Comenius 2.1
E:BOP

Empowerment: Burn Out-Prevention

Pädagogisches Institut des Bundes in Salzburg

Seminardesign Module 2
Austria

Communication and cooperation in teams and the www.

28.11.-30.11.02

A   Preface

From our experience and work in Module 1 we knew that we exactly reached our target group, we found teacher, who were more or less very active in trying to work with their strenghts, weeknesses and they were very open and even graceful to go on with this work in a new way. With our first seminar we filled a whole in the seminar offer of the Padagogical Institute in Salzburg.

The seminar-design followed the targets which were fixed together in the meeting in Luxemburg and held on with our personal seminar-mixture of information, selfexperience, skills and relaxation-technics, which should help the participants to reflect their professional life concerning team –situation, cooperation and their own communication patterns.

We started to implement a reflection process of an individual vision of life. Additionally we planned to work with the FC-server and to connect the participants of the EBOP-project in the partner-countries. We thought, that this kind of communication would give impulses for getting into new technology as well as giving motivation to travel, to learn languages or to create friendships .

B   Aims/Targets of Module 2 :
Communication and cooperation

- Basic forms of communication and rethoric
- Increasing the personal skills in communication and rethoric
- Transnational cooperation and improving language competence
- New technologies in communication –getting into computer and first class server
- Forms of cooperation between teachers: teams, tandems, tridems
- Cooperation in the own school
- Team-roles, team-design, team-types
- Encouraging and improving teamwork – skills
- Develop ideas concerning a vision for the own life
- Reflect the the own future
- Body awareness and self-reflection

D The seminar

1. Contents:
- Getting in contact again as a group and creating a confidental atmosphere
- Analyse the cooperation and group-dynamic in the own school
- Finding out the own position and exchange it
- Experimenting with aggression and conflict patterns and relate it to the real life
- Finding out the ICT-Skills
- Working on the own level: first steps on computer or improving the personal skills, whereever one´s standard is
- Body work like Yoga and meditation in the nature or jogging as a fix element
- basic communication technics, like active listening,feedback-rules, ..
- Communication in conflicts as a challenge
- Conflict-types
- Supervision for people who do not need ICT-skills
- Starting to work on the future
- Personal life vision

2. Programme:

Thursday, 23-05-02

15.00 – 19.00
Warming up
(Exercise to get in contact again after month, how is the actual mood, situation, what happened to the personal targets of modul 1)
Program-presentation of modul 2
Exercise to reflect the network in the own school context –sculpting with stones
Developping a more or less realistic picture, how the situation could be improved
Analyse, where are the conflicts and how is it possible to influence them
Exchange in groups

20.00-21.30
Experimenting with aggression (lust-fear) and own conflict patterns

Friday, 29-11-02

7.30 –8.30
Nature experience, power walking, jogging
Yoga

10.00 – 12.30
Start with theoretical contents
Team
Teamtest
Team-roles, perfect team-design
Cooperation in the schools – who could be my partner in school, who could be my partner in the project
Discussion about the options for module 3

14.30 – 18.30
Communication : theory and exercises
Active listening
Speaking about myself
Killerphrases
Feedback-rules
Conflict

20.00 - 21.30
Drama-work: Conflicts

Saturday, 30-11-02

7.30 – 8.30
Nature experience, power walk, jogging
Yoga

10.00 – 13.00
The majority of the group:
Basic ICT-skills with 2 trainers (www, FC)
One small group:
Supervision of acual conflicts
Two participants:
Individual counseling

14.30 – 17.00
Experimenting with time
Dreaming in the future
Personal Vision
Feedback for everybody
Diary
- three peronal perspectives
- three good ideas

- three concrete plans
Conclusion, feedback, evaluation

E   Qualitative Evaluation

1. Qualitative methods:

The first part of the evaluation was the diary with concret questions.

For evaluation of the group-process we were using an exercise, so that every participant could get personal feedback – but to be careful, it had to be positive feedback, which was written on a piece of paper on the back. This was a very good way to encourage the participants and to make their selfconfidence grow.

Then we used an open discussion for the reflection of the seminar, which was extremly interesting for us, because it will lead us to a modification in module 3.

And even in the formative feedback , which was developed by the University of Salzburg, there was open space for qualitative evaluation.

2. Results:
The participants were very content with the seminar. **Especially they appreciated:**
"Exercises, which were important for me as a person, but also for the work with my collegues or parents"
"Lots of impulses, good structure of the learning process"
"the atmosphere in the group"
"the space for every participant, the empathy of the referents"
"opinions and wishes from the group were taken serious"
"flexibility in the learning process-space for new themes"
"effective strategies against burnout"
"possibilty to get in contact with people in other countries"
"nice group, good climate, impulses for my work in school"
"very personal work in a climate of confidence"
"the character and competence of the referents"
"the exchange with the collegues"
"the wellness-part"
"referents are model for team-work"
"easy going atmosphere – possibility to laugh"
"nice environment indoor and outdoor"
"time to discuss personal questions with the referents"
"small group exercises, plenum discussions"
"openess"

Critical remarks
"less time"
"start thursday morning and end saturday midday"
"to continue the work with life-time, life-vision"
"more time for some exercises – do not hurry"
"time is an important theme – needs more time"
"time and vision in the beginning of the seminar – communication and cooperation are more known"
"the first class server should work immediatly"
"I don't like working with paper – fantasy-animal"
"too many themes within the short time"

Wishes
"Start on thursday morning"
"Intense self-experience"
"Half a day more"
"more role-plays"
"hope that the next modules will have the same quality"
"the theme time at the beginning of the next module"

"time for work on "time"
"Themes like mobbing, violence, sexual abuse"
"More seminars about personality with self-experience"
"Continue the work on life-vision"