

4-12 June 2016  
(excluding travelling days)  
Ravnogor, Bulgaria

# The PathWays

an Event Wise Training



HUMAN  
RESOURCE  
DEVELOPMENT  
CENTRE



Erasmus+

## ABOUT PATHWAYS

***PathWays is the first phase of two dynamic personal development trainings designed by Olde Vechte Foundation in the Netherlands and brought to Bulgaria through Synergy Bulgaria within the Erasmus+ framework through the project named WISE CHOICE. This specific editions bring the attention only to Trainers & Youth Workers in order to support their parallel process into guiding people's learning.***

Being an educator working on personal development is interlinked on your own competences development, it is a parallel process. Your personal concepts about non-formal education are influencing the working methods that you use as youth leader, for instance. Enlarging your perspective in non-formal education also enlarges your possibilities as an educator.

PathWays training is a safe space where you can experience, play and grow. It will empower you to challenge your own resourcefulness and ability to create desired results, and thus have a positive impact on your self-confidence. It will help you stand up for yourself with integrity in a social context and increase your ability to deal with demanding situations.

PathWays is a dynamic personal development training that equips you with tools and approaches that increase your abilities to achieve personal and professional success while enjoying life. Moreover, it will empower you to take complete control over your life, to enhance your competences – you will be able to choose how to react to what happens to you and navigate change.

## WHAT YOU CAN GET OUT OF THE TRAINING:

- ✓ Reach the best performance levels you are capable of
- ✓ Communicate with more clarity, accuracy and persuasiveness.
- ✓ Create and sustain a positive mental attitude, especially during hard times.
- ✓ Use your words and body language to purposefully instil self-confidence.
- ✓ Manage your priorities so that you are always doing the most important thing first.
- ✓ Distinguish between constructive and destructive criticism.
- ✓ Analyse problems to find their causes and solutions.
- ✓ Gain the willing cooperation of others.
- ✓ Use good humour to make yourself more effective in the workplace.
- ✓ Rediscover the joy of play and spontaneity.
- ✓ Work on your weaknesses and play to your strengths.

**Additionally, during this training we are going to give practical tools and approaches that can be implemented in work with other people:**

- ✓ Reflection & self-reflection tools
- ✓ Planning tools
- ✓ Decision-making tools
- ✓ Outdoor as a personal development tool
- ✓ Out of the box thinking approach
- ✓ Appreciative inquiry approach

## **COURSE DETAILS**

The PathWays training consists of 9 full working days, and it takes place in and around the mountainous village of Bulgaria named Ravnogor. There are indoor and outdoor training sessions. Some of the exercises are accompanied by music. We also use methods such as games, embodied training, firewalk, guided meditation and role-play activities.

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## **TRAINING CONTENT**

PathWays is designed to help you boost your performance in your personal and consequently professional life. In this training you will learn how to: achieve goals, handle with the challenging situations and people, build and sustain healthy relationships, stand up for yourself, make choices, work with your energy, give and receive feedback, reflect on your own learning, work out of appreciative inquiry.

On each day of the training, you will have the opportunity to put in practice what you have learned. On the last day, you will have the chance to discuss how you can apply them in your own working environment with trainees, volunteers, staff members of your organization. Synergy Bulgaria is open for consultation on how you can apply these tools/approaches in your daily work with people after the training is over.

# PATHWAYS TRAINING PROGRAMME

## DAY 1

This day explores how **judgements** are formed and their impact on your life.

