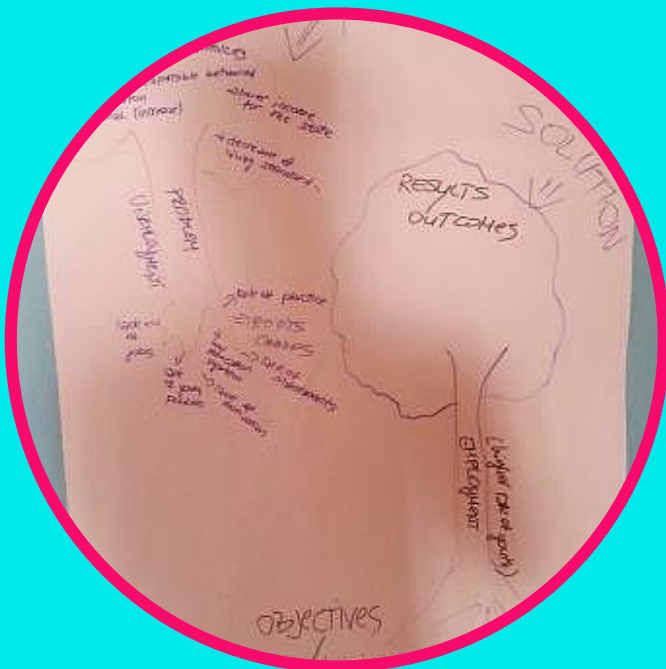
## day 6

We continued developing our skills in the morning by having a study visit to Brač island. We used our time there to shoot videos that we planned the night before. In the afternoon we had time to explore the island, enjoy the beach and learn more about Croatian culture.



## day 7

In the morning we had a chance to learn more about organizational development and strategic planning. We had a game in the park where we were divided into 2 groups in order to edit a common strategy, divide roles, and consider a plan B, how to manage resources etc. By having a more plastic mind and flexible approach to project management, sharing decision-making process, we involved everybody in order to make their organizations work better. In the debriefing part we realized how important is team work, resource management, risk taking and decision making. In the afternoon we continued our work on the videos.

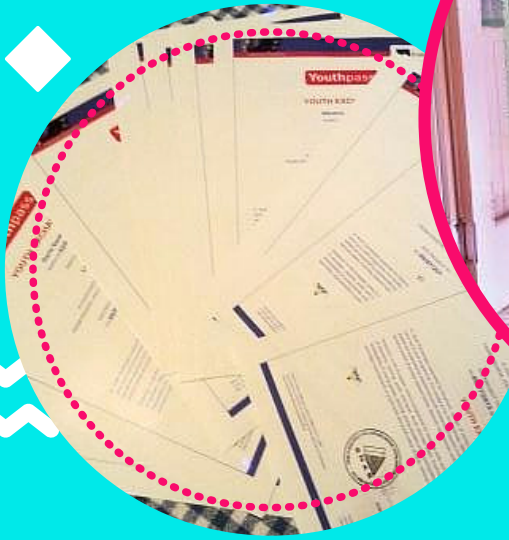


## day 8

Today we had Erasmus+ quiz where we got a chance to learn more about the programme. It was followed by workshop on project management after which we started planning our own projects. We really enjoyed this day and learned a lot.

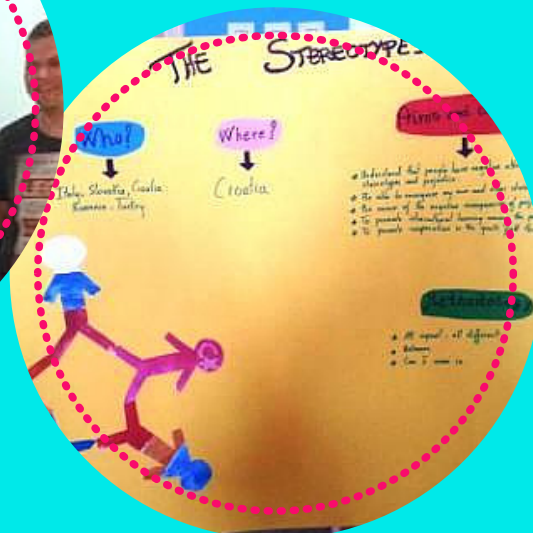
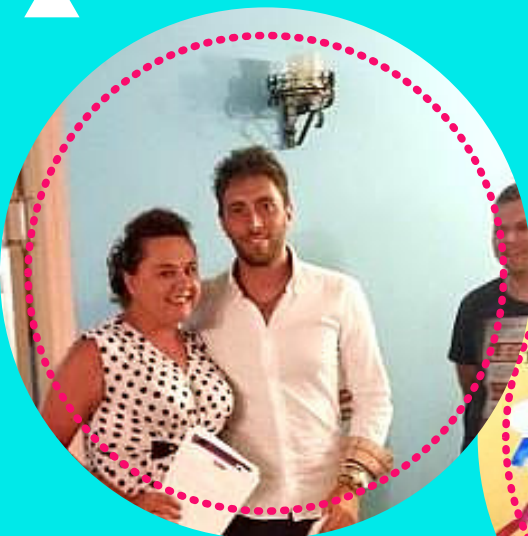






## day 9

It was the last day of our project. In the morning we had presentation of project ideas we made the day earlier. During this presentation we were encouraged by facilitators to apply those projects and, as follow up, we made two groups of partners. Also, we discussed our learning process and learned about Youthpass. Afternoon was dedicated to evaluation. Since we had project's "Sea of emotion" we started by evaluating with this tool. Later followed evaluation form, "spider-web" chart and 'Memories' tool where we wrote on each other's back while being instructed to read it back home. We finished by having big group sharing and facilitators' final speech. In the evening we had Youthpass ceremony and 'C U soon' party.



