

A SMALL NOTEBOOK - GREAT IDEAS

TO INSPIRE YOUTH WORKERS, TO INNOVATE
YOUTH WORK



Created during the Expanding
Routes project



WRITTEN BY:
PARTICIPANTS OF THE EXPANDING ROUTES PROJECT

EDITED BY:
ESZTER KORÁNYI

ALL THE PICTURES WERE TAKEN DURING THE 3 ACTIVITIES OF THE PROJECT: A STUDY VISIT IN ISRAEL TO KIBBUTZ NEOT SEMADAR AND HAVA&ADAM FARM; A TRAINING COURSE ON NON-VERBAL COMMUNICATION IN THE NETHERLANDS AND CONFERENCE& SEMINAR TO DISSEMINATE THE RESULTS IN HUNGARY. ALL THE PEOPLE WHO APPEAR ON THE PICTURES WERE PARTICIPANTS OF AT LEAST ONE OF THESE 3 ACTIVITIES.

2017. The Connecting Routes Informal Group of Young People



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Introduction

This booklet contains transcripts of workshops and conversations which were held during the seminar which closed the Expanding Routes project. All of them were led by participants in the framework of a slightly altered-adapted Open Space process. The main question we had was: **“How to inspire youth workers, how to innovate youth work?”**.

All the ideas and activity descriptions you find in the coming pages are answers given by active youth workers, trainers, peer-educators to this question. In addition, we included links to interesting websites, articles and books, so you can further enrich your knowledge and investigate each topic. We encourage you to read, ask questions, think, discuss, debate – and last but not least, use all these ideas to create fantastic projects and programmes!

We will be happy to hear your feedback, and we will be happy to support you with even more resources.

About Expanding Routes

The aim of our project was to introduce two very unique methods to youth workers active in communities such as villages, youth centres of towns and cities, coordinating and leading work camps or long-term projects involving a lot of volunteers, or youth workers working with immigrant groups. Furthermore, we created a forum to exchange the existing knowledge of all the participants to improve the quality of their work.

The long-term goal of our initiative is to support these people and organizations in including new methods in their work and based on them to develop solutions in youth work which give a good-quality answer to the emerging problems of our times (youth unemployment, dis-functioning rural communities, inclusion of less-opportunity groups in society). One of the ways we want to reach it is by this publication, and we, as a group of trainers continue to give trainings and organise projects, mainly in the framework of [The Difference Between](#) events.

The first method participants experienced was developed by a learning community in Israel and the core of it is observing and reflecting on one's daily life for understanding and developing better-functioning relationships with one's peers.

We named the second method The Difference Between, and it was developed by a European group of trainers and youth workers and it is personal development training in a group context, where through various processes including art, movement, drama and outdoor exercises the participants were given the possibility to understand better one's goals in life and how to achieve them in harmony with one's peers.

We are looking forward to getting in touch with you, and we wish you good luck with your work!

18th of December, 2017, everywhere in Europe

*Katerina Hommel
Eszter Korányi
Afonso Bértolo
Viktória Csákány
Panagiotis Mamouzakis
Atanas Genkov*

The project-team





The organiser: [Connecting Routes Informal Group of Young People](#)

The partners:



[Egyesek Youth Association](#)



[Anshei Maase – Neot Semadar Learning Center](#)



[Smokinya Foundation](#)



[EstYes](#)



[Synergy Flow](#)



[SynCro – Synergy Croatia](#)



The project is co-funded by the Erasmus+ Programme of the European Union.



What is Open Space?

Open Space Technology is one way to enable all kinds of people, in any kind of organization, to create inspired meetings and events. Over the last 20+ years, it has also become clear that opening space, as an intentional leadership practice, can create inspired organizations, where ordinary people work together to create extraordinary results with regularity.

In Open Space meetings, events and organizations, participants create and manage their own agenda of parallel working sessions around a central theme of strategic importance, such as: What is the strategy, group, organization or community that all stakeholders can support and work together to create?

With groups of 5 to 2000+ people, the common result is a powerful, effective connecting and strengthening of what's already happening in the organization: planning and action, learning and doing, passion and responsibility, participation and performance.