- ☞ Acknowledging where you are standing in regard with your life vision
- ☞ Stop, look, correct and take action as a leading principle
- ☞ How your concepts of trust and attractiveness influence your judgements
- ☞ The three roles in life and their daily impact
- ☞ Creating result-focused attitude
- ☞ How to bring awareness in our relationships

## DAY 2

The second day is focused on behavioural **patterns** and the effects they produce

- ☞ How to realise your patterns and change them according to your will
- ☞ Sources of success and how you can learn from them
- ☞ Cooperation as a biological process
- ☞ How new behaviours create new opportunities
- ☞ Energy management and how acknowledgement can lead to change

## DAY 3

**Self-loyalty**: how to stick to your first intention and get creative in action

- ☞ How to bring the abstract concept of trust into a concrete operating system
- ☞ How to create win-win situations
- ☞ Counterproductive games people play and how to avoid them
- ☞ How to keep your intentions and values in the madness of the day
- ☞ Self reflection as a tool for correction

# PATHWAYS TRAINING PROGRAMME

## DAY 4

**Spontaneity:** the ability to do whatever, whenever and truly be ourselves

- ☞ Circle of creativity as an action plan
- ☞ How motion can create results
- ☞ How personal leadership has nothing to do with someone following
- ☞ Prioritising information: how clear questions bring clear answers
- ☞ Defining your most important priorities
- ☞ How to find the balance between when to compromise and when not

## DAY 5

During this day you will deal with **confrontation:**

- ☞ How to tackle unexpected events and use them to your advantage
- ☞ How to turn obstacles into opportunities that help you achieve your goals and your vision
- ☞ How inclusion leads to results
- ☞ How to create working concepts rather than sticking to old ones that are not working
- ☞ How to apply the knowledge you have got in the training room in real life

## DAY 6

During this day you focus towards **Inspiration:**

- ☞ How to make the best out of limiting situations
- ☞ How to turn limitations to opportunities
- ☞ How you can create and recreate joy in your life

# PATHWAYS TRAINING PROGRAMME

## DAY 7

This day is all about **freedom** and the capacity to always have a choice:

- ☞ How to unlock your personal resourcefulness
- ☞ How to consciously choose your state and influence your mood
- ☞ How to use your support system

## DAY 8

**Self-fulfilment** is an inner job

- ☞ How to become the source of your own fulfilment
- ☞ How to gain the willing cooperation of others and inspire them
- ☞ The difference between stopping, giving up and closing
- ☞ The realization that you are complete.

## DAY 9

**Post Training**

- ☞ During Post Training you will have the chance to reflect on the method used during the training, ask questions and clarify how the method will be used in different context. Youth work, personal life, professional life etc

## THE TRAINING METHOD

In the PathWays **you are the creator of your own experience!** This training is about learning new skills, and how further you can set your own limits regarding to where you would like to go.

The main training method used during PathWays is learning by involvement, i.e. learning by doing. This means that there are short lectures followed by practising either in groups or individually.

### **This training is for you if:**

- ✓ you work with people within an organization
- ✓ you are over the age of 18
- ✓ you are willing to explore and experience yourself through 8-14 hour daily programme
- ✓ if you are coming from: Bulgaria, Greece, Romania, Italy, Spain, Czech Rep, Hungary, Netherlands.

## TARGET GROUP

With this specific call we look **only** for trainers, educators, facilitators, youth workers or other people involved in the field of education and who work with groups of people (young or adults), and are willing to learn more about themselves as professionals and as individuals are on target.

# PRACTICAL INFORMATION

<b>3</b> JUNE	<b>4</b> JUNE	<b>12</b> JUNE	<b>13</b> JUNE
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Arrival day

**before 14:00**  
to get on our bus to  
Ravnogor

Start of the training

**at 13:00**

End of the training

**at 21:00**

Departure day

**after 13:00**  
(make sure your flight is  
not leaving earlier than  
13:00 so you can get  
our bus from Ravnogor  
to Sofia airport and  
Sofia Center)

## LANGUAGE

The training is given in simple and easy to understand English.

## ACCOMODATION

The Venue is located in Ravnogor, a mountainous village elevated in 1340m. It has double, triple and four bed rooms. There is wifi internet in the in the hotel where we will accomodate for part of the training. There is also a library next to the training room that it is working office hours and has computers connected to internet. If you want to access internet 24/7 we advice you to buy a prepaid sim card with internet. There is a washing machine that you can use. The training rooms are located in walking distance from the accommodation building.