# Evaluation

On the last day of our project we had final evaluation.

The process was divided in the several steps:

1. "Sea of emotions" project assessment
2. Evaluation questionnaire
3. "Spider-web" evaluation
4. Sharing final thoughts

According to evaluation questionnaires project was very successful. The overall grade was 5,36 out of 6, which makes us very proud!

Sessions that were rated the best are as follows:

Team building 5,6 ; Stereotypes and prejudice workshop 5,

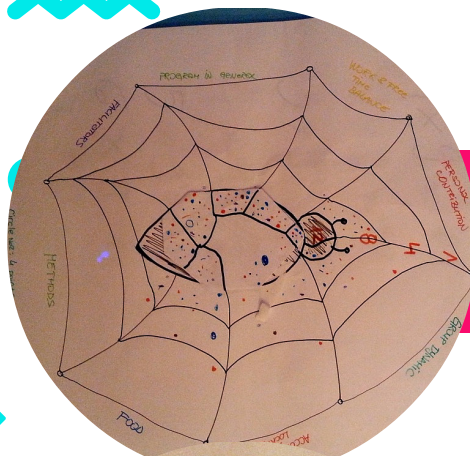
5;

Leadership 5,5; Erasmus+ & Project management 5,56;

Organizational development & Strategic planning 5,43.

Other aspects of project that were rated the highest are:

Methods 5,40; Location 5,50; Facilitator 5,83.



**spider-web  
evaluation**

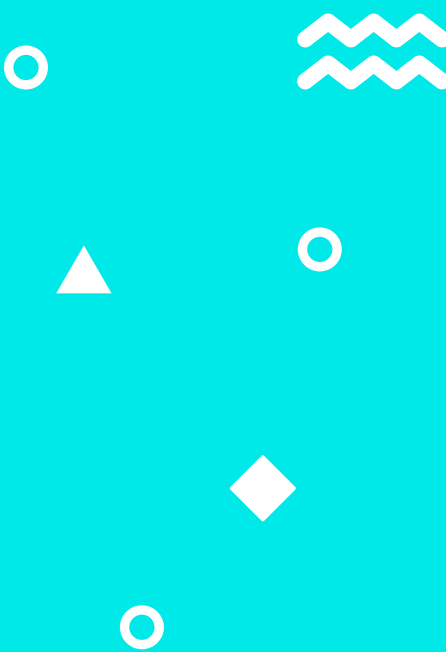


**sea of  
emotions**




## Results & comments

This project had positive impact on personal and social development of the participants: they gained and improved skills like ICL competence, ability to work in international team and language skills. In addition to gaining 8 key competence which are named in Youthpass, participant also either acquired or improved following: European citizenship; time management and stress management skills; self-motivating and motivation skills; communication and leadership skills, project planning skills and opportunities for professional development. As a result of this project we made three videos, this brochure and several project ideas that we plan to apply next deadline; on following topics – youth unemployment, sport & healthy lifestyle, social inclusion, stereotypes & prejudice, non formal education and environmental issues.



Learning outcomes (selection from everyday reflection):

- \* how to make a paper hat
- \*communication skills
- \*new methodology
- \*info about Erasmus+
- \*planning is very important, but adopting to change is also very important
- \*develop a strategy
- \*project planning and strategy
- \*teamwork and strategy planning
- \*project applying
- \*how to work with movie maker
- \*about different methods and how to use them
- \*how to write a project in Erasmus+
- \*how to work in team
- \* non verbal communication skills
- \*strategy planning
- \*leadership skills
- \*types of leadership
- \*what is important when you want to build an NGO
- \*cultural awareness
- \*stereotypes about other cultures
- \*how to organize my time more efficiently
- \*how to deal with stress
- \*digital skills
- \*how to make a video





## Participants Comments

'It's one of the best experiences in my life. I'll organize different activities that I learned here in my daily life and community.' **Alice, Romania**

'I will try to implement the project idea that I created in this exchange!' **Unknown**

'I improved my English and I want to involve more in volunteering activities back home.' **Andreea, Romania**

'I would like to organize a project, so I'll volunteer for one NGO that does this kind of stuff and I want to participate in a training course. Overall, I learned a lot, met nice people and got inspiration. Thank you for that!' **Tadeas, Slovakia**

'I learned about leadership, video making, taking initiative, learning styles and motivation and improved my skills.' **Guido, Italy**

'I will try to put in application some of the methods and I want to work in the NGO on these kinds of projects.' **Madalina, Romania**

'When I get back home I plan to work hard and try to get a chance to do something for the community.' **Alin, Romania**

'I will apply the methods and learning outcomes of this project in the future projects I'll organize. Thank you so much for organizing such a beautiful project!' **Beril, Turkey**

'I miss developing public speaking skills.' **Unknown**

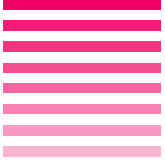
'This project motivated me to go back home and write my own project!' **Arev, Turkey**

'I will definitely use knowledge I gained here in my future life.' **Michaela, Slovakia**

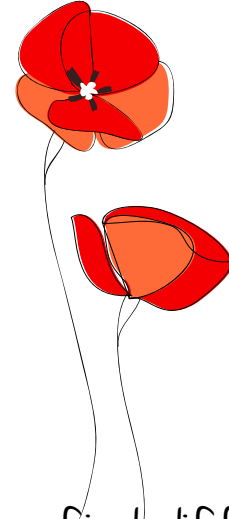
'I only miss staying here for couple more days.' **Marin, Croatia**



