

CALL FOR PARTICIPANTS

SOFT: The Subtle Art of Facilitation

subtle

SOFT

mysterious

intention

20.10.-26.10.2025 | Lecce (Italy)

06.03.-12.03.2026 | Weimar (Germany)

SOFT: The Subtle Art of Facilitation

Is facilitation at the heart of your work with groups? Do you find purpose in facilitating learning processes? Does the art of facilitation shape the way you work with people?

Is the art of facilitation something you want to explore and learn more about? Are you ready to deepen your understanding of how to create meaningful and transformative learning experiences? This is your invitation to join a unique journey into the **facilitation of learning and group processes** - a space where we move beyond labels and distinctions like “trainer” or “facilitator” to fully embrace a learner-centred approach.

In this learning experience, we focus on what it truly means to **facilitate learning and group processes**:

- Supporting diverse learning needs and learning preferences.
- Co-creating a climate that empowers self-directed learners.
- Flexibly adapting to individual and group needs.
- Fostering collaboration and shared learning.
- Encouraging learners to chart their own paths, even when it feels challenging.

We aim to create a space where you'll not only explore these ideas but also experience them in action. It's a chance to reflect, practice, and grow in a supportive, dynamic environment designed to mirror the principles of facilitation.

SOFT is an initiative of Terzo Millennio (Lecce, Italy) and Europäische Jugendbildungs- und Jugendbegegnungsstätte Weimar (Weimar, Germany).

The SOFT concept in 4 letters:

S: Sense and Space; Sensing group dynamics. Creating Space for learning and transformation

O: Openness and Observation; Being Open to what emerges. Observing the subtle shifts in energy and interaction

F: Flow, Flexibility and Facilitation; Facilitating the Flow with Flexibility adapting to what unfolds, enabling growth and insight

T: Touch, Trust and Transformation; a light, yet intentional Touch that builds Trust and nurture change and Transformation

What to expect:

This is not a traditional training course. It's an opportunity to **walk the talk** of facilitating learning in groups, learning of individual participants and facilitating group processes in a setting where your learning journey is as important as the tools you gain.

Here's how we'll do it:

- **A group of 24 passionate learners:** You'll join a group of individuals willing to learn the art of facilitation.
- **Three experienced facilitators: Corina Pinteá (RO), Salvi Greco (IT) and Paul Kloosterman (IT/NL)** This team will guide you and the group through a rich, interactive process.
- **Two residential seminars:** 20th – 26th of October 2025 in Lecce, Italy and 6th – 12th of March 2026 in Weimar, Germany. Intensive, hands-on opportunities to immerse yourself in the practice and theories of facilitation.
- **Online learning:** Access to a wealth of resources and engage with your fellow participants between residential trainings.
- **Individual learning support:** Personalized guidance to help you navigate your unique learning journey.

Our shared objectives:

- **Master the Art of Facilitation:** Transform learning spaces into vibrant, interactive environments tailored to diverse participants.
- **Discover Your Facilitation Style:** Reflect on your strengths and authenticity to grow as a facilitator.

- **Create Inclusive Spaces:** Build environments where everyone feels valued, seen, and enabled to contribute.
- **Spark Self-Led Learning:** Inspire learners to take ownership of their growth and explore their own learning paths.
- **Adapt to Group Dynamics:** Develop flexibility and empathy to respond to the unique rhythm and energy of every group.

Participants profile:

This training course is designed for facilitators, educators, trainers, youth workers and others who are professional or voluntarily involved in the facilitation of learning.

- Age: 18 and older.
- Committed to question and develop your style of facilitating learning
- Creative and open-minded
- Ready to engage with others to explore and support learning
- Ready to commit to a 6-month engagement/learning process
- Being able to communicate in English

Since the project is structured as a comprehensive package, which includes two training activities, preparation and an intervening practice phases, priority is given to participants applying and participating in both events.

Why join?

This project is for you if:

- You are passionate about creating and facilitating meaningful learning experiences.
- You want to challenge yourself to grow and embrace new facilitation paradigms.
- You value co-learning, collaboration and self-reflection.

If you're ready to explore what it truly means to facilitate learning, we invite you to apply and join us on this transformative journey and become part of a vibrant community of facilitators exploring the future of facilitation and learning.

Travel information

We will reimburse the travel costs on the basis of the cheapest possibilities, e.g. second class railway tickets, economy class flights etc., within the provided limit, from place of residency to the venue of the activity and return, based on the rates of the "distance calculator" of the European Commission <https://erasmus-plus.ec.europa.eu/de/node/2626> and related regulations as follows:

- 10-99 km: 28,00 EUR / Green travel: 56,00 EUR
- 100-499 km: 211,00 EUR / Green travel: 285,00 EUR
- 500-1999 km: 309,00 EUR / Green travel: 417,00 EUR
- 2000-2999 km: 395,00 EUR / Green travel: 535,00 EUR
- 3000-3999 km: 580,00 EUR / Green travel: 785,00 EUR

Participation fees

We are aware of the difficult financial situation of many people active in the field. Nevertheless, we see the offered events as a quality experience concerning venues, tools and activities and therefore as a unique opportunity for personal learning, professional development & networking which should be, beyond the received funding from European taxpayers not "for free". Further, as providers of civic education, focusing as well on topics as (global) social justice, we decided to disrupt the vicious system of underpayment of people active in the field of (international) youth work & education, who dedicate their lifetime & energy for creating quality learning experiences by offering fair payment for their work (e.g. as free-lance trainers, facilitators or

support staff). Therefore, a financial contribution from each participant is required **upon individual situation & decision** for participation in the overall project:

- You are e.g. student, unemployed person or a volunteer without own income (reduced fee): 50,00 EUR
- You are e.g. freelanced youth worker / trainer / educator with own income (regular fee): 75,00 EUR
- You are e.g. a person in stable job/employment (solidarity fee): 100,00 EUR

In case you are not able to afford the fee, please contact us for individual solutions.

Venue, accommodation & board

20th – 26th of October 2025, Lecce (Italy)

Decent accommodation in shared rooms, full board & activities in a venue in the area of Lecce will be provided.

6th – 12th of March 2026, EJBW, Weimar (Germany)

Accommodation in shared rooms, full board & activities will take place at the Stiftung Europäische Jugendbildungs- und Jugendbegegnungsstätte Weimar (Foundation “European Youth Education and Meeting Centre in Weimar, EJBW): <http://www.ejbweimar.de/>

How to apply?

Apply now by the 16th of June 2025 and take the next step in mastering the art of facilitation via <https://forms.gle/YRc7kiJN8XjyRdWXA>

We will inform all applicants after 19th of June 2025.

SUPPORT



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für Familie, Senioren, Frauen
und Jugend**

IMPRINT:

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