

CALL FOR PARTICIPANTS

SOFT: The Subtle Art of Facilitation



The Subtle Art of Facilitation

2.0

26.10. – 01.11.2026 | Weimar (Germany)

05.04. – 11.04.2027 | Torre dell'Orso (Italy)

SOFT: The Subtle Art of Facilitation – 2nd Edition

After the first successful training experience we are glad to announce the second edition of “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? Do you want to explore and experience self-directed learning? If the art of facilitation is indeed something you want to explore and learn more about, if you feel ready to deepen your understanding of how to create meaningful and transformative learning experiences, read further!

This is your invitation to join a unique journey into the **facilitation of learning and group processes** - a space where we move beyond labels 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 follow their own paths, even when it feels challenging.
- Exploring competences related to facilitation of individuals and groups learning

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 and Self-directed learning
- **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:** 26th of October – 1st of November 2026 in Weimar, Germany and 5th – 11th of April 2027 in the Province of Lecce, Italy. Intensive, hands-on opportunities to immerse yourself in the practice and theories of facilitation.

- **Online learning:** Engaging with your fellow participants between the two residential trainings - this online learning phase will be co-designed with the group of participants.
- **Individual learning support:** Personalized guidance to help you navigate your unique learning journey together with a fellow participant to experience as well the role as learner and facilitator.

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 Learning 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.

Project timeline:

Residential training I, 26th of October - 1st of November 2026 in Weimar, Germany

Main program themes and topics:

- building trust
- peer learning
- exploring foundational principles of facilitation
- the complexity of working with groups: the multiple group processes and dynamics, defining a learning experience
- feeding personal awareness

Online phase: November 2026 ...✧ March 2027

Residential training II, 5th - 11th of April 2027 in Torre dell'Orso, Italy

Main program themes and topics:

- mastering the subtle art of facilitation
- facilitation labs
- peer learning
- turning SOFT into a transformative experience
- what's next? Mapping future learning & community

Participant's 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 interactive practice phase, participants are expected to participate in both residential 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.
- You are ready to take your own learning in your hands.

If you now feel 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

26th of October – 1st of November 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/>

5th – 11th of April 2027, Torre dell’Orso (Italy)

Accommodation in shared rooms, full board & activities will take place at the Hotel Belvedere in Torre dell’Orso, a seaside location in the Province of Lecce.

How to apply?

Apply now by the 7th of June 2026 and take the next step in mastering the art of facilitation via <https://forms.gle/ccBpJWt61tr93YWWA>

We will inform all applicants after 14th of June 2026.

SUPPORT



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IMPRINT:

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- 5th – 11th of April 2027, Torre dell'Orso (Italy)

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