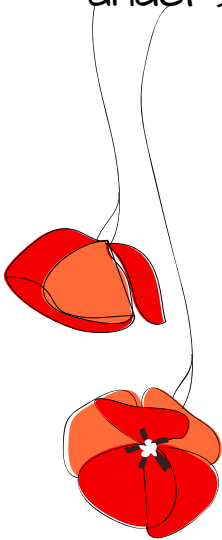
# INNER SMILE

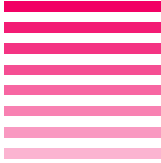


sharing is caring  
this is more serious stuff now  
guys



In this part of brochure you can find different tools that are necessary for better understanding of organizational management

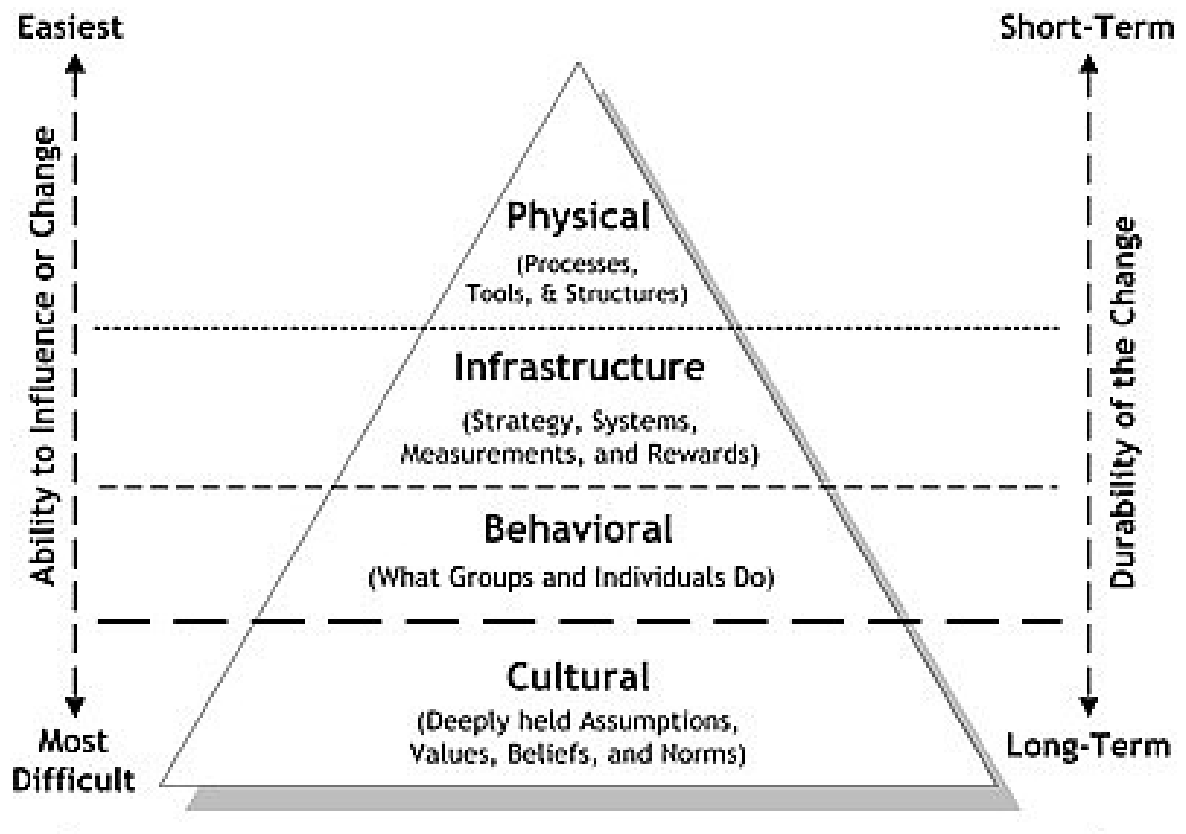


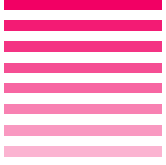


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# ORGANIZATIONAL MANAGEMENT ( 1 )

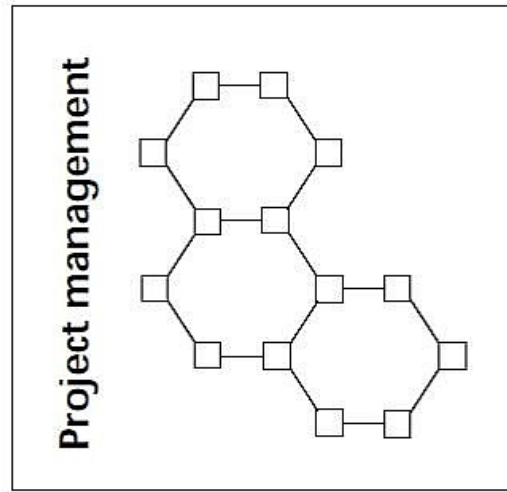
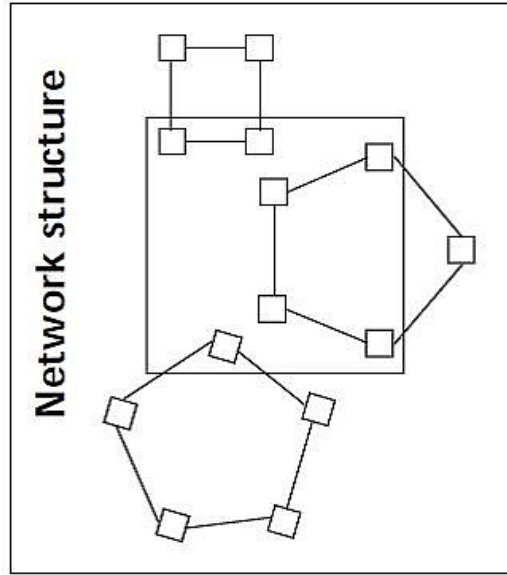
## The Infrastructure of Every Organization



