
Guideline



Solidarity Projects

November 4

ABOUT THE PROJECT

Partners



AFRL, the main goal of the organization is, to develop young people by providing them with various opportunity.

LOGOS, is an organisation actively operating in Poland and Ukraine. It work as partners, friends, family. It is united by the same values and intention to make a positive change. Its members and volunteers live and work in more countries though.



Our Aim

At the "Solidarity power" training course we will give to participants knowledge and skills on how to support young people to initiate, develop, apply for, implement and follow up on ESC Solidarity Projects.

Our Objectives

- ✓ To provide participants with the knowledge about ESC Solidarity Projects based on practical experience
- ✓ To develop their coaching skills needed to coach Solidarity Projects made by young people
- ✓ To practice in developing drafts of application forms for Solidarity Projects with our participants





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Coaching

Introduction

Coaching - a structured collaboration aimed at achieving a specific goal, acquiring skills or habits. Coaching is suitable for anyone who wants to consciously work on themselves and implement changes in and around themselves.

What is coaching?

Coaching is an inspirational and creative partnership that supports a person's personal and/or professional growth and coping with change.

In the coaching process, the client is not advised, but it is assumed that the person or team is able to find appropriate solutions and answers themselves during the process.

The coach encourages the client to discover their professional and personal potential and to use it to the maximum. Coaching focuses on the future. It is important to arrive at concrete action plans during the process that help to realise the set goals.

What is Coaching?



<https://youtu.be/nFx6yKZrzco>

Coaching Process

Coaches have expressed analytical and interpersonal skills. There are two types of coaching:

Internal coaching is done within the organization, where a manager acts as coach for the team he/she already knows.

External coaching is done where the coach is not a part of the organization or the line management structure, but he/she is an expert in the field in which coaching is being given.



Outcomes:

The person will
work more effectively &
use their skills more effectively.

Coaching vs Other Methods

Therapy: Therapy addresses both emotional and physical pain, dysfunction and conflict resolution. The focus is often on resolving past problems and improving overall psychological functioning.

Difference: Coaching supports a person's personal and professional development to achieve practical results. Coaching focuses on the future and also avokes positive feelings.

Consultation: Individuals or organisations engage consultants for peer reviews. The consultant is expected to diagnose problems and help find and sometimes implement solutions.



Difference: Coaching assumes that individuals or teams are able to work out solutions themselves in collaboration with the coach.

Mentorship: A mentor is an expert in their field who gives advice based on their own experience. Mentoring can include counselling and coaching.



Difference: The coaching process does not involve advice, but focuses on the coachee finding the answers themselves during the process.

Training: Programmes are based on specific goals set by the trainer or instructor.



Difference: in the coaching process, goals are also set, but they are set by the person or team themselves with the help of the coach. Training assumes a linear learning path that corresponds to the established curriculum. Coaching takes place without a set curriculum.

Our Examples



Metaphorical Cards

Questions

- ✦ What kind of person is this?
- ✦ What does this person want?
- ✦ What is this person thinking about?
- ✦ What is this person missing and what does this person need right now?
- ✦ What do you like about the most about the card and what do you like the least?



Solidarity Projects

What is a Solidarity Project?

A Solidarity Project is an activity that a young person can carry out in a group of five people or more to help to bring positive change to the local community. It is set up and implemented by young people themselves in a place where they live.

Who can take part?

Anyone between 18 and 30 years old residing in any of the European Solidarity Corps participating country (all European Union countries, Iceland, Turkey and North Macedonia). Minimum 5 people from one and the same country should form a group. There is no maximum number of participants in the group.

What financial support do I get?

You can expect 500€ per month to support your project and these are costs that are linked to the management and implementation of the project. We will also cover costs linked to the involvement of a coach in the project if needed.

How to apply?

Applying for Solidarity Projects is a straightforward process and is done via web forms. Your application will be assessed by the National Agency of the country you are residing in. You can do it yourself or if you'd like, you could choose to work with an experienced organisation when applying for funding. In the application form, you will be asked questions such as why you want to carry out this project, how it will benefit the community, and which activities you are planning to run during the preparation and implementation of the idea.

