



FOR A FUTURE TO COME

International Youth Work on Conflict Management

TRAINING COURSE

Poronin, Poland

1st – 8th July 2007

FINAL REPORT



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INTRODUCTION

The project “For a Future to Come – International Youth Work on Conflict Management” aims at enhancing the visibility of the Youth in Action Programme of the European Commission in Eastern Europe and the promotion of Conflict Management projects.

The combination of the promotion of the Youth in Action Programme and the trainings on conflict management will give an advantage to both. The trainings provide basic applicable knowledge for the conduction of conflict management projects necessary for peaceful developments of the existing conflict situations among people from different cultural, religious and ethnic backgrounds. The Youth in Action Programme on the other side provides the participating NGOs with a funding option for the realisation of several different kind of projects promoting the understanding of cultural diversity and tolerance among European nations.

Particularly, the regional and ethnic conflicts in Eastern Europe and Caucasus countries all require from our point of view conflict solution approaches that improve the relationship between the conflict parties. Conflict management projects from local organisations bringing international and intercultural impacts into the different conflict processes seem for us to be very suitable for the improvement of the existing situations. But also, the uprising of populism, nationalism and intercultural tensions in EU countries makes it necessary for youth organisations from European Union countries to think about new approaches for conflict resolution that offer possibilities to improve working methods and to enlarge the impact of own projects, particularly for those organisations that deal with the integration processes and fight against racism and xenophobia.

The training course on conflict management gathered therefore representatives of NGOs from Eastern European and Caucasian (EECA) countries as well as from European Union countries. In a six days lasting seminar the participants discovered with the help of interactive, trainee-centred and non-formal educational methods how conflicts arise, escalate and which approaches exist to cope with conflict situations.

The objectives of the training had been:

- ❖ To give youth workers from European countries opportunity to study conflict transformation and resolution
- ❖ To give the participants the chance to share among each other their own experience of conflict management
- ❖ To provide participants with knowledge about partnership in international cooperation
- ❖ To promote youth projects in EECA region
- ❖ To inform about the Youth in Action Programme

The working methods were based on principles of non-formal education with a combination of practical and theoretical tools. The working methods included:

- ❖ Presentations of participating organisations
- ❖ Theoretical inputs
- ❖ Group discussion
- ❖ Brainstorming sessions
- ❖ Project development work

As this training was only the first step of cooperation between the participants, they will gather again in a Contact-Making Seminar in Germany or Georgia in order to think about common project ideas on local, national or international level using their new gained knowledge.

The course was organised with the support of all large scale project partners, but particularly with a close cooperation between Academic Centre of European Education and Information (ACEEI, Poland), Stepanavan Youth Centre (SYC, Armenia) and Minorities of Europe (MoE, United Kingdom). These three organisations had been responsible for the conduction of these events and established for this reason a project team of three people. Lilit Simonyan (Armenia) and Maksymilian Fras (United Kingdom) conducted the training, while Tomasz Moskal (Poland) was arranging logistical and technical support in place.

PROGRAMME

TIME		DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6	
9.00 / 9.45	A R R I V E L D A Y	BREAKFAST						D E P A R T U R E D A Y
10.00 / 12.00		. Opening <i>Introduction of trainers, presentation of training goals and agenda, introduction of participants, icebreakers</i>	. Presentation <i>Conflict transformation in EECA and role of youth in conflict resolution</i> . Youth Programme . International cooperation and quality standards for youth projects	. Session II <i>Conflict dynamics and escalation of conflict</i>	. Session VI <i>Aspects of Communication</i>	. Session VII <i>Conflict management strategies and conflict de-escalation</i>	. Session X <i>Leadership</i>	
12.00 / 12.30		COFFEE BREAK						
12.30 / 14.00		. Preparation of the organisations Fair	. Session I <i>Conflicts and aspects of conflicts</i>	. Session III <i>Subjective reality</i>	. Session VII <i>Continuation</i>	. Session VII <i>Continuation</i>	. Future planning <i>Group work</i>	
14.00 / 15.00		LUNCH						
15.00 / 17.00		. Organisations Fair	. Excursion to Morskie Oko	. Session IV <i>Identity and Culture</i>	. Sightseeing in Zakopane Guided tour . Free time in city	. Session VIII <i>Third party intervention</i>	. Future planning <i>Presentation</i>	
17.00 / 17.30		COFFEE BREAK			COFFEE BREAK			
17.30 / 19.00		. Team Building . Daily reflection	. Daily reflection	. Session V <i>Power and Conflict</i> . Daily reflection . Mid-term evaluation		. Session VIII <i>Continuation</i> . Daily reflection	. Evaluation of the Training Course	
19.00.		DINNER						
Evening		Intercultural evening	Barbecue	Free evening	Polish dinner	Free evening	Farewell party	