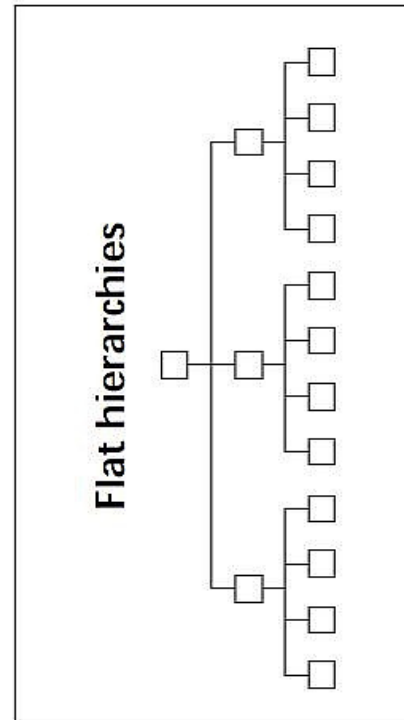
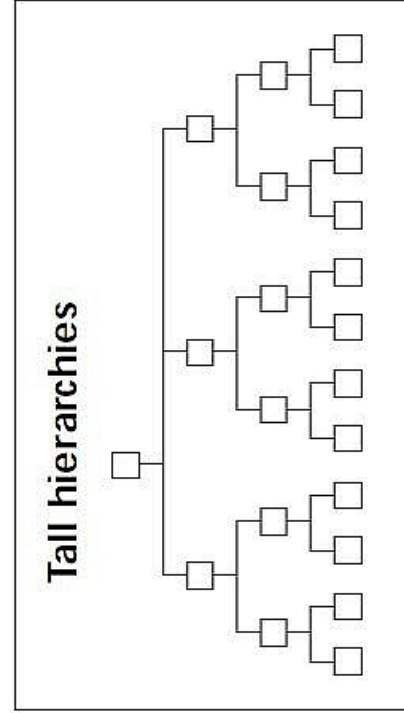


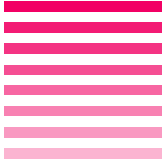
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# ORGANIZATIONAL MANAGEMENT ( 2 )