There is no bank in the village so we advise you to get cash before arriving in the village, there is no public transport. The village has several mini markets and several gorgeous hikes around the venue.



## THE TRAINERS

The trainers will be Yassar Markos (Bulgaria), Afonso Bertolo (Portugal) and Panagiotis Mamouzakis (Greece) assisted by a small international team of co-trainers who did the training before



**Yassar** comes from Palestine and currently lives in Bulgaria, where he now works as a trainer and coach. Concerning his background, he was formed as a medical doctor and is presently doing his masters in psychology. He has been delivering trainings and workshops on different topics (personal development, coaching, NLP, communication, presentation skills, training for trainers, negotiation , productivity) in the last 8 years. In last several years he has been focusing mainly on personal development trainings and coaching.



**Afonso** is a free-lance trainer and youth worker. He finished his Master in Clinical Psychology in Lisbon in 2008. Since 2009 he has been involved in community intervention and working with groups in several international contexts: Portugal, Hungary, Guinea-Bissau, Bulgaria and the Netherlands. His main areas of work are personal development and coaching with a strong focus on movement and body awareness; mentoring of young people with fewer opportunities; media as an educational tool; and project management in the area of youth field



**Panagiotis** is an experienced Youth Worker and Facilitator coming from Athens. He started working as a Scout leader for teenagers 15 years ago where he developed his coaching style. He is involved in the fields of personal development, coaching, new media and filmmaking. Currently he is holding the place of the projects manager of the Olde Vechte Foundation in the Netherlands and he works as a free lance trainer and project manager.

# FINANCIAL CONDITIONS

The training is supported from Erasmus+ and eligible countries are Bulgaria, Greece, Romania, Italy, Spain, Czech Rep, Hungary, & Netherlands.

## Travel Costs

**Travel costs are reimbursed up to 275€ for participants coming from** Romania, Italy, Spain, Czech Rep, Hungary, & Netherlands and up to 180€ from participants coming from Greece and the reimbursement happens only after you fully participate in the training and you send us all the necessary travel documents needed for the transfer.

## Participation Fee

**There is participants fee of 80€ for people coming from** Bulgaria, Greece, Romania, Italy, Spain, Czech Rep, Hungary, & Netherlands. Guarantee: If for a reason you feel that the training has not been productive for you in any way, you can request a refund of your training fee. The only condition is that you have attended every training session and have participated in every part of the program.

## APPLICATION PROCEDURE



If you wish to apply, send a filled registration form. Please note that only complete registration forms are taken into consideration. Please wait for confirmation before you book your tickets.

## ABOUT SYNERGY BULGARIA

Synergy Bulgaria is an NGO whose purpose is to support people in their social, personal and professional development so they become active and empowered members of society. We do this through international trainings and exchanges focused on personal development and soft skills growth. We employ the methods of non-formal education, such as experiential learning and coaching, usually in an international setting. We are part of the International Synergy Network founded in the Netherlands in 1991 by the Olde Vechte Foundation. International Synergy Group is a network of 35 organizations from all of the Europe, working together to offer opportunities for education and development of young people, groups and society.

## OTHER OPPORTUNITIES

WISE CHOICE project has 2 phases. Only after completing phase1 the Pathways or any Event Wise or Basic Synergy Training as participant or co-trainer there is the opportunity to participate in the Choice Training:

The focal point of Choice is working with emotions and in this training you can learn:

- how to manage your emotions
- how to modify your beliefs, moods and states in a way that serves you best

As a result, you will live your life from a place of authenticity, and the overall quality of your life and relationships will improve.

Choice training is the phase2 of the WISE CHOICE project and it is a 5 days experience. It will happen in the same venue of the Pathways training in Ravnogor, Bulgaria and it is planned 1-5 September 2016. People participated or assisted in phase1 have priority in participating in phase2.