So what can you do?

Broadly, you can get involved in:

- Volunteering
- Traineeships
- Local solidarity project
- Jobs
- Humanitarian aid volunteering



What is the ESC?

The European Solidarity Corps is an EU funding programme for young people wishing to engage in solidary activities in a variety of areas. These range from helping the disadvantaged to humanitarian aid, as well as contributing to health and environmental action across the EU and beyond.

The programme finances projects to engage young people in solidary activities addressing societal challenges through volunteering or by setting up their own solidary projects. The programme's ambition is not only to be more inclusive but also greener and more digital.

The European Solidarity Corps finances volunteering (including humanitarian aid) and solidary projects. It is open to individuals aged 18 to 30 (35 for humanitarian aid) and to organisations in EU and partner countries.

Video about the Solidarity Project



<https://youtu.be/gIPo1P8mLNA>

Resources about the Solidarity Projects

Solidarity Projects database - <https://youth.europa.eu/solidarity/projects/>

Solidarity Corps homepage https://youth.europa.eu/solidarity_en

Official ESC Facebook group - <https://www.facebook.com/groups/1147016848762453/>

ESC Guide - https://youth.europa.eu/.../european_solidarity_corps...



Example of Project

Econcord: Ecology for Everyone

Objectives: The Econcord project seeks to become a physical space and program of activities that can connect communities of young people living in Poznan and educate them on topics connected to environmental issues and best practices for positive contribution, in a non-formal educational setting, on a monthly basis, in order to develop an inter-national and inter-generational network of activists who can together use the tools and spaces to gain knowledge about ecology , develop ideas for future activities, develop empathy towards different cultures and future projects and campaigns within this movement, spread awareness on sustainable practices to the broader public, by organizing lectures, workshops and events.

With this intention the project aims:

- To educate groups of young people with and without migrant background (including refugees) on topics of Sustainable, Eco-friendly practices and critical evaluation of the existing realities.
- To provide a space and support in skills development and change of the attitude (in connection to intercultural dialogue and ecology)
- To prevent unjustified phobia towards third country nationals, regardless of their country of origin (i.e. possible physical violence and racist attacks),
- To promote multicultural environment in peace, and prevent occurring problems this undesired prejudice needs to be stopped and changed over open-minded and nondiscriminatory attitude.
- To bring up a community of like minded people for future initiative development



Project Management

Introduction

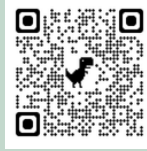
What is the project management?

Project management is the process of leading the work of a team to achieve all project goals within the given constraints.

-The analysis, the projecting, the planning, and the realization of the objectives of a project.

-Managing all the characteristics

What is project management?



https://youtu.be/ztmaTF_Qs9A

Why is project management important?

It is needed because it consists of practical arrangements, management, cooperation, and communication between the members of the group.

SWOT Analysis

Before starting a project, it is important to identify the factors that can affect the project.

SWOT analysis is a technique used to identify the strengths, weaknesses, opportunities and threats of your company or even a specific project. It can be used for both personal and professional purposes.



Risk Management !

The risk management helps to find all the possible risks that the project can have. Normally this phase starts by cataloging all of them. Then, using the risk matrix, we can start to evaluate the risk. In this way we can understand how effective can be the risk. Once this part is completed we start to mitigate this risks by implementing some idea that will be monitored and, in the case is not effective, repeat the process again.

