



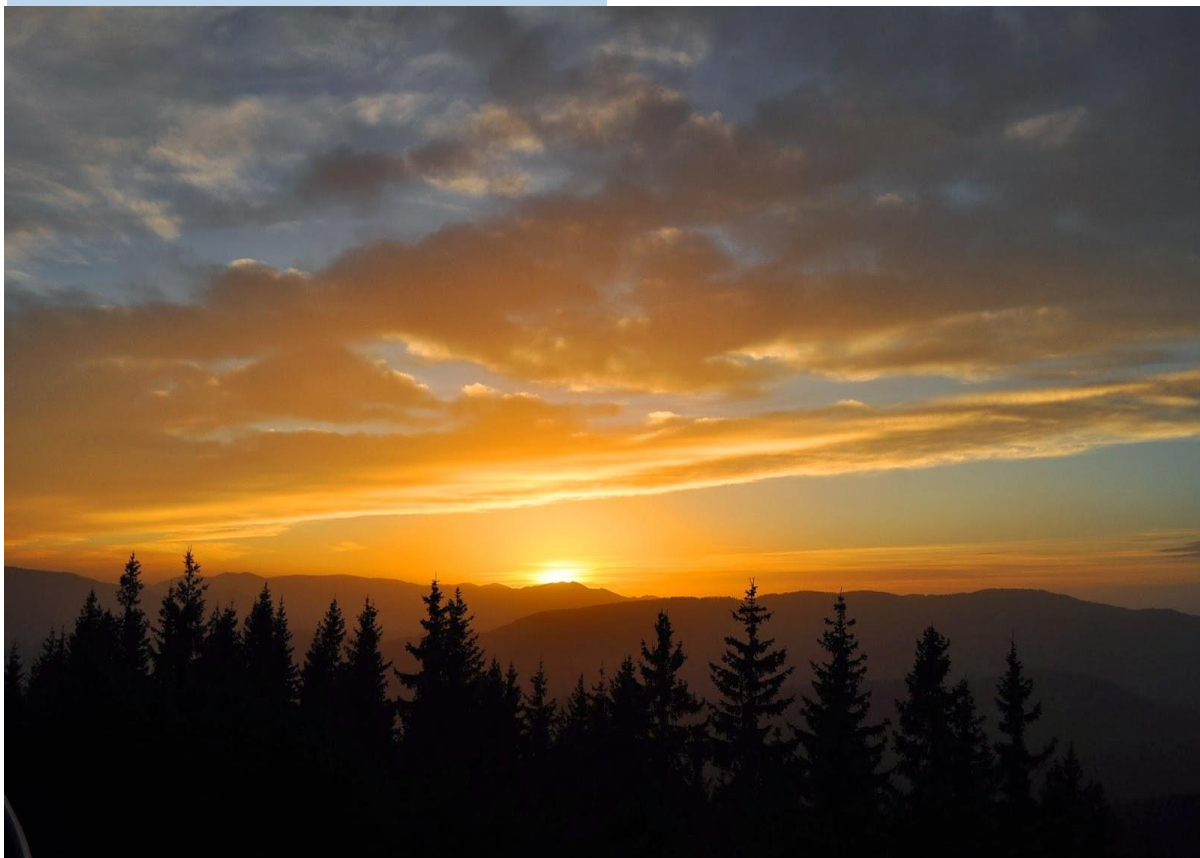
Training course for youthworkers

Creating of
Tomorrow's
Leaders

10th – 18th August

2015

Uzana, the region of Gabrovo,
Bulgaria



Welcome

Dear partners,

Through the following pages, we have summarized the information you need to know about our training course.

We are very glad that you have decided to participate in our project, and therefore we will strive to offer a warm welcoming to you in the training.

If you have further questions, do not hesitate to contacting us at yas.bulgaria@gmail.com .

Enjoy exploring the practicalities!



This project is hosted by:

IYAC BULGARIA

Who we are?