Open Space works best when the work to be done is complex, the people and ideas involved are diverse, the passion for resolution (and potential for conflict) are high. It's been called passion bounded by responsibility, the energy of a good coffee break, intentional self-organization, spirit at work, chaos and creativity, evolution in organization, and a simple, powerful way to get people and organizations moving — when and where it's needed most.

And, while Open Space is known for its apparent lack of structure and welcoming of surprises, it turns out that the Open Space meeting or organization is actually very structured — but that structure is so perfectly fit to the people and the work at hand, that it goes unnoticed in its proper role of supporting (not blocking) best work.

What we did, as we worked with a group of people who mostly didn't know each other from before and also don't belong to the same organisation – but come from the same field, the field of youth work – was to modify the concept a bit.

- We gave the option to lead discussions or to lead interactive workshops, giving possibility to try out new games, methods etc.
- We included a short getting-to-know-each-other and goal setting section in the programme before we opened the space. In our opinion, these few hours helped the participants to stay focused on their personal learning goals and to take out the most of this opportunity. It also helped to create trust and cooperation among the participants.
- As we held the event at the [New Generation Community Centre](#) which was given to us for free, we needed to adapt the programme to their opening times – therefore we had a set ending time each day. This helped to keep the programme dense in a good sense, and it gave us the opportunity to have dinner together, not at a very late hour, and have a closing and reflection on the day afterwards. These reflections gave new learning points to the participants and new ideas which were included the day after.
- Right after the Open Space process we had a conference, where some of the results were already presented to a wider audience, this gave an extra push to the participants to create high quality meetings and workshops.

General description of OST: <http://openspaceworld.org>
Description of our practice: Eszter Korányi

Changemaker mindset

Summary of discussions:

- Change does not need to be big
- Awareness is first
- Change is a practice
- The world is in constant change
- Takes 21 days to make a habit

Understanding what is Change what it is to be a changemaker and what is the mindset needed.

How do people make change:

1. Starts in the person – question the status quo
2. Accept the idea that different reality is possible
3. Imagine the new reality!
4. Take action or initiative
5. Engage others (the world)

Activities/Exercises:

- Change environment/perspective
- Sharing stories/examples of different realities
- Make people believe change is possible by experiencing small change
- Ask people to behave for 10 minutes like six years olds
- Ask people to cross their arms, and then the other way around
- Make people aware what they already do, for example ask them to eat with the “left” hand
- Ask people to walk randomly around the room and point out patterns and ask people to break them
- Divide people in 3 groups and ask them to arrange the chairs – each group has different instructions, seemingly contradicting, but win-win is possible

Further reading:

<https://www.plusacumen.org/journal/5-essential-mindsets-modern-change-maker>

<https://www.ashoka.org/en/collection/changemaker-skills>

Space holder: Atanas Genkov



Five sources of success

Summary of discussion:

- We can choose how to define success
- Giving ourselves a bigger and wider definition it allows us to dare more, to be afraid less, and to live and think in a more positive way.
- This tool is powerful while working with youth

Conclusions:

- Everything depends on our way of thinking and looking
- Even if we didn't achieve what we wished for it doesn't mean we didn't succeed

Activities:

- Explaining the 5 sources of success:
 - Planned or hesitated action taken
 - Result
 - Identified mistake
 - Insight
 - New understanding
- The participants write down successes from the programme/activity and share them with each other

Further reading:

<https://www.thebalance.com/job-interview-question-how-do-you-evaluate-success-2061283>

<http://advancedlifefskills.com/blog/how-do-you-measure-success/>

https://www.huffingtonpost.com/teawna-pinard/6-steps-to-creating-your-own-measure-of-success_b_6417816.html

Space holder: Mor Mika Krengel



From exclusion to inclusion – community building in rural environment

Summary of discussion:

We talked about the challenges and opportunities that concerned Bedouin and the Negev. The activity of A New Dawn in the Negev organization, and concept investing informal education into formal education in the Bedouin community. Participants were invited to join the activities by joining our projects, by volunteering, by promoting our projects.

This discussion was led by the funder and the director of the organisation. This initiative serves as an example of rural community building, especially when it concerns not only rural environment but other factors, too – such as minorities, difficult socio-economic situation and extreme weather conditions.