PARTICIPANTS AND TEAM MEMBERS LIST

COUNTRY	NAME	EMAIL	ORGANISATION	WEBSITE
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Armenia	Hacob Hakobyan	utenc@mail.ru	Centre for Organizing Youth Activities	www.armyouthcenter.am
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Azerbaijan	Elvin Kazimli	kewin_en@yahoo.com	Azerbaijan Volunteer Public Union	www.avpu.org
Azerbaijan	Chinara Mirzayeva	chinara84@yahoo.com	Chaos Youth Group	
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TRAINING DAY 1

Opening

- ❖ Context: The aim of this session was to help the participants to get to know each other and to introduce the topic of the training course.
- ❖ Contents: Name games, ice-breaking games, group-building games, programme and background presentation of the Training Course, fears and expectations.

Organisations Fair

- ❖ Context: The aim of this programme part was to introduce all represented organisations and to make the first step for future cooperation.
- ❖ Content: The participants got papers, markers and other materials to prepare posters of their NGO. Then, they chose different methods of presentations. All of them prepared posters with basic information like name, aims and NGO's contacts. Some of participants had also Power Point presentations, banners, brochures and leaflets.

Team Building

- ❖ Context: The aim of this session was to contribute to the group cohesion process.
- ❖ Content: The participants were divided into two groups; both of the groups got a long rope to help in fulfilling the task. Blinded they had to create in a limited time a square thanks to the rope.

Intercultural Evening

- ❖ Context: The session aimed at presenting national traditions, food and drinks and to inform about cultural particularities.
- ❖ Content: All the participants decorated a table with the traditional food and drinks they brought from their home. They also distributed folders, postcards and materials about their countries.

TRAINING DAY 2

Presentation: Conflict transformation in EECA and role of youth in conflict resolution

- ❖ Context: The aim was to inform the participants about the specific problems of conflict transformation in EECA and which role youth can play within this process.
- ❖ Content: Two presentations had been held: one on conflict transformation in EECA and the role of Youth in Conflict Resolution, and another one on the Youth in Action Programme of the European Commission. The participants discussed common problems with the preparation and the realisation of projects within the framework of the Youth in Action Programme, especially in the implementation of youth exchanges and support measures. They shared tips about the logistical problems and particularities of work with EECA.

Workshop: International cooperation

- ❖ Context: The aim was to inform participants about quality standards for youth projects (coordination, cooperation and organisation of youth activities).
- ❖ Content: The trainers delivered general and brief information about project management. The presentation was divided into few parts about what to do before applying, after project approval and how to run the future cooperation. The role of effective communication with partners, division of tasks, involvement of young people and the intercultural dimension was emphasised. The participants had some questions concerning the Advance Planning Visits, the programme, methodology of youth exchanges and Intercultural Learning.

Session I: Conflicts and aspects of conflicts

- ❖ Context: The aim was to clarify the term conflict and its aspects.
- ❖ Content: A brainstorming on the term conflict was held. The participants came up with different answers referring to emotions, objects and abstract words like “violence, self-denial, low self-esteem, disrespect, emotional disturbance, reconciliation, bombs, money, army, competition, anarchy, diversity, contact” etc. Then the participants were divided into four groups: two of them had to list negative aspects of conflicts while the other two had to list positive aspects and to present it.

Excursion

The participants went for hiking to Morskie Oko and had for dinner a barbecue.

TRAINING DAY 3

Session II: Conflict dynamics and escalation of conflict

- ❖ Context: The aim of this session was to discover the nature of conflicts and to discuss conflict dynamics.
- ❖ Content: The participants were divided into five groups and each group was asked to prepare a short drama about conflict escalation. The groups concentrated on different reasons of conflicts: gender discrimination, power in relationship, discrimination at work, etc.

Session III: Subjective reality

- ❖ Context: The aims was to elaborate the meaning, reason and impact and of subjective reality.
- ❖ Content: The trainer used an exercise to illustrate the different perceptions of the reality which exist. The participants had to close their eyes and to follow the instructions: fold a paper and make wholes on specific areas of the paper. It turned out that each of the participants got another result. Then the participants were divided into three groups to discover how perceptions of reality differ and that the reality is very subjective. At the end of the session a short brainstorming on “What is effecting our perception?” was conducted.

