

# Meet'In EuroMed

SALTO YOUTH EUROMED QUARTERLY MAGAZINE

JUILLET 2005

# 5



- édito
- NA's perspective
- Training events
- Participant's perspective
- EuroMed good practices

SALTO-YOUTH  
EUROMED  
RESOURCE CENTRE



Education and Culture



# TOTEM TRAINING COURSE

*TOTEM is part of the SALTO Euro-Med training strategy for the years 2005 and 2006. It constitutes a complementary training course to TATEM (Training for Active Trainers in Euro-Med), the latter addressing those who are already engaged in training activities within Euro-Med.*

## Ready... Steady... Go !



**H**ow can one start a new year? People usually have New Year resolutions concerning work, education, life, etc... that they try to accomplish during the upcoming year. But thirty youth workers and leaders from twenty one different countries were determined on fulfilling their New Year resolutions; they wanted to become trainers in the Euro-Med, and the path to fulfill these resolutions started in Acireale, Sicily on March 16 th 2005, for ten days during the first phase of TOTEM.

Training Of Trainers in Euro-Med (TOTEM) is a long term training designed to support experienced Euro-Med actors who are interested in developing their skills and competences in order to become trainers in the field of the Euro-Med. This long term training came to life through the collaboration of SALTO-YOUTH Euro-Med and the Italian, Egyptian, and Polish National Agencies The twenty one countries included: Portugal, Spain, Italy, Lithuania, Poland,

Sweden, Greece, Austria, Germany, Belgium, France, Latvia, Morocco, Algeria, Tunisia, Egypt, Palestine, Israel, Lebanon, Jordan, and Turkey.

The first seminar in Sicily, Italy was the first among three main residential seminars; the two upcoming seminars will take place in November 2005 and May 2006 in Egypt and Poland respectively.

The objective of the first phase was to equip the participants with tools and skills to become conceiver of training activities. Therefore the design of this phase revolved around what is a trainer, and how and why becoming a trainer in the Euro-Med? In order to process and answer these questions, the training team emphasized on the following learning strands:

- Learning in the group which consists of using the group of participants as a source of learning. Several activities along the ten days of the training exhibited this strand such as sharing, in small groups,

# ■ Training events



past training experiences where participants were trainers, trainees, or observers. This strand, learning in the group, was also highlighted during the experiential learning, one of the Euro-Med specificities, where participants had to learn from each other on how to work in teams, how to develop group skills, and most of all know and understand what leadership is especially in a multi-cultural setting.

- Learning as a trainer which emphasizes the development of the professional competences of the TOTEM future trainer. The focus on this strand took place when the participants had to divide into groups, establish partnerships among each other, and design a training that should be implemented towards the end of 2005.

The richness of the training was not only measured through the diversity of the participants or the activities but also through the diversity of the members of the training team that included five trainers from Italy, Spain, Poland, Egypt, and Lebanon. This combination from both West and East, North and South helped providing the training team with a better and deeper understanding of issues and concerns related to the Euro-Med region; also, it was a living example for the participants of a successful cooperation that overcomes geographical boundaries.

Eight months is the period that separates the first two seminars, through which the participants have to do an observation of a real training; this observation is an educational process geared towards learning from real experiences, knowledge that is not provided through books. Also during this eight month period, each partici-

part has one of the trainers as a mentor in order to give feedback to the participants and help them to assess themselves as trainers. Furthermore, the mentoring will help the participants become more aware of their strengths, weaknesses, and limitations. Both the observation and the mentoring are parts of the self-directed learner strand, a very important learning process for the TOTEM future trainer.

One of TOTEM's main objectives is to improve the quality of training activities in the Euro-Med through offering a deeper comprehension of the Euro-Mediterranean context. But a greater objective was developed during the first seminar which is a transformation of the self through self-reflection in order to become a more aware trainer in the Euro-Med context. One of TOTEM participants stated:

In Acireale, I experienced real heart and mind opening moments. Through challenging group exercises and self reflections I reached enriching insights and awareness of feelings in order to create deep learning.

Change and improvement don't only happen through learning new skills; they require self reflection and determination to pave the way for them. Nobody said that this road would be easy, but TOTEM is providing a safe space for the participants to go through this transformation in order to become effective and successful Euro-Med trainers!

**For further information about TOTEM please visit the following website:**  
<http://www.salto-youth.net/totemdescription/>



**JANA EL-HORR:**  
[janahorr@hotmail.com](mailto:janahorr@hotmail.com)

*Jana was reporter of TOTEM.  
She is Lebanese, currently doing a master degree in Conflict Transformation in the United States.  
She has been working for two years in Lebanon with youth in the fields of Conflict Transformation and Leadership and she would like to pursue in the future a career in policy making and youth advocacy.*

