

## Building resilience in organisations and educational systems Appreciative Learning Lab

03 – 08 June 2020 Chania, Crete, Greece

### Course description

Organisations today are microcosms of the wider world that is currently faced with many challenges: growing stress and pressure from several sides – constant change; bureaucracy; strained relationships; lack of motivation and vision; which all take their toll on the quality of teaching as well as learning results.

In addition to this, the educational, cultural and training institutions are preparing the new generations for the future that might be hugely unknown and insecure -- given the immense technological, demographic, economic and political changes that we are facing. Within the boundaries of the systems in which we work, the capacity for resilience and positive relationship toward change and people is becoming a key competency. The quality of self-leadership directly affects the quality of collaboration, co-creation and learning. Our aim is to teach participants how to:

- grow individual and collective resilience in educational institutions
- reclaim the joy of learning together even within the current system limitations
- rebuild trust in oneself and others
- reclaim one's gifts as educator, by creating generative space where everybody can shine
- facilitate positive relationships that are key for good learning results

### Benefits

The course offers practical tools on how to build resilience through individual and collective learning in times of challenges and change. It will also help participants to deal with challenging situations and problematic symptoms from another, more generative perspective. The course also helps build the trainers, facilitators and educators' trust and self-trust in times of immense societal changes, so that they can become their best versions – by using proven methods that build resilient and appreciative perception, reflection and action.

### Programme

- Fostering resilience and appreciative attitude in individuals, teams and organisations
- Reclaiming integrity, passion and vision as trainer & educator

- Shifting prevalent paradigms: e.g. from limiting beliefs to uncovering gifts and opportunities
- Building a culture of positive challenges
- Cultivating positive (inner) dialogue during change / in intense situations
- Conflict as opportunity to connect and co-create solutions that work for all
- From theory to practice: appreciative teaching and learning lab

### Day 1

- Opening and introduction
- Aligning individual and collective learning goals for the week
- Future carousel (experiential method transferable to learning contexts)
- Theory of change
- Introduction and framework of Appreciative inquiry
- 4D Model
- From downloading to generative listening
- Discovery process – Positive core of resilience

### *Local Evening - Welcome reception*

### Day II

- Envisioning process - individual and collective level
- Reflection circle
- Participatory processes and tools for building coalitions part I
- Practice
- Homegroup learning teams
- Participatory processes and tools for building coalitions part II
- Practice

### Day III

- Mindfulness practice
- Design process: Appreciative problem solving
- Self-empathy: tool for building intrapersonal resilience
- Conflict transformation for building collective resilience and co-creating solutions that work for all Part I
- Practice
- Embodied self-leadership for staying centered in intense situations
- Revisioning

### Day IV

- Conflict transformation Part II
- Practice
- Walking reflection

- Discovering and mobilising sources of resilience in environment
- Experiential circle reflection: co-affirming gifts, talents and sources of resilience
- Delivery process:
  - Reactive resilience: reaction and strength-based coping capacities
  - Proactive resilience: transformation and transformational capacities

## Day V

### Excursion

- Co-learning from nature and other resilient environments
- Reflections

## Day VI

- From theory to practice: Principles and methods of participatory learning and design
- Project design lab: working on participants' cases
- Resilient evaluation
- Closing

## Methodology

The course builds on proven methods for positive change:

- Appreciative Leadership
- Connecting (Nonviolent) communication with oneself and others
- Art of Hosting Collaborative Change Processes
- Mindfulness and Embodied Self-leadership.

The participants will receive a toolkit of methods that are easily transferable to their educational settings.

## Designed for participants/groups

This workshop is designed for staff members of any organisation active in the field of education, training and Youth, and more specifically for: managers, psychologists, social workers, counsellors, personal & professional development specialists

## Facilitators

**Dr. Markos Perrakis** is leadership development & process facilitator, psychologist, speaker, consultant and trainer of individuals and teams, founder and Managing Director of Fractality ([www.fractality.gr](http://www.fractality.gr)) Organisational Development Services and ISO 9001:2008. He designs and implements EU projects in the fields of leadership development and strategic planning, and uses eclectic appreciative approaches in public and private sector in order to promote effective

communication, individual and collective process development. He specializes in coaching, supervision, human capital development, training and assessment. He is trained in Systemic Consultation, solution focused & cognitive behavioural approaches, methods of participatory design, Spiritual Intelligence, a certified provider of Vocational Guidance and Professional Orientation, of psychometric assessments and coaching tools for teams and individuals in organizational, career and personality issues. He is representative of the Association of International Institution Supervision in Europe (ANSE), Scientific partner of the European Union of Small and Medium Enterprises (EUMU) in Greece in the fields of Strategic Planning and Human Capital Development programmes.