Session IV: Identity and culture

- ❖ Context: The session aimed at clarifying the interaction and matter of influence between identity and culture.
- ❖ Content: At first, theoretical input was provided on the term culture and diversity. In an exercise on individual identity the participants had a chance to share their own life-experience and discover what influences the development of identities.

Session V: Power and conflict

- ❖ Context: The aim of this programme part was to analyse the role of power and dependence in conflicts.
- ❖ Content: First, the participants defined power “as the ability to influence or control happenings, potential for the conflict” and discussed sources and types of conflicts. Based on the experiences of the drama groups of the morning the participants were asked to analyse which aspects and which types of power do exist.

Midterm evaluation

So far I enjoyed most:

- ❖ Energizers and psychological games.
- ❖ Everything was good and balanced.
- ❖ International evening, making performances, energizers...
- ❖ International evening, dancing, friends.
- ❖ Working in small groups.
- ❖ Excursion to the mountains, workshops, lectures.
- ❖ Lilit's part about conflicts, personality test.
- ❖ Food, structure of the programme.
- ❖ Conflicts and aspects of conflict, conflict management strategies.
- ❖ Workshops on communication.
- ❖ Test, excursion to Zakopane.
- ❖ Going to Mountains.
- ❖ Food.
- ❖ Trip to the mountains and food.

I wish there was less:

- ❖ Breaks.
- ❖ People who are always late.
- ❖ Polish meals and pork.
- ❖ Eating (or at least the portions).
- ❖ Rain and clouds.
- ❖ Food.
- ❖ Time for breaks.
- ❖ Theoretical part.
- ❖ Discussions after activities.
- ❖ PowerPoint presentations.

And more:

- ❖ Physical activities.
- ❖ Tests and more difficult exercises.
- ❖ Different tasks which are more active.
- ❖ Sleep more if you give such opportunity, some more food from other nations, and internet access.
- ❖ Interactive discussions on conflicts and their resolutions.
- ❖ Explanations about conflict power.
- ❖ Energizers and games.
- ❖ Practical exercises.
- ❖ Energizers and free-time after lunch.
- ❖ Group works and exercises.
- ❖ Good weather, games and ice-breakers.
- ❖ Practical things, like simulation games with deeper evaluation

If I could change three things in the programme, it would be:

- ❖ Having an internet access in Poronin.
- ❖ The weather.
- ❖ I would like to have tips on conflict resolutions. It's good to know the types of conflict but it's even better to know how to calm them down.
- ❖ More games, practical activities.
- ❖ Time of breaks.
- ❖ More group activities.
- ❖ Jointly organised evenings.
- ❖ I would like more practical work, to practice all the theory you give us.
- ❖ To take the horse-car to go to the lake.
- ❖ That the tests have been printed out beforehand.
- ❖ That the organisers socialise more with the participants.
- ❖ An excursion to Krakow.
- ❖ To be more balanced between lectures and exercises: there is a lack of exercises in the daily programme.
- ❖ To have had more name games at the beginning.
- ❖ More organised evenings.
- ❖ More input about group dynamics.
- ❖ It would be good to have more self-evaluation.

Other comments:

- ❖ The programme is very good. I would not change anything this time.
- ❖ I was not bored during the sessions, it is very good.
- ❖ Thank you. You are really awesome. Respect!
- ❖ Thank you very much. Accommodation, food, participants, trainers, place and topic, everything is good!
- ❖ Nice place, good training course.
- ❖ The weather...
- ❖ Thanks for everything.

TRAINING DAY 4

Session VI: Aspects of communication

- ❖ **Context:** The session aimed at introducing aspects of communication to the participants as process of communication, non-verbal communication, “I-Messages”, and active listening.
- ❖ **Content:** An exercise was used to show that active listening can be a subjective impression and to stress on the importance of non verbal communication. Then, the participants made a test of personality. The aim of the test was to see different styles of managing to work with conflicts.

Excursion

The participants went to Zakopane, at the evening they had a traditional polish dinner.

TRAINING DAY 5

Session VII: Conflict management strategies and conflict de-escalation

- ❖ Context: The session had the function to introduce conflict management strategies to the participants.
- ❖ Content: In this programme part different strategies for dealing with conflicts had been discussed and distinguished. The participants discovered that not all strategies match every conflict situation by looking which kind of leadership and which kind of conflict solving strategy is appropriate for which specific situation.

