

RECONNECT, REFLECT, RENEW

A two-day workshop of IMAGE-Karnataka partners organised by TDH-NL,
and facilitated by Headstreams



June 26 – 27, 2019

Ashirwad, St. Marks Road, Bengaluru

Introduction

Terre des Hommes Netherlands or TdH-NL organized a two day life skill training programme for the IMAGE staff working in 5 Districts of Karnataka. The workshop was facilitated by Headstreams. The workshop themed 'Reconnect, Reflect, Renew' was meant to be a refresher workshop to bring back the motivation levels in the staff. 35 IMAGE staff members attended the workshop on June 26th and 27th 2019 in Ashirwad Centre, St. Marks Road, Bengaluru.



Objectives of the Workshop

The workshop was planned as an introductory session to the Headstreams curricular framework and the 'Play, Learn Change' approach. The three main objectives being:

- Reconnect – For participants to reconnect to the vision of the program and what IMAGE is all about. It was also for participants to reconnect and understand themselves better.
- Reflect - For participants to reflect on their current work by identifying things that are challenging and that excite them in their own journey as well as identifying those things related to their project
- Renew - To renew their own personal commitment to the work they do and be energized to by looking at the road ahead

Schedule for Two Day Workshop

DAY 1	DAY 2
Session 1: Getting to know each other through team building activities using Habit of Mind: Finding Humor	Session 6: Aligning EMG need perception with needs of an Adolescent Child
BREAK	
Session 2: Locating individual contribution and commitment to organisational mission using Change Zones	Session 7: Experiencing a CLAP session on Creativity and Innovation
LUNCH	
Session 3: Use Change Zones to locate areas of growth and challenges	Session 8: Creating your own session based on Habits of the Mind
Session 4: Exploring Habit of Mind: Experiencing Creating and Innovating as a team	Session 9: Reflections on learnings during the day and closure
BREAK	
Session 5: Reflections on the Learnings of the day	

Sessions in Details

Day 1

	Session 1
Objectives	All participants know of each other and are familiar with each other. To reflect on and appreciate the value of humor in our lives
Session Plan	<p>“Shared laughter is like family glue. It is the stuff of family well-being and all-is-well thoughts. It brings us together as few other things can.” Valerie Bell, author</p> <p>Ice breakers:</p> <ul style="list-style-type: none"> • <u>My name is</u> – When participants enter, they look at the different material left on the table, take whatever they want to and are asked to create an object that they associate themselves with or that would represent them the best. After they have completed making the object, everyone introduces themselves with their name and the object. The rest of the participants then welcome them. • <u>School Student Storm</u> – Participants form groups of three where the two people on the outside become the school and the one in the middle become the student. If the facilitator calls out “Student”, all the people in the middle who are the student exchange places, If ‘School’ is called out, the two individuals on the sides change places and is “Storm” is called out, everyone exchanges places • <u>Charade Relay</u> – The group is divided into two teams. When the facilitator says ‘Start’, one person from each team comes up and acts out an object which is given on a chit. Once they are done, they tag the next team mate. This goes one till everyone in the first team completes acting out one word each <p>The Habits of the Mind are introduced especially concentrating on ‘Finding Humour’ Everyone shares a couple of examples of how humour helped. Facilitate sharing of humorous (work related?) instances with each other in mixed small groups or in larger grp (as appropriate), especially highlight if there are instances where humour helped build perspective</p>

	Session 2
Objectives	All participants have reflected on their personal contributions and commitments to the cause of IMAGE
Session Plan	<p>In mixed teams, participants formulate the purpose of the work they do in one sentence and the teams present (15 mins)</p> <p>Now everyone takes five minutes to think of how what they do connects with this larger purpose. This is an individual exercise. The tone of it is "without me, this.... would not take place" in IMAGE.</p> <p>Ask them to think of:</p> <ul style="list-style-type: none">• One strength I bring to my team• One learning I have had• One challenge I face <p>Everyone write it on a post-it or two. This is then pasted on the larger chart/board that has IMAGE written in the centre. A few of the responses are read out and discussed.</p>



	Session 3
Objectives	Use Change Zones to locate areas of growth and challenges Know of some tools to deal with panic and re-access growth
Session Plan	Facilitators Introduce Change Zones saying we all face challenges and our learnings come associated with change. Have them draw the circles and locate various aspects of their work responsibilities on them according to their perception. Discuss the different responsibilities and which zone they fall into for each person. Each person then makes an individual plan as what they would like to move from either the Panic or Groan Zone to the Growth Zone and how they will make this happen.