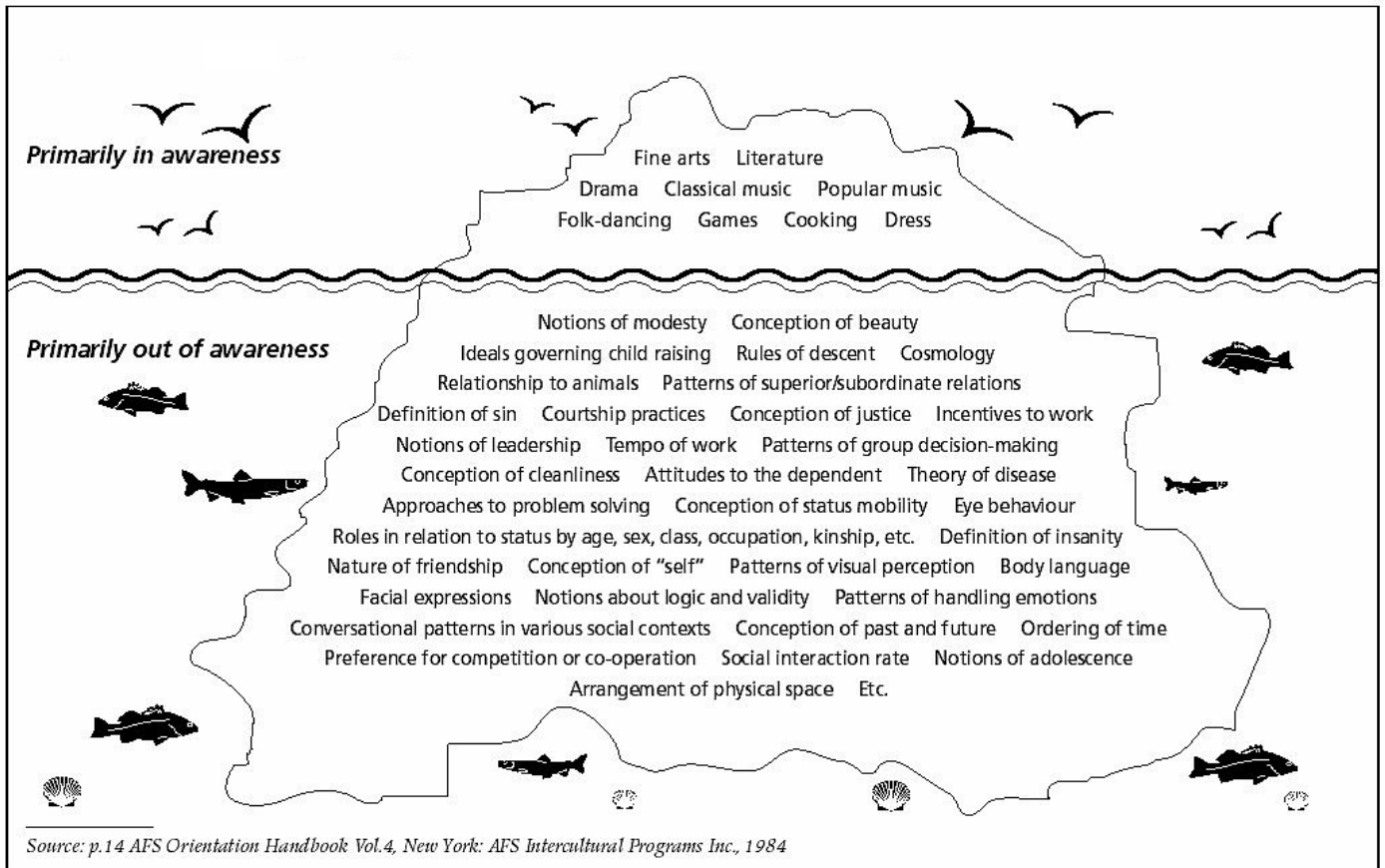
*Management  
structures*





# ICEBERG OF CULTURE

inner smile



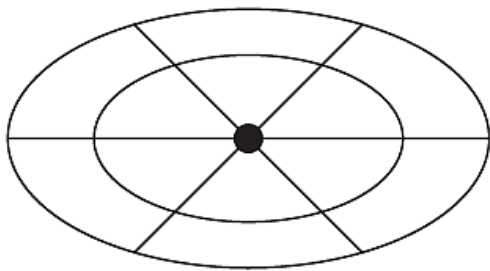
Source: p.14 AFS Orientation Handbook Vol.4, New York: AFS Intercultural Programs Inc., 1984



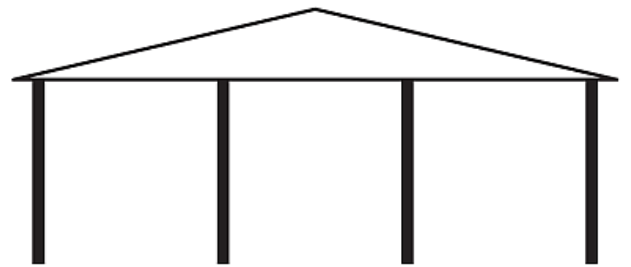


# HANDY'S FOUR TYPES OF ORGANIZATIONAL CULTURE

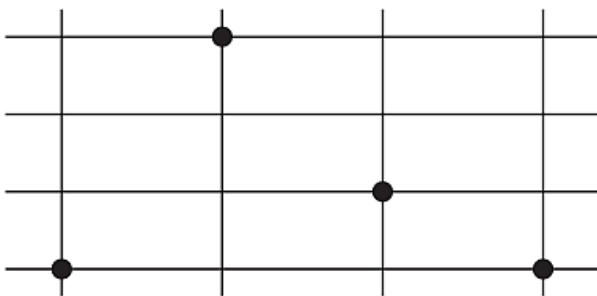
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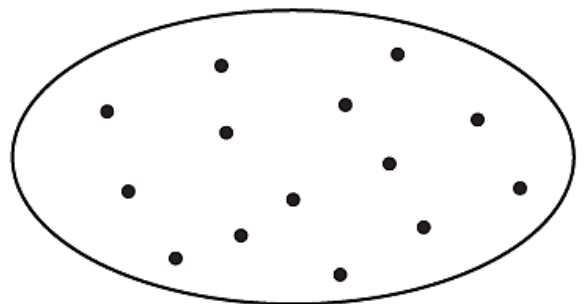
Power culture