Session VIII: Third party intervention

- ❖ Context: The aim of this session was to define the different approaches of conflict resolution.
- ❖ Content: The participants had been divided into small groups and each group had to create a drama. With the help of these dramas the trainers explained the differences between certain types of conflict resolution methods: negotiating, mediating and arbitration.

TRAINING DAY 6

Session X: Leadership

- ❖ Context: This session was aimed at dealing with the role of leadership in conflicts.
- ❖ Content: The participants were asked to share their associations of the term leadership. Additionally, they discussed several sentences given by the trainers and tried to find a common point of view towards the question of natural leadership.

Future Planning

- ❖ Context: This programme part was aimed to create common project ideas.
- ❖ Content: After a short brainstorming on possible fields of cooperation, the participants gathered in groups to develop their common ideas.

Final Evaluation

- ❖ Context: The final evaluation should support the evaluation process of the project by including the opinions, suggestions and comments of the participants.
- ❖ Content: The participants evaluated the project at first in group evaluation and later on with the help of a written and anonymous evaluation form. See the results in Annex.

CONCLUSION

The training course was a great success and went beyond expectations for the following reasons.

First of all, the training attracted highly motivated participants, who provided individual engagement and willingness to make the best of the provided opportunities. That is why during the whole training animated discussions took place. The participants were active and motivated to add their own knowledge and experiences to the training. The participants gave a positive feedback both to the training course itself and particularly to the contents and the way the information was presented. The aims of the trainings have been achieved and the participants are looking forward to take part in the next step of the large scale project.

ANNEX: RESULTS OF THE EVALUATION FORM

Total of questionnaires: 17

Very bad	Bad	Passable	Good	Very good
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1. PROJECT PREPARATION PROCESS *(Application process, practical information and preparation)*

0	0	1	5	10
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- ❖ It could have been more information and on time.
- ❖ Thank you that you are so kind to buy me a ticket and helped me to plan my trip.
- ❖ Everything was in time.
- ❖ Tomak organised everything very good. He answered the letters very quickly.
- ❖ It was good.
- ❖ I didn't get the programme at first and I didn't really know where I was going to.
- ❖ Well organized and prepared.
- ❖ Sometimes we got information a little bit late and some attachments were not explained.
- ❖ It would be nice to have programme before coming.

2. FULFILLMENT OF THE OBJECTIVES OF THE TRAINING COURSE

0	0	0	6	9
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- ❖ This is not an ordinary project. It was well done!
- ❖ It was a lot of useful and new information. We just need some time to "digest" everything. Thank you!
- ❖ A lot of knowledge obtained.
- ❖ It was almost full-filled, but in general it was ok.
- ❖ I've got the knowledge about topic of this training course.
- ❖ I couldn't learn all but it will be fine with information on CD.

3. TEAM SPIRIT AND COHESION BETWEEN THE PARTICIPANTS

0	0	0	6	10
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- ❖ No comments needed

- ❖ Sometimes it was a little bit hard to communicate with the Russian speaking participants.
- ❖ The group was very good, the participants were very active and aware about conflict issues.
- ❖ The group was great!
- ❖ At the beginning of the course all participants were a little bit shy...
- ❖ Great, interesting.
- ❖ The spirit was rather high which I personally like but sometimes some of the participants did not listen to their team-mates.
- ❖ I felt really comfortable in the group from the beginning.

4. WORKSHOPS AND PROGRAMME ELEMENTS

Opening & ice-breaking

0	1	1	4	11
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- ❖ That was great! It is nice, I like it.
- ❖ The sessions were mixes of events, theatre, workshops and others kind of methods which made the training less intensive.
- ❖ Very good because we could know better the names etc.
- ❖ Nothing special, something was boring.
- ❖ Thank you Maks! Energizers were perfect!
- ❖ Really nice and fun.
- ❖ Sorry, I just don't like games.

Group-building: square

1	2	1	5	7
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- ❖ Just great.
- ❖ No comments.
- ❖ Impossible exercise.
- ❖ Super.
- ❖ Quite simple but not enough for this group, it was needed more group building exercises!
- ❖ Though we failed to do it, but it made me think of some techniques on how to do it.
- ❖ A very nice game but the trainers should make sure that everyone understands all the instructions.

Intercultural evening

0	0	1	6	9
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- ❖ Nice, I like it.

- ❖ This kind of evening cannot be bad.
- ❖ Ok, but it would have been better to organise this in the last days of the training.
- ❖ It would be better to organise several regional evenings because it was too much food for one evening.
- ❖ No comments.
- ❖ We could skip our dinner instead and cook more ourselves.