	Session 4
Objectives	Participants have been introduced to and experienced the Habit of Mind of Creating, Imagining and Innovating.
Session Plan	<p>Egg Drop Challenge- This is a game that allows you to use everyday items in creative ways. Each group of participants are given an egg and a packet of straws. They are asked to first plan in the first five minutes to ensure that the egg doesn't break after being dropped from a height of 6 feet off the ground. In this planning session, they can choose to make a blueprint of this model as well. They then get the next 10 minutes to make the model. Throughout the process, one person from the group is nominated to be the Observer. The Observer's role is not to participate in the activity. They only need to observe the following points:</p> <ul style="list-style-type: none"> • Group Dynamics • How many different ideas came up? • How did they land up with the idea? • Were all the team members engaged? <p>After the 10 minutes, the models are dropped. The observer then shares their feedback of each team. Facilitators then discuss how the same material was given to each team but how each team came up with different ways of doing it. Habits of Mind – 'Managing Impulsivity' and 'Creating, Imagining and Innovating' is discussed here. Everyone then thinks about their work and shares some examples of how they used their creativity in their work place.</p>



	Session 5
Objectives	Participants reflect on what they have learned during the day and what parts they find useful as individuals and as a group
Session Plan	<p>Reflection sheets are handed out. Participants write down their thoughts and submit it to the facilitators.</p> <p>Questions:</p> <ul style="list-style-type: none">• What was useful for me today?• What was useful or us as a group?• What more would we like to explore?

Day 2

	Session 1
Objectives	All participants have a better grasp of whether their knowledge of EMGs' needs aligns with needs of an Adolescent Child. Participants will detail their current intervention strategy with EMGS to see what they can learn from each other, and areas that they need to affirm or re-look at
Session Plan	<p><u>Fruit Salad</u> – To energise the group, a small game is played to start off Day 2. All participants stand in a circle and are each given one of the four fruits- Banana, Orange, Apple, Mango. Depending on what fruit is called out, those people exchange places with each other. If Fruit Salad is called out, everyone exchanges places. The last person left in the middle who does not have a places needs to call out the next fruit.</p> <p><u>Temperature</u> – This game gives participants an opportunity to dance and also helps them in negotiation. There are four city names placed at different ends of the hall. When the music starts playing, all participants start dancing in a circle. When the music stops, everyone finds a city to be at. The facilitator picks a chit which would have one of the four cities. That city’s temperature is too hot for the people to stay there. The other cities must then convince those people to join their city. The city that gets the maximum number of people to join them becomes the winner for that round</p> <p><u>Drop the Blanket</u> – The group is divided into two equal teams. Each team need to give themselves each a number from 1 to how many participants are in the team. Then both teams stand on either side of a big blanket. The facilitator calls out a number and one person from each team who is that number stands right behind the blanket on either side. The blanket is then dropped. The objective of the game is for those two people to call the other person’s name out first. Whoever calls the name first, gets a point for that team.</p> <p><u>EMG vs Adolescent Child</u> - Get into mixed groups. Discuss and present who is an EMG? What we know of their needs/what we want to know. Each group writes down the below points and tries to find the similarities and differences between an EMG and non-EMG through these questions: Draw a typical EMG?</p>

	<p>Where has she come from? Who is in her family? What is her relationship with her husband/family? What is her status in her husband's/own house? What are her dreams, desires? What are the challenges she faces? What happens when she attains adulthood? What does her future look like? Knowing all this, what are her needs?</p> <p>Every team prepares and presents through a discussion using a chart, a still picture and a role play.</p> <p>The groups then discuss:</p> <ul style="list-style-type: none"> • How many of these needs are being met right now for the EMGs we know? • What are the areas of intervention that they address for EMGs at the moment? • What can we do different so that needs of EMGs are better met? What areas of need does the programme not address? Why?
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	Session 2
Objectives	Experiencing a CLAP session on Creativity and Innovation to understand how Habits of the Mind can work in their setting
Session Plan	<p>The participants are taken through one complete CLAP session on Creativity, Imagination and Innovation. This would help them to think out of the usual norms.</p> <p>Group discussions on the following topics take place. Participants are encouraged to be creative; there is no one correct answer.</p> <ul style="list-style-type: none"> • If there were no more insects in the world, then _____ and this would mean that _____ • If the earth were flat, then _____ and this would mean that _____ • If there were no longer any dogs on earth, then _____ and this would mean that _____