Conclusions:

- Invite participants to join our activity by Facebook and site:
 - www.anewdawninthenegev.org

Further inspiring communities:

<http://www.neot-semadar.com/>

<http://csomasroom.org/en/>

<http://www.navavrajadhama.hu/en>

<https://www.auroville.org/>

Further reading:

<https://www.useful-community-development.org/community-development-ideas.html>

Space holder: Jamal Alkirnawi



Embodied Leadership

Summary of discussion:

It was a practical workshop about becoming aware of the embodied patterns of dealing with stress and how to deal with stress by centering – working with 3 areas in the body: mind, heart and core.

Exercise:

Participants did a focus exercise in couples: they first needed to push one and the other, and the receiver needed to be strong and not to move when the push came. We did a focus afterwards, recalling a good/successful event in our lives and we recalled the feeling we had back then. For the next push we focused the 3 centres in our bodies to feel that good/successful feeling. It was much easier to stand against the push!

Further reading:

Wendi Palmer, Janet Crawford: Leadership Embodiment

(<https://www.amazon.com/Leadership-Embodiment-Wendy-Palmer-ebook/dp/B00GBJWX68>)

Space holder: Atanas Genkov



No Content

Summary of discussion:

- how and educator can leave space to their learners on putting their own content in the learning process
- importance of language
- importance of storytelling and making the whole learning process as a story
- options on preparing a context/content

Conclusions:

- how leaving content outside can bring enthusiasm, ownership, commitment to the learners
- how everything is a story

Further reading:

<http://www.chriscorrigan.com/parkinglot/the-art-of-giving-instructions-7-practices-for-facilitators/>

<https://www.smithsonianmag.com/innovation/why-are-finlands-schools-successful-49859555/>

<http://www.edudemic.com/context-in-the-classroom/>

Space holder: Panagiotis Mamouzakis



Young voices – Activism & Colours



Summary of discussion:

- Game from Gerlinda (participant of the session): difference between energizer and use of language as a tool of empowerment, energizer vs. how we practice our creativity etc.
- Personal story of Cathy (the space holder) – journey to activism – current realization of working with young people and organizing projects with non-formal education, Erasmus+ programme
- Benefits and risks of international activism (in an

international setting – international projects)

- Usage of social media for activism
- Projects and LGBTQA+ spectrum and methodology developed to working with personal development and the topic
- Young people's creations (sharing of the online platforms, representative videos of the work)

Conclusions:

- Sharing questions about self acceptance, development of Erasmus+ programmes
- Victim/Accountable chart – accountability in life
- Identity – more than our sexual orientation or gender – intentionally
- People identify with examples from their lives

Further reading:

<https://www.facebook.com/ActiveDiversity/>

<https://www.facebook.com/IGYIsrael/>

<http://mashable.com/2017/06/30/lgbtq-trans-youth-activists-of-color/#9xH4TWJLXkqc>

<http://www.advocatesforyouth.org/lgbtq-issues-home>

Space holder: Katerina Manousaki

Innovative Problem Solving



Summary of discussion:

I have used a popular method for design thinking in order to inspire people to come up with possible solutions towards personal or global problems. When you write down a problem, you can actually start thinking and elaborating on it more. This technique can be used very effectively both for workshop and mundane situations. All people discuss together and propose ideas without interrupting each other, which is very important to train acceptance and tolerance. I was using a

small toy to monitor the flow of discussion in a way that when I throw the toy, the person that holds it is the one that speaks. This tool easily draws attention. Furthermore, when the person holds the toy, they have something to do with their hands (physical touch) so they don't feel stressed and shy to talk in front of others, and they have fun.

Conclusions:

I was very amazed by the natural flow that the discussion adopted. At first, I was scared that we will not have enough proposed problems to discuss, because the game initially started with only 4 people, but it evolved pretty well.

As a facilitator, I enjoyed the momentum a lot. I saw that I can manage to deal with the situation well and gain self-confidence. Thus, I developed and improved myself too.

Further reading:

<http://www.creativeeducationfoundation.org/creative-problem-solving/>

<https://www.mindtools.com/pages/article/creative-problem-solving.htm>

<https://scottjeffrey.com/eight-creative-problem-solving-techniques/>

Space holder: Lyuba Popova



A SMALL NOTEBOOK - GREAT IDEAS

Photo credits:
Viktoria Csakany
Atanas Genkov
Katerina Manousaki
Eszter Koranyi

Contact us

connecting.routes@gmail.com
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