Presentation: Youth in Action Programme and EECA

0	1	0	3	12
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- ❖ I was fine.
- ❖ Even I knew all those things it was very good for me to go again through them.
- ❖ It was not boring. Max had a good intensity for giving us information. The practical part was also great. It gave us not only the fun but certainly new experience.
- ❖ It was very informative and not boring.
- ❖ I learnt a lot about that.
- ❖ It got me a little bored.
- ❖ Fluent speech and understandable language. Thank you for the sense of humour which has been internationally recognised.

International Cooperation and Quality Standards

0	0	1	2	13
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- ❖ I think it was important as many of the participants were not very aware of that issue.
- ❖ We all want to make new and good projects so it was really helpful.

Conflicts and aspects of conflicts: brainstorm

0	0	0	4	11
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- ❖ It's always great to brainstorm as it makes you think!
- ❖ Nice but too long and not very helpful for rest of the programme.

Conflict dynamics and escalation: role play

0	0	5	7	4
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- ❖ I liked to work with my group and role play, it was fun.

- ❖ Role plays are always good.
- ❖ I didn't like that much.
- ❖ We worked together as a team in a great interactive group and we had a lot of fun.
- ❖ Team work is the best type of work.
- ❖ The discussions afterwards were extremely useful.

Subjective reality: storytelling, game with the woman's picture

0	1	5	3	7
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- ❖ Very nice exercise to be used. Just be prepared that some of the people might have done it before.
- ❖ It puzzled us but that puzzling was pleasant.
- ❖ Quite interesting.
- ❖ Woman's picture exercise was not so clear and understandable.
- ❖ Great!
- ❖ For many it was not new, but it was cool to follow the other's investigation.

Identity and culture (identity molecule)

0	0	2	7	7
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- ❖ The tasks were not quite clear.
- ❖ It is always good to identify yourself and to find others with same thoughts.
- ❖ Really interesting to open for yourself that you have much common with the others.
- ❖ The discussions at the end have been too short.
- ❖ Very good because I learnt something from the others.
- ❖ It's useful to start with yourself at first.
- ❖ You actually learn some new things about yourself.

Power and conflict: presentation

0	0	4	7	6
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- ❖ It was interesting though it needed more explanations.
- ❖ It was interactive.
- ❖ Presentations were very good for self knowledge.
- ❖ Interesting.
- ❖ A bit difficult to understand because the English language level was high.

Aspects of communication: nonverbal communication, listening skills in storytelling, SDI test

0	1	3	3	10
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- ❖ It was great.
- ❖ Great idea! I liked it!
- ❖ Very very nice.
- ❖ Very good test, representing me with the help of this test.
- ❖ It was a story teller, it was a bit humiliating but when I got the idea I liked it even more.
- ❖ Excellent exercise, very visible!

Morskie Oko (hiking)

0	0	1	0	12
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- ❖ Beautiful nature and great opportunity to socialise with people and get to know them.
- ❖ Active things are always good. The landscapes were great! Fresh air!
- ❖ I liked a lot! I love mountains!
- ❖ 20 km were too much for my legs.
- ❖ I love mountains.
- ❖ Beautiful! I've never been there! Thanks!
- ❖ Perfect! It was fantastic, unbelievably beautiful!

Conflict management strategies: tests, drawings

1	0	1	5	9
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- ❖ The tests were very interesting and good, but it took long time for translating and still the language was very difficult.
- ❖ Great! Help you really to understand who you are.
- ❖ We were the same group as before and I would suggest you to divide participants in different groups.
- ❖ Sometimes images tell more than words.
- ❖ Again, team work is the best.
- ❖ Nice way to make people to remember and understand different strategies.

Zakopane (sightseeing)

0	0	0	3	12
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- ❖ Despite the weather, it was fun.
- ❖ I had fun.

- ❖ No comments.
- ❖ The aqua-park was very good.
- ❖ Night club was loud.

Polish dinner (Bakowo Zohylina Nizno)

0	0	3	6	6
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- ❖ I don't like food without spices.
- ❖ Oh this Polish mountain music!
- ❖ Perfect! Very good!
- ❖ We had too much food, but I missed the salad.
- ❖ Those countryside players were awful.
- ❖ The food was great and the young band was also good.

Third party intervention: social theatre

0	0	1	6	8
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- ❖ It actually gave me an idea for a new project.
- ❖ We had to be creative. It is nice! I like it!
- ❖ Very creative.
- ❖ It is ok, but I knew that game so it was nothing new for me.
- ❖ The idea is good, but people didn't get the "message". We needed more theory beforehand, I knew it before and I missed something.
- ❖ Interesting. But it would be better with movements and words.
- ❖ Very interesting, funny and enjoyable.