In mixed groups, the participants then work on the below themes

- List three ways to cook a chapatti WITHOUT a stove.
- List three ways of opening a book WITHOUT holding it with your hands.
- What are three reasons why a person might be seen reading a newspaper turned UPSIDE DOWN?
- What are three ways in which a car and a tree are the SAME?
- List three things that you WOULD NOT find in India.

The groups then work on this situation and present their models to the other groups.

A forecast says there is going to be a severe flood in the coming days, so it's time for us to plan for our safety. Plan for shelters, something to travel, communicate, should be able to live for 3 days. So create 5 things which should be helpful to survive.

	Session 3
Objectives	Creating your own session based on Habits of the Mind
Session Plan	<p><u>Bob the Weasel</u> – A small game is played to energise the group. Participants stand close to one another in a circle. They then pass the ball behind their back singing 'Bob Bob Bob the Weasel' There is a person in the middle of the circle and must try and catch the person who has the ball in their hand.</p> <p><u>Habits of the Mind</u> - In the same groups as the previous session, the participants get the opportunity to experience creating session plans using the Habits of the mind. Each group picks one Habit of the Mind and creates a 10 minute activity to bring out the importance of that Habit. The groups then conduct those activities with the rest of the participants. At the end, they share their experience and learnings with everyone.</p>



	Session 4
Objectives	Participants reflect on what they have learned during the day and what parts they find useful as individuals and as a group
Session Plan	<p>Reflection sheets are handed out. Participants write down their thoughts and submit it to the facilitators.</p> <p>Questions:</p> <ul style="list-style-type: none"> • What was useful for me today? • What was useful or us as a group? • What more would we like to explore? <p>Closure</p>

Feedback from Participants

1. Today's activities really worked well and I learned a lot and also learned how to solve the difficult problems in a simple way. I liked the activity where we made objects to introduce ourselves. Through group discussions I learnt how to convenience people and have discussions with them. I also learn that I should not dominant people in the group instead accept their thoughts. Confidence was built through group discussions. The training was really helpful and I thought it should have been for 3 days. I gained confidence to start a new project of my own. The activities which you did was good, but if materials were provided it would have been more helpful.
2. The activity where you showed 15 pictures helped me and I can use in my workplace and in my village also to train EMG and SHG candidates. I can use the group activities which I learnt here with my family and club where I go. I like to participate in these kind of activities which helps me to mingle with community. - J.R Kamble , Sevak Belgav
3. I activity of showing pictures and letting us to describe their feelings was good. I take this activities to EHG's and school kids to introduce their names would help. Teamwork helped and showed me how to deal with people. I would like to participate more and more in these kind or workshops. - Bharathi D.S , Bagepalli
4. 4 elements were really meaningful which talked about the change. Group and team discussions were really good and helped well to know well about the group. It also helped us how to collect information from the group and from the villagers and how to bring the changes.
5. Through activities and games, you helped us to solve the issues in different criteria's. Individual working doesn't helps much in getting more information you gave us knowledge that if we work in teams we can solve the issues very soon and get different kinds of opinions. I request you to conduct many more these kind of trainings and give more information about the things we do not know. - G.M Muniresu , Bagepalli
6. It helped to gather information from the villagers about the topic through games and also can introduce topics through games. Team and group discussion helped me to gain more knowledge about the topic as different people had different opinion about the same topic. By participating in groups I learnt to interact with people. Through activities we need to collect more information and try to solve them through activities only so the training could be more about them.
7. It helped me to think prior about the work which I do and one habit really helped me. That habit works in my workplace well. When we are in groups it helps us to gain more knowledge and share with each other. I think that society needs to get many more trainings about how to talk and behave.