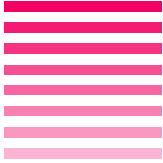
Role culture



Task culture

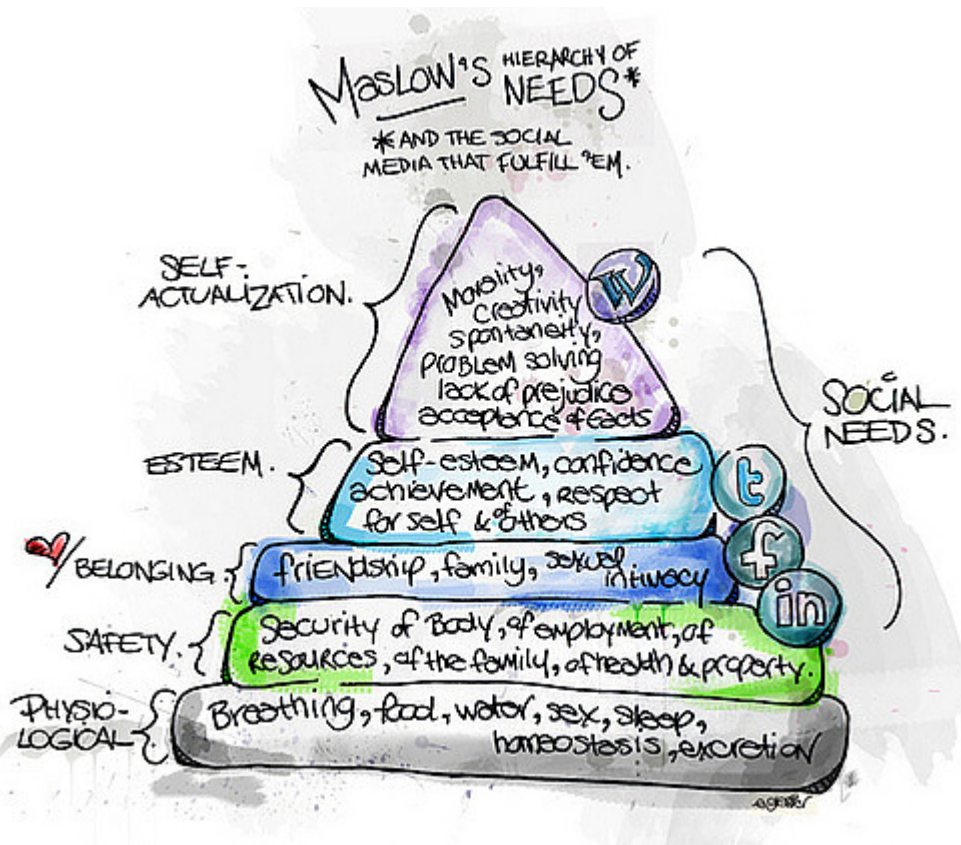


Person culture

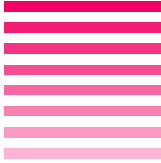


inner smile

# M A S L O W P Y R A M I D O F N E E D S



source: <http://www.ruthstalkerfirth.com/maslows-hierarchy-of-social-media>

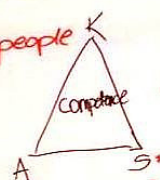


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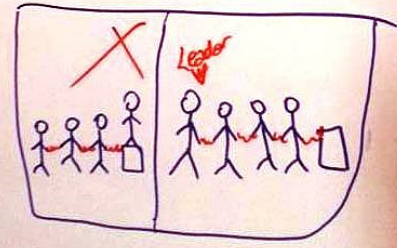
# LEADERSHIP

## Leader

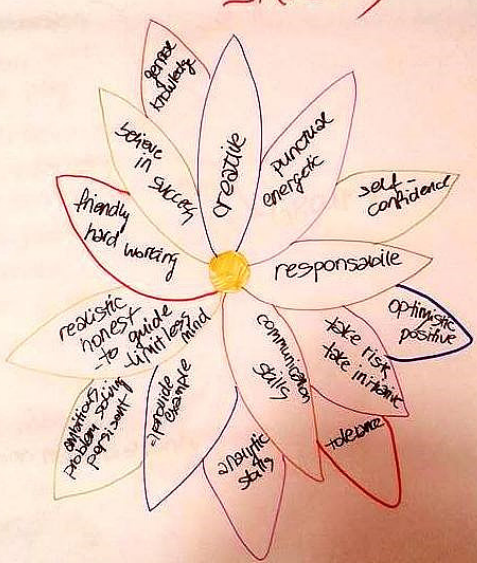
- followed by people
- Organizer
- manager
- inventor
- he guides people
- shares knowledge
- takes initiative
- Crisis management
- risk management



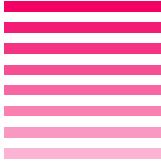
- creates Smith
- problem solver
- independent
- communication
- analytic thinking
- strong character
- authority



## Leadership skills



- open minded
- creative
- punctual energetic
- self-confident
- responsible
- optimistic positive
- take risk take initiative
- tolerance
- analytic skills
- communication skills
- realistic honesty to admit less mind
- friendly hard working
- severe in success
- problem solving
- participative



inner smile

# LEADERSHIP STYLES

## COERCIVE

Commanding. "Do it because I say so". Threatening. Tight control. Monitoring studiously. Creating dissonance. Contaminates everyone's mood. Drives away talent. Decreases fear by giving clear direction in an emergency. Coercive leader always demands immediate compliance, request subordinates to do what he or she tells them. The subordinates are drove to achieve, initiative and self-control. The leadership style is suitable in a crisis, to kick start a turnaround, or with problem employees. For long term, it might cause a negative morale and working atmosphere. Also, this kind of leadership would cause a high risk in because the leader usually can not accept different idea or comment from the colleagues or underlings. It is always appropriate during a genuine emergency, but should be used with great care.

## AUTHORITATIVE

The leader mobilizes people toward a vision: come with me! Inspires. Believes in own vision. Empathetic. Explains how and why people's efforts contribute to the 'dream'. Authoritative leader shows self-confidence, acts as change catalyst in revolution. When changes require a new vision, or when a clear direction is needed, authoritative leader is the best one to lead for changes. This kind of leadership is positive in working atmosphere where subordinates are willing to follow the leaders with confidence. As a visionary, the authoritative leader is able to maximize commitment to the organization's goals and strategy. The approach will work well in almost any situation. It works less well, however, for leaders working with a team of experts or peers who are more experienced than they are.

## AFFILIATIVE

The leader creates harmony and builds emotional bonds: people come first! Friendly. Empathetic. He or she boosts moral. Solves conflicts. Creates harmony by connecting people to each other. Affiliative leader is good in building relationships in working environment, also can setup a good communication channel between the subordinates. In the situation for healing rifts in a team or to motivate people during stressful circumstances, this kind of leader would be the best choice. The approach will improve communication, as people will begin to share ideas and this will increase inspiration. Flexibility will also be improved as people are given the freedom to do their jobs in the way which they think is most effective. The affiliative style is probably best used in conjunction with another style, as its emphasis on praise can fail to address poor performance. This approach can also, on its own, fail to give clear direction.

## DEMOCRATIC

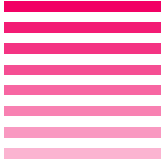
Superb listener. Team worker. Collaborator. Influencer. Appreciates people's input and gets commitment through participation. Democratic leader forges consensus through participation. We always hear the leader said "What do you think?". This kind of leader shows us collaboration, team leadership and also is good in communication. In situation to build buy-in or consensus, or to get input from valuable employees, the leader becomes the motivator for the team. This is also making a positive working climate. This approach is based on getting people's ideas and support, and allowing employees a say in decisions. This builds trust and commitment, increases flexibility and maintains high morale. It works best if the leader is uncertain about the future direction and leans on experienced employees for ideas and guidance. The approach is less likely to work where employees lack the competence, knowledge or experience to offer sound advice. It can be particularly inappropriate in times of crisis.