International Youth Activity Center – Bulgaria is non-governmental organization established to be in favor of the society. We have different initiatives linked to culture, sport, volunteering , non-formal education , ect. Our mission is developing the entrepreneurship among the young generation, solving common social problems, integrating young people with different kind of disabilities and creating possibilities for one better and normal life, evolving the intercultural dialogue between youngsters from foreign countries.

Main IYAC AIMS are:

- raising young leaders , developing valuable organizational skills as teamwork , implementation of ideas and making strong professional network among them, soft skills, initiative and innovation .
- providing a scope for the performance and realization of youth leaders - stimulate the process of taking decisions among the young people
- promoting the non-formal education and show its benefits
- accomplishing initiatives in the youth sector and youth politics
- encouraging sports activities and sport education outside
- informing the young generation about the advantages and possibilities for improving their standard of living and professional development
- working with people with disabilities

About the Course

What is “Creating of Tomorrow's Leaders”?

The aim of the project activities is to encourage and improve the level of key competencies for development of leadership qualities in people, actively working with young people and youth organizations, and thus increase the opportunities for cooperation, exchange of experience and good practice between them, as well as improve the quality of work of youth organizations by creating qualified leaders, aware of the needs and problems of the youth sector, while at the same time finding the way for their improvement, seizing the opportunities and achieving their goals.

The project will develop participants' communication, teamwork skills, build confidence building within the group and personal presentation, public speaking and presentation skills, organizational skills and planning, time management, conflict management, leadership qualities building, self-motivation, social commitment, positive attitude, flexibility and confidence. The methods used to achieve the objectives of the project are training sessions, workshops, simulations, interactive presentations, role plays, discussions, project development and social initiatives.

Expected results and impact of the implementation of the training are: the participants will acquire leadership in local communities by creating better programs, projects and activities that will have a greater impact on the development of young people; they will create sustainable interventions that will use less resources and create better social change; the participants will have more proactive and innovative ideas; they will achieve professional development in the field of youth sector and become ambassadors of the change in their communities.

Long-term benefits from the implementation of the project will be: better image and competence of youth workers and informal learning, positive long-term development of the organizations, better activities that will lead to better cooperation, opening the local communities for intercultural dialogue and development of European identity and solidarity in more young people.

How will we work?

The methodology of the training course is conceived in ways that require active participation and exchange between participants. It is based on participants' own experiences and builds on concrete actions for the future. The methodology of the training programme is based on the main principles of experiential learning cycle and non-formal education.

The programme is designed with a logical flow that starts with introduction to concepts and progressively gets into the topic, to end up working on the creation by participants of practical results. This way, the course will close with a document containing all the information gathered in the training.

The training course will be fully implemented **in English**.

When?

Participants' Arrival day: 10th August 2015 before 12:00 (AM) in Sofia.

Start of the program: 10th August 2015 at 20:30 in Uzana.

End of the program: 17th August 2015 at 22.00 in Uzana.

Departure day: 18th August 2015 after 16:00 from Sofia.

We will provide bus from Sofia to Uzana day of arrival and departure !!!

If you plan to **arrive earlier** or **leave later**, and you need to find an accommodation, let us know, so that we can support you. Your expenses out of the days of the training will not be reimbursed by the organizers. Please **DO NOT BUY any tickets** before approval of the organizers !!!

Training Course

The course is prepared and will be run on the basis of a methodology that emphasizes active participation and commitment of all who's involved. Therefore, the program is subject to regular changes and adaptations before and during the course. The activities foreseen are ice-breakers, role-plays, teambuilding and outdoor activities, debates, open space and several workshops to develop life skills and competences useful for any youth worker. The working methods are the: "Experiential learning", "Educator to Peer" and "Peer to Peer".

We will like to remind you again that this training course will be quite challenging since we will be reflecting and facing challenges on individual and on group level overcoming demanding situations, we will be questioning a lot how we and others are living and will pass intensive reflection moments.

The main theme of our training is LEADERSHIP, thus most of the methods have a focus on how the youth workers can develop leadership skills of young people.

Who?

