

# DAY 3

Second stage: Storming

In this stage people has different opinions on what should be done and how should be done which causes conflict within the team.

**Tool: role play**

**Explanation:** Participants were divided into small groups, each of them representing a different type of group, e.g.: teachers and students, volunteering group, etc.

**Their task is to perform a short role-play on the second stage of group development - storming**

**Tool: Conflict management and problem solving**

**Explanation:** In the storming phase, often times it is necessary to re-negotiate group/team norms

Once re-negotiated, norms are written on large paper sheets (or Canva if online work) and all participants will illustrate each norm graphically. Sheets with norms will be put in multiple places in the room, and participants will go, each at each norm to contribute on it's visual illustration. This will increase the cohesion and co-responsibility within the group, and will lead to increased intra-group engagement

# DAY 4

Third stage: Norming

When the team moves to the morning stage, they are beginning to work more effectively as a team. They are not longer focused on individual goals but rather find a way of working together.

**Tool: role play**

**Explanation:** Participants were divided into small groups, each of them representing a different type of group, e.g.: teachers and students, volunteering group, etc.

**Their task is to perform a short role-play on third stage of group development - storming**

**Tool: Mashmellow tower**

**Explanation:** The participants are divided in groups of 4 people and each group must create a towel from pasta and marshmallow

**The winning team will be the most tallest and stabel towel**





# DAY 1

From group to team

**Tool: energizers for breaking the ice**

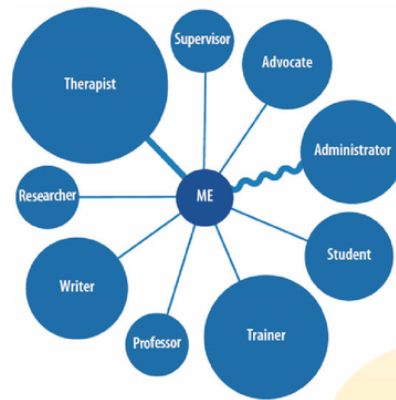
**Explanation:** the participants stays in the circle and say their names and an gesture, the rest of the participants have to repeat the name and gesture and to introduce a new one



Pillars of youth work

**Tool: Role atom**

**Explanation:** Participants position their roles in their life in a map. The roles are positioned in a different distance, size, color, shape according to their importance in life.



# DAY 2



Tuckman theory: Stages of group development:

First stage: Forming

The forming stage takes place when the team first meets each other. In his first meeting, they share information about each other.

**Tool name: Name game**

**Explanation:** Participants are given a list of names and must find the individuals who match each name. They must introduce themselves and strike up a conversation with each person to learn more about them. This activity encourages participants to actively engage and connect with others in a social setting.

**Tool: play role**

**Explanation:** Participants were divided into small groups, each of them representing a different type of group, e.g.: teachers and students, volunteering group, etc.

Their task is to perform a short role-play on the first stage of group development - forming



# DAY 5

The fourth stage: Performing

In the performing stage, teams are functioning at a very high level. The focus is on reaching the goal as a team.

**Tool: play role**

**Explanation:** Participants were divided into small groups, each of them representing a different type of group, e.g.: teachers and students, volunteering group, etc.

Their task is to perform a short role-play on the fourth stage of group development Performing

**Tool: Circle of strenghts**

**Explanation:** the participants will be divided in two circles, by rotation the participants will continue the phrase: you inspire me because....

At the end they will will have time to discuss and to continue the sentence: we will reach our goal, because together we are....

# DAY 6

The fifth stage: Adjourning

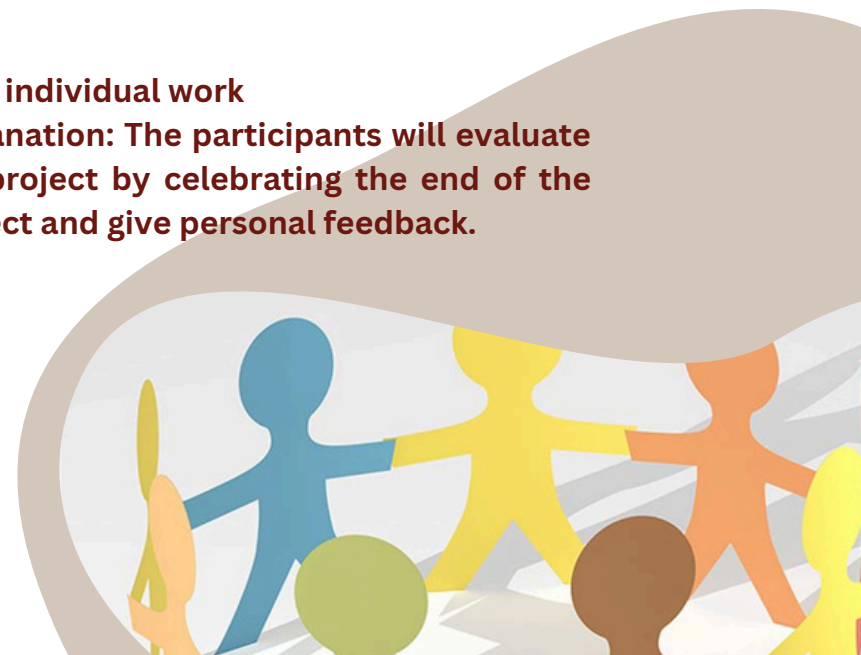
In the adjourning stage the project is coming to an end and the team members are moving off into different directions.

**Tool: team work**

**Explanation:** The participants will work in groups and they have to create a project, mentioning the name, participating countries, objectives and expectations

**Tool: individual work**

**Explanation:** The participants will evaluate the project by celebrating the end of the project and give personal feedback.



# Tools tested in the project

## “Better together”

Training course  
16-23 November 2024  
Ramnicu-Valcea



Co-funded by  
the European Union