## PACESETTING

Strong urge to achieve. Initiative. Low on empathy and collaboration. Impatience. Micromanaging. Numbers-driven. Realizes challenging and exciting goals. Maxim from him or her is "Do as I do, or I am your model." To get quick results from a highly motivated and competent team is need the kind of leader. However, he or she would cause a negative working atmosphere for the team because lack of suggestion system and not encourage of comment from subordinates. The pace-setting leader sets high personal performance standards and expects others to meet them also. Those who cannot measure up are likely to find themselves being replaced. The pace-setter does not trust employees to work in their own way or to take the initiative. The result is that the pace-setting style can destroy a positive work environment, as employees feel they will never be good enough and their morale falls. Flexibility and responsibility also disappear. However, the approach can work well if employees are self-motivated, skilled and only require a minimum of coordination and direction.

## COACHING

Listens. Helps people identifying their own strengths and weaknesses. Counselor. Encourages. Delegates. Connects what a person wants; with the organization's goals. Coaching leader develops people for the future. We always hear they say "Try this." to encourage the others to strengthen. The leader is good in developing others, empathy and self-awareness. To help an employee improve performance or develop long-term strengths is suitable for this kind of leader. Positive working environment came from this kind of leadership. Leaders who coach both help employees to identify their strengths and weaknesses and link them to career goals. They also encourage employees to develop a personal development plan. As good delegators, they give employees challenging assignments. This is the least used of the six styles; probably most leaders thought it was too time-consuming. However, it can improve results by increasing flexibility and commitment. Approach works best with employees who are already aware of their strengths and weaknesses and really want to be coached. The approach is best avoided if employees are resistant to change and learning, or the leader lacks the expertise to be a good coach.

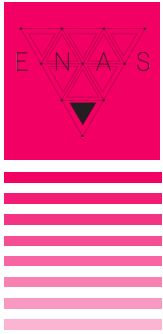


inner smile

# STRESS MANAGEMENT

Fig. OM-6: A checklist to help you manage stress

- You may want to print this page and keep it for future reference! Put it in your journal or diary to refer to it when you are feeling intense emotions. It was designed for school or college students but the applications for managers in European Youth Organisations are obvious.
- Manage and plan your time so work and "play" time is balanced.
- Look at how you use time: do not waste optimal/prime thinking and creative time watching TV or reading the newspaper, rather save those for the time of day when your brain is least energetic.
- Don't procrastinate when it comes to doing homework, projects and studying.
- If you are prone to procrastination, organise a "study-buddy" and you each check up on each other every hour or so
- Set bite-size goals and time limits so you can see your progress and keep moving forward.
- Drink as much water as possible (good for brain functioning).
- Take a break, try to laugh with somebody (not at somebody).
- Always ask questions when you need further explanations.
- Understand that sometimes you will not be able to do all that you want to do (i.e. sometimes school work needs to take the place of partying!)
- Be active outside, breathing fresh air, as much as possible (need oxygen for effective brain functioning).
- Write down all that you need to do before you start, it enables you to have a full picture of what needs to be done!
- Exercise to circulate blood with oxygen, helping nutrients get to brain. Also, exercising uses up the increased adrenaline, sugar, etc. that has been released due to stress
- Eat healthy food, it helps you grow "smarter" brains!
- Talk to people you trust to get the stress out of your system



# HUMAN RESOURCES

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FINDING NEW PEOPLE TO INVOLVE,  
OR ENGAGING THE PEOPLE  
WHO ARE CURRENTLY MEMBERS OF HIS/HER GROUP

INFORMAL GROUPS, AN  
ASSOCIATION, A NON PROFIT  
ORGANIZATION: ANY CONTEXT  
IN WHICH YOUR HUMAN  
RESOURCES ARE NOT PAID

## MOST COMMON MISTAKES

**1** ASKING PEOPLE TO JOIN YOUR GROUP!  
"WHO ARE THESE PEOPLE?? WHAT DO THEY WANT FROM ME??"  
THERE IS A NATURAL RESISTANCE IN JOINING A GROUP

ASKING PEOPLE TO JOIN AN EVENT OR AN ACTIVITY  
IS A MUCH SIMPLER PROCESS

ASKING THEM TO **HELP OUT** IS EVEN BETTER  
WE NEED TO FEEL THAT WE  
HAVE A ROLE AND GIVING PEOPLE ONE  
IS A GREAT WAY TO MAKE  
THEM FEEL AT HOME.

**2** EXPECTING PEOPLE TO JOIN BECAUSE OF  
THE GOOD THINGS YOU WILL ACHIEVE  
OFTEN LACK OF IMMEDIATE RESULTS  
CAN STRONGLY HINDER ONE'S MOTIVATION

### 2 GUIDELINES:

**1** WORK TO CREATE SMALL FREQUENT ACHIEVEMENTS,  
THINK BIG BUT START SMALL AND FAST  
ENJOY THE ACHIEVEMENT AND SLOWLY  
LEARN HOW TO WORK TOGETHER.

**2** LEVERAGE WHAT PEOPLE ALREADY LOVE DOING  
FOR EXAMPLE TAKING PICTURES...  
DON'T ASK ME TO BUILD YOUR BLOG,  
GET ME TO DO WHAT I ALREADY LOVE DOING,  
WHICH IS TAKING PICTURES!

PEOPLE'S INTERESTS AND SKILLS GIVE YOU INTERESTING IDEAS  
OF THINGS YOU WOULDN'T HAVE THOUGHT OF DOING!  
YOU LIKE EVERY WE WORK ON ORGANIZATION LETS MAKE AN INTERACTIVE USER GAME.