Alternative dispute resolution theory: role-play using negotiation, arbitration or mediation

1	0	1	7	6
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- ❖ Role-playing was good.
- ❖ I could not really understand the purpose.
- ❖ It is close to real life.
- ❖ It is a nice way of putting theory into use.

Leadership: quotes, leader you admire

0	1	2	6	6
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- ❖ Some people found it difficult to find somebody they admired.

- ❖ Team work!!!
- ❖ I remembered my old knowledge about this subject.
- ❖ It would have been needed to have more time for theory and more discussion in the whole round.

Project planning

1	0	4	3	7
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- ❖ We planned several projects and I am sure they will be organised.
- ❖ If it will work out I will be happy.
- ❖ Great ideas for the future projects.
- ❖ I was happy to know that there are people interested in my ideas and willing to share it.
- ❖ Well, I just hope at least some of them would be realised.

5. FACILITATION (TRAINERS)

0	0	0	1	15
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- ❖ I am really impressed because it was really interesting and not boring/tiring. All participants were actively involved.
- ❖ Very nice, with knowledge and flexible.
- ❖ I love you all.
- ❖ Interesting models to show the subject of management conflict.
- ❖ You could get all the answers you ask.
- ❖ Very helpful and kind, always there when we needed something, very cooperative.
- ❖ The best of the best.
- ❖ Good job! Really!

6. HOSTING ORGANISATION

0	0	0	2	14
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- ❖ Many, many thanks again. It was the best training course that I have ever been in.
- ❖ Of course there are always problems, but I am sure you can not get it better, so just five.
- ❖ Very good.
- ❖ Thank you.

7. ACCOMODATION AND FOOD

0	0	1	3	12
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- ❖ Too good to be true.
- ❖ Accommodation 5, Food just 4. Sometimes it was strange and very hard, especially on breakfast!
- ❖ Potatoes are in all dishes...
- ❖ I didn't like food so much, I'd prefer a lighter version, more "buffet" style.
- ❖ Too much food and meat.
- ❖ Too much but good.
- ❖ Just like always.

8. HOW ARE YOU GOING TO USE THE KNOWLEDGE AND SKILLS ACQUIRED DURING THIS TC?

- ❖ When I will be back in my country, I will also organise such training and do my best as Max did.
- ❖ The knowledge in conflict transformation that I got here will help me to manage better in my organisation and to solve conflicts
- ❖ I am thinking about this...
- ❖ At my work there are new volunteers and at first I will share with them the knowledge that I gained from this TC, then it will be really useful for me to use this information in such kind of TC, which probably I will provide.
- ❖ I think it developed me personally and it will sure help me a lot while implementing both national and international projects.
- ❖ In communicating with other people I'll try to remember different techniques and methods! I hope I will do it properly.
- ❖ It will help me greatly in my conflict group at work as I will have many things to bring ahead.
- ❖ The future will talk.
- ❖ I will use the knowledge in my NGO by organising trainings for volunteers from other NGOs from my country.
- ❖ This training will help me for my next projects.
- ❖ I am a discussion-maker in my organisation so I suppose that I will use skills to manage the things better.
- ❖ For myself, to control myself. I hope I will get a possibility to share the skills I got at the university or somewhere else.
- ❖ We already planned a Youth Exchange and we will use some information, workshops and activities in our project as well.
- ❖ I could say that I will surely use most of knowledge in the future projects.
- ❖ I didn't decide exactly what to do but I liked the idea about Theatre of Oppressed.

9. ADDITIONAL COMMENTS AND SUGGESTIONS

- ❖ During the intercultural evenings we should present more our countries and not only drinks and snacks. Everything was super! Thank you very much!
- ❖ I love Poland!
- ❖ Good luck with CMS in Georgia and Germany.
- ❖ I really enjoyed the project. A small suggestion would be to try to make PowerPoint presentations in easy understandable language and to have all the needed materials printed beforehand. Thank you!
- ❖ Let's meet at least twice a year!
- ❖ Thank you!
- ❖ Thank you for all and everything, I loved it!
- ❖ Really great TC! Thank you for new friends
- ❖ Thank you so much that was really very impressing. Thank you Max, Lilit, Asha, Tomek.
- ❖ As a sociologist I knew most of the topics, but I learnt new things which I'll use in my youth work.