	Consequence				
Likelihood	Insignificant	Minor	Moderate	Major	Critical
Rare	LOW Accept the risk Routine management	LOW Accept the risk Routine management	LOW Accept the risk Routine management	MEDIUM Specific responsibility and treatment	HIGH Quarterly senior management review
Unlikely	LOW Accept the risk Routine management	LOW Accept the risk Routine management	MEDIUM Specific responsibility and treatment	MEDIUM Specific responsibility and treatment	HIGH Quarterly senior management review
Possible	LOW Accept the risk Routine management	MEDIUM Specific responsibility and treatment	MEDIUM Specific responsibility and treatment	HIGH Quarterly senior management review	HIGH Quarterly senior management review
Likely	MEDIUM Specific responsibility and treatment	MEDIUM Specific responsibility and treatment	HIGH Quarterly senior management review	HIGH Quarterly senior management review	EXTREME Monthly senior management review
Almost certain	MEDIUM Specific responsibility and treatment	MEDIUM Specific responsibility and treatment	HIGH Quarterly senior management review	EXTREME Monthly senior management review	EXTREME Monthly senior management review

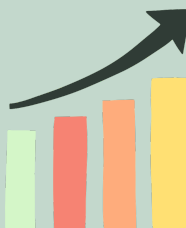
Goal Setting

Setting goals gives you long-term vision and short-term motivation. It focuses your acquisition of knowledge, and helps you organize your time and resources so that you can make the most of your life.

First, you create your "big picture" of what you want to do with your life (or over, say, the next 10 years), and identify the large-scale goals that you want to achieve.

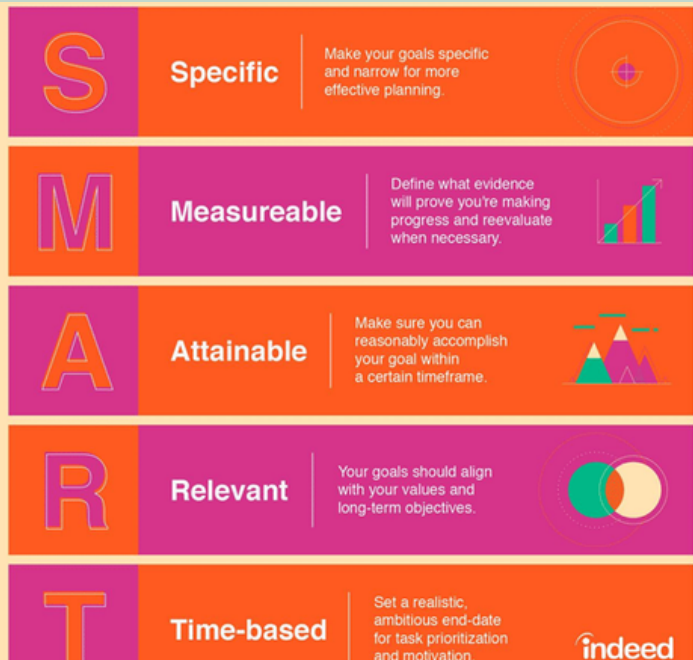
Then, you break these down into smaller and smaller targets that you must hit to reach your lifetime goals.

Finally, once you have your plan, you start working on it to achieve these goals.



Smart Goals

A useful way to make goals more powerful is using the SMART mnemonic. While there are plenty of variants SMART usually stands for:



Team Development

The goal of most research on group development is to learn why and how small groups change over time. To quality of the output produced by a group, the type, and frequency of its activities, its cohesiveness, and the existence of group conflict. This structure is very important if we want to achieve the goal like productivity. Also If we want to cooperate and accomplish a specific set of purposes and goals.





Tools



Tools which can easily improve your team work development: Trello and Miro

Trello



Trello is a virtual tool which brings all your tasks, teammates, and tools together. A tool that empowers your team to manage any type of project, workflow, or task tracking.

<https://trello.com/>

Miro

Miro is the online collaborative whiteboard platform that enables distributed teams to work effectively together, from brainstorming with digital sticky notes to planning and managing agile workflows.

As a whiteboarding platform, Miro helps your team go beyond brainstorming, with a wide variety of tasks that require collaboration: workshoping, strategy mapping, Agile ceremonies, UX research and design, product development, customer discovery and process visualization.

<https://miro.com/it/>

Gallery