GET PEOPLE TO DO WHAT THEY ALREADY LOVE DOING

**3** CHOOSING A PROJECT AND THEN LOOKING FOR THE RIGHT PEOPLE  
WE OFTEN DO THAT DON'T WE?  
GENERALLY WITHIN AN ORGANIZATION  
THERE IS A MINORITY OF ENTHUSIASTS

IDEAS AND PROJECTS SHOULD BE  
TAILORED TO THE INTERESTS AND  
SKILLS OF THE AVAILABLE MEMBERS

TRY TO COME UP WITH IDEAS THAT ALREADY  
RESPOND TO YOUR MEMBERS PASSIONS

**5** EXPECTING EVERYONE  
TO PARTICIPATE ALL THE TIME

OTHER PEOPLE HAVE MORE THAN ONE INTEREST!  
A PARTICIPANT MIGHT BE INTERESTED IN ONE OF OUR ORGANIZATION'S MARKET AND NOT IN  
ANOTHER. THIS DOESN'T MEAN HE MIGHT NOT LIKE THE NEXT ONE!

MY ADVICE IS  
**BE GLAD**  
PEOPLE WANT TO GIVE YOU 10 %

THEY WILL FEEL CONFORTABLE IN COMING BACK  
MEMBERSHIP SHOULD BE JOINED FROM  
OTHER PEOPLE WILL BE MORE OPEN  
WHEN OTHERS ARE LESS BUTTERFLIES  
AND THAT'S THE WAY IT IS

HAVING ONE OF "YOUR" MEMBERS COLLABORATE WITH ANOTHER  
ORGANIZATION IS A WAY TO CREATE BONDS AND CONNECTIONS

**4** EXPECTING EVERYONE TO PROPOSE IDEAS  
THE BEST WAY TO DO THAT OFTEN IS TO ASK THEM TO PROPOSE IDEAS,  
BUT WE MUST BE READY FOR WHEN THEY DON'T WORK.

WHY IT MIGHT NOT WORK?

IDEAS ARE PROPOSED BY INDIVIDUALS  
WHO DON'T NECESSARILY REPRESENT THE WHOLE GROUP

MORE ACTIVITIES TO GET EVERYONE INVOLVED IN SOMETHING?  
VERY FEW PEOPLE WANT TO PROPOSE IDEAS.  
SO DON'T BE FRUSTRATED IF PEOPLE DON'T PROPOSE NEW THINGS,  
AND DON'T BE EVEN MORE FRUSTRATED WHEN THEY DON'T FOLLOW UP!

TRY TO FIND MANY PROPOSALS!

**6** EXPECTING EVERYONE TO PARTICIPATE  
IN THE SAME WAY

LEADERS OFTEN TEND TO IMPOSE A STANDARD  
FOR EXAMPLE PARTICIPATION IN AN ONLINE FORUM  
MY PERSONAL FEELING IS "I HATE FORGING,  
CAN'T WE JUST GET A CUP IN A BARD OR A SCOPE MEETING?"

IT'S ESSENTIAL TO UNDERSTAND

WHEN PEOPLE DON'T PARTICIPATE  
BECAUSE THEY ARE NOT INTERESTED

OR WHETHER WE SIMPLY DON'T PROVIDE ENOUGH  
DIFFERENT WAYS TO PARTICIPATE

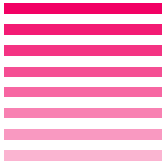
WITH **WeTipp.com**

WE ARE TRYING TO HELP YOU  
SOLVE ALL THESE PROBLEMS  
EASILY MAP THE INTERESTS AND SKILLS OF YOUR MEMBERS.  
SHARE HUMAN RESOURCES WITH OTHER ORGANIZATIONS

ONLY REACH PEOPLE WHO MIGHT BE INTERESTED  
MULTIPLY YOUR ACTIVITY IDEAS, RE-SUGGESTING THEM ANYWHERE  
IN THE WORLD WHERE THERE MIGHT BE THE RIGHT PEOPLE TO IMPLEMENT THEM.

SO IF YOU WANT TO CHANGE THE WORLD THROUGH PASSIONS

JOIN US AT **WeTipp.com**



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## ERASMUS +

Erasmus+ is the EU Programme in the fields of education, training, youth and sport for the period 2014. -2020.

Education, training, youth and sport can make a major contribution to help tackle socio-economic changes, the key challenges that Europe will be facing until the end of the decade and to support the implementation of the Europe 2020 strategy for growth, jobs, social equity and inclusion.

The Erasmus+ Programme is designed to support Programme Countries' efforts to efficiently use the potential of Europe's human talent and social capital, while confirming the principle of lifelong learning by linking support to formal, non - formal and informal learning throughout the education, training and youth fields. The Programme also enhances the opportunities for cooperation and mobility with Partner Countries, notably in the fields of higher education and youth.

In accordance with one of the new elements introduced in the Lisbon Treaty, Erasmus+ also supports activities aiming at developing the European dimension in sport, by promoting cooperation between bodies responsible for sports. The Programme promotes the creation and development of European networks, providing opportunities for cooperation among stakeholders and the exchange and transfer of knowledge and know-how in different areas relating to sport and physical activity. This reinforced cooperation will notably have positive effects in developing the potential of Europe's human capital by helping reduce the social and economic costs of physical inactivity.

Overall the Programme supports actions, cooperation and tools consistent with the objectives of the Europe 2020 Strategy and its flagship initiatives, such as Youth on the Move and the Agenda for new skills and jobs. The Programme also contributes to achieve - through the Open Methods of Coordination -the objectives of the Education and Training Strategic Framework and of the European Youth Strategy. This investment in knowledge, skills and competences will benefit individuals, institutions, organizations and society as a whole by contributing to growth and ensuring prosperity and social inclusion in Europe and beyond.

More info at:

[http://ec.europa.eu/programmes/erasmus-plus/documents/erasmus-plus-programme-guide\\_en.pdf](http://ec.europa.eu/programmes/erasmus-plus/documents/erasmus-plus-programme-guide_en.pdf)



*Publisher*

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