8. The activities which we did from morning were really useful and helped me. Working in groups gave me more information. I got exposed to different kind of skills.
9. It helped me to take part in activities and mingle with people from different districts. Listening skills was increased and it connected to EMG's habits. Different ideas were shared with different people from different districts to EMG's. I also helped to collected others ideas regard to CH issues. Games could be reduced and concentrated more on discussions about the issues. Today the discussions went well good.
10. Group discussions worked well and activity and activity based learning through play went good. It helped to explore ourselves. Group discussions worked well and helped to mingle with the team. More and more games were played and action songs helped to refresh.
11. Today's activities worked well and it helped me to know more about myself. Through activities how can we address the issue and solve it was seen. I can apply this in my village. Working in groups was good and finding the ball in groups by thinking all the possibilities was good the same can be applied in our work place. Playing games went well we can apply these games with adolescent girls in the community. Through games we can mingle and work closely with them. More trainings can be given as it would be helpful.
12. The training helped me for my personal growth. Working in groups worked well as we shared different opinion and got different links to solve on the same issue. Showing images and took us to imagine and link to that. These activities and games went well and can be used in our community.
13. It helped to know about myself and bring in changes in me. So that I can bring the changes in society and community. Group discussions helped and gave platform to have discussions on it and how can we take it ahead in our work place and bring in the changes. The activities and the games we learnt really worked well as we deal with kids we can use them.
14. Learning from the habits of mind was good as it helped us to apply in our work. We can solve the current issues happening in the education and learning. Egg drop activity worked well as each team used different strategies to protect their egg. Each one was different from others. The games conducted were related to the learning then it would have been still more meaningful.
15. We got to know about strengths and weakness of ourselves. Team work was good and it lead us towards being creative. Need to explore more groups and could have provided more materials.
16. I learnt how to deal with different people and work with them. Egg drop activity worked well and as I learnt how to deal with limited resources.
17. I got to know more about myself and how to understand others and try to empathize on it. I got to know about the people in our group. How can we involve ourselves through activities. I want to

know about myself more through activities and how can we apply the context which we learnt in our training in our work place.

18. I was not aware of habits of mind before after attending the training I got to know about it. I liked school storm and student activity where I can include it in school. Strengths, Challenges and learning activities worked well. I want to explore about change zone.
19. I liked the group activities and learnt how to facilitate those games and can be taken these activities to community. It gave knowledge and ideas how we can deal with people and value their words and thoughts. I want to explore different kinds of training and how I can implement that in my community.
20. I liked the way how you thought us through activities, the same we do with this our EMG's. The group activities really worked well. Lot many topics were discussed toady and I hope the same kind of activities and trainings cane be conducted in future also.
21. I learnt how I can handle students through activities and make them more interactive and lively. Through group discussions I learnt that how we can gather more information rather than thinking individually. We get more information all together. I want to expose to new kind of trainings.
22. I personally liked all the activities which we did today in that most important learning was strength, challenge, learning. These 3 helped a lot. Through activities I learnt how to observe things and get feedback and group activities really worked well. In group we get different opinions and different ideas to solve the issue. We need more skill based activities and trainings.
23. I liked the egg drop activity from that activity we got to know how can we protect a child. In group we can take many ideas and help us to have more discussions and share our opinions. I look forward for different activities where we can learn new things.
24. I got to learn about different zones of learning. Group activities worked well and got to share our thoughts and ideas. We still want to be exposed for different kinds of trainings.
25. We got to know that for one problem we have different kinds of solutions. It helps us to have discussions on the same issues and get different opinions and get solved. We need more these kind of trainings in future.

Feedback from TDH Team

1. It was great to see a workshop where there wasn't so much theory but a lot of learning
2. It gave the participants a space to be relaxed and get out of their 'Work' frame of mind
3. It gave the participants an opportunity to feel how it is to be a child again
4. The workshop truly reflected 'Play, Learn, Change'
5. The expectation of getting the participants energized and to come out of work was met
6. It was interesting to see how the participants would react to some of the workshop being in English but it was a great challenge for the participants to take on and the participants got used to it later on



Way Forward

- To schedule a meeting in the second week of July to schedule and discuss following trainings for the IMAGE staff
- To translate the content used from English to Kannada therefore making the content more accessible