**Marjeta Novak, MSc**, has been helping to build resilient futures of organisations, communities and individuals using strength-based approaches such as Appreciative Inquiry, Collaborative Change Management, Art of Hosting Conversations That Matter, Circle Dialogue Process and Nonviolent Communication. She is also a life-transition guide trained by the School of Lost Borders. Marjeta has been facilitating strategic dialogues for over 15 years; bringing together unlikely allies to co-create life-serving solutions that honour the needs and contributions by all in a variety of contexts – from educational to corporate to community settings. Is a Certified Professional Facilitator; The Art of Hosting Conversations That Matter national steward, The Circle Way Board member, and CNVC-certified trainer in Nonviolent Communication. Marjeta is dedicated to promoting appreciative participatory approaches to reclaim the meaning of work/life; the joy of collaboration and connection; as well as the trust and the self-confidence to make impact towards desired futures. During her 15+ visits to Crete, Marjeta has been deeply touched by the island's resilient history and on numerous occasions witnessed the island community's power to host and transform people participating in a gentle yet profound way. More about Marjeta here: [www.humus.si/en](http://www.humus.si/en)

## Date, Time and Place

Duration: 6 full days  
Dates: 03 - 08 June 2020 (Start at 10:00 am on Wednesday- End at 14:00 on Monday)  
Location: Chania Area, Crete, Greece

## Participation Fees

**Total price:**

With double room accommodation: 950 €

With single room accommodation: 1,150 €

**All prices include:**

- 4-star hotel accommodation; 5 nights
- Breakfast
- Welcome cocktail
- Lunch
- Full 6-day workshop tuition fee
- Educational materials

- Certificate of participation

**Additional option:**

- A half-day excursion with the group led by locals

## Funding

All our training courses are designed in such a way to align with the Erasmus+ quality criteria and to address the various priorities of the programme.

Our team will be glad to assist you, if you need any help with your application.

More information on the funding criteria can be found at:

1. [How to register and apply for our seminars with Erasmus+ funding page](#)
2. [Detailed Erasmus+ Description and Helpful Details page](#)

## Venue

Our program takes place in the Island of Crete, one of the most abundant destinations of the Aegean Sea in Greece - in terms of 5,0000-year culture and breathtaking nature. The venue (workshop & accommodation) is located at the unique 4-star village resort of Porto Platanias in Chania within walking distance from the beach and the village of Platanias.

It is a perfect place to host professional and personal development. During the end of October, the air and the sea are still pleasantly warm - to further support participants in developing their personal strength and resilience.

For more information on the venue, visit: <http://www.portoplataniasvillage.gr/>

**Closest international airports:** Chania (24 km); Heraklion (165 km).

Aegean Airlines operates convenient flights to Crete from most of European capitals.

## Pre-registration

Every interested organisation in this workshop is invited to submit a [Pre-registration Form](#) \*

## Application deadline

Please note that the application deadline for Erasmus+ funding is the **4th of February 2019, 12:00 CET**.

## Contact us

Questions or concerns? please contact us at [info@fractality.gr](mailto:info@fractality.gr) or call +30210601052.

**Cancellation Policy\***

Until 30 days before the starting date of the selected workshop, cancellation will be free of charge and the pre-payment will be fully refunded. Between 30 to 15 days before the starting date of the workshop, 50% of the fee will be refunded. Within the 15 days before the starting date of the workshop **no refunds** will be made.

### **For Erasmus+ funding**

Fractality is a course provider registered with the European Commission. If participants want to make use of the Erasmus+ programme of the EU, they don't have to pre-pay the workshop fee as long as the result of the grant application is pending. Participants need to complete this application and return it to Fractality.

When the application for Erasmus+ has been **successful**, participants should pre-pay the workshop fee(s) to Fractality.

In the event that the application to Erasmus+ has been **unsuccessful**, participants have to inform us immediately, to either cancel participation in the workshop or offer to pay the workshop fee without EU financial support.