Participants & Partner Organizations

The project "Creating of Tomorrow's Leaders" is a training course which aims at bringing together 28 youth workers, from 8 countries:

Country	Number of participants	Partner organizations
Bulgaria	7	IYAC Bulgaria
Italy	3	PAOLAB
Slovenia	3	RCP, RAZVOJNI CENTER PTUJ
Croatia	3	CET platforma Croatia
Serbia	3	CET Platform
Poland	3	TDM2000 Polska
Macedonia	3	MARKETING GATE
Greece	3	Youthnet Hellas

PROJECT TEAM



OGNIAN
TRAINER



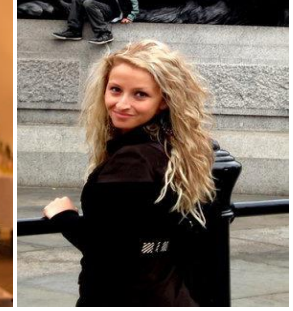
ALEXANDRA
TRAINER



NIKOLAY
PROJECT
COORDINATOR



IVANNA
LOGISTICS
STAFF



SVETLANA
HOST

The team will consist of 2 trainers experienced in working with international groups and with the method of non-formal learning.

The team will support participants in their learning process and make sure that high quality training is delivered.

Ognian Gadoulov (BULGARIA) is a youth worker and trainer from Bulgaria specialized in international youth cooperation projects. He is involved in interactive teaching and environmental education. Prepares and educates instructors for working with children and young people. Ognian perform responsibilities as a trainer for Bulgarian "Erasmus +" National Agency. Expert in conducting adventure programs based on experiential learning and improving team performance. He is a certified instructor in rock climbing and slacklining. The team will consist of professionals experienced in working with international groups and with the method of non-formal learning. The team will support participants in their learning process and make sure that high quality training is delivered.

Alexandra Mircheva (BULGARIA) is a trainer in the Pool of Trainers of the National Youth Forum – Bulgaria actively involved in youth activities and non-formal education in the last 3 years. She is a certified instructor in training of young people and children based on experiential learning. She has experience as a trainer on the topics of personal development, active citizenship, youth leadership and empowerment, structured dialogue.

Program of the course

We are presenting you with a program for the course. However, it is important to notice that it is just guidelines to offer you and overview, which can still be modified and will also be adapted accordingly to the group during the course.

10.08.2015	11.08.2015	12.08.2015	13.08.2015	14.08.2015	15.08.2015	16.08.2015	17.08.2015	18.08.2015
	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Day 8
Arrival Welcome	INTRO DAY	TEAM WORK AND LEADERSHIP DAY	LEADERSHIP SKILLS DAY	LOCAL COMMUNITY AND CULTURE DAY	REALITY CHECK DAY	PRACTICE LEADERSHIP DAY	FUTURE PLANNING DAY	Departure Goodbye
	Official opening	Basics of teamwork	Motivation and leadership	Meeting local NGO representatives and Youth leaders	My community	Creativity as a leadership tool	My first project	
	Introduction				Break	Break	Break	
	Break	Break	Break		Break	Break	Break	
	Get to know each other	Roles in the team and characteristics of effectiveness	Leadership skills – time management	Cultural visit	Positive conflict transformation	I leader – part 1	International projects and cooperation	
	Lunch	Lunch	Lunch		Lunch	Lunch	Lunch	
	Teambuilding	Leadership styles	Leadership skills – conflict management		Erasmus + - opportunity and partnerships	I leader – part 2	Action planning and follow-up	
	Break	Break	Break				Break	
	Role of the youth leaders for youth work and society	Organizational presentations	Leadership skills – communication and presentation skills	Reflection	Reflection	Final evaluation and closing		
	Reflection	Reflection	Reflection					
Dinner	Dinner	Dinner	Dinner	Dinner	Dinner			
Welcome Evening	Sharing stories	Cultural Cross-Road 1	Cultural Cross-Road 2	Dinner out	TEDx evening	Free evening	Closing evening	

Financial and practical conditions

Travel reimbursement & Insurances.

Board and lodging will be provided and paid by the Organizers of the Training Course. There will be travel reimbursement according to the Erasmus + regulations (see the table below). Please pay attention to the figures and conditions. We are strongly recommending you to have insurance while you are in Bulgaria. Each participant will be in charge of purchasing one, because no private insurance will be reimbursed.

Very important: your tickets are an essential part of accounting of the project that we must keep and present to the Erasmus + National Agency, the main funders of the training. **Therefore, if you cannot provide your original tickets, receipts, insurance and invoices clearly stating the travel agency, your name and the exact costs of the tickets, we will not be able to reimburse you.**

COUNTRY	MAX. REIMBURSEMENT PER PERSON
Bulgaria	180€
Serbia	180€
Macedonia	180€
Croatia	275€
Poland	275€
Greece	275€
Italy	275€
Slovenia	275€

Please **DO NOT BUY any tickets** before approval of the organizers !

Please note if you bought your ticket in your local currency which might be different than EUR, we will calculate your travel costs according to the exchange rates from official European Commission website ec.europa.eu/budget/inforeuro/index.cfm?Language=en

Travel expenses

The travel expenses (from your home town till the venue of the course) are reimbursed on presentation of the relevant receipts **up to the maximum listed in the table**. In the frames of the Training Course the reimbursement will be done only for travel expenses incurred according to the rules given below:

- **Travel expenses** will be reimbursed only upon presentation of **documentary evidence** of the sum actually paid: original invoice or/and a copy of credit card slip. **The documents** must have the date, price, name of the traveler, destinations of the travel and the bill has to be completely clear.
- **Electronic tickets** will only be reimbursed on receipt proof of payment (invoice, paper of booking/purchase printed from internet, copy of credit card-slip showing the transfer of the money for the ticket, **payment confirmation from internet**) and on presentation of the boarding pass for the outward journey.
- Note, that **the booking paper alone is not enough to prove your travel expenses**. You should present as well **the boarding passes**, a bill, a slip of payment and print-out from your bank account to confirm the sum paid for your ticket.
- **Keep all travel documents** you get during your trip: boarding passes, bills, slips, tickets etc., because we absolutely need them!
- **Taxi fares** cannot be reimbursed.

Organisers will reimburse **100%** of eligible travel costs up to the limit. **50% of travel cost** will be reimbursed after participants provide their original tickets. **Other 50% of travel cost** will be reimbursed after approval of project report.

Reimbursement will be done by bank transfer in Euro **to the Sending organization's bank account.**

Note that, only participants attending the entire training course can be reimbursed. The Commission **solely** reimburses public transport costs.

There is NO participation fee for this training course!!!

Personal health

It is very important that you notify us of any health risk or possibly necessary medicines (if you did not note it yet in your application form, please let the team know about it as soon as possible via e-mail).

The information you provided on any special needs does not remove your own personal responsibility for ensuring your own health.

What to bring?

- Clothes and shoes **suitable for sports and walking / hiking.**
- Your **original tickets for the entire trip, the invoice** of the travel agency (the price clearly indicated on the ticket), **the boarding passes.**
- Your **travel insurance** contract and a legible copy of it.
- Your **ID/passport.**
- Your own **medication.**
- Something typical about your country such as **food, drinks, music, traditional objects, promotional materials** and whatever else you want to present.
- **Materials** about your organization.
- Your **willingness to reflect on your own skills, knowledge and attitudes.**
- Your **motivation, inspiration and energy for an intense and hard working week.**
- Your **spirit to share your experience, questions and doubts.**
- Swimming suit ☺ (the hotel has a swimming pool)

Concerning **special needs (diets, medicine)** please, tell us beforehand if you need any assistance from us in this matter.

Venue – Uzana, the region of Gabrovo

Where?

The training course will take place in hotel "Prima S" in Uzana village, the region of Gabrovo .

The main destination will be Sofia. All participants can reach Sofia by plane (**preferably on 10.08.2015 before noon**). If somebody decides to arrive earlier we will help with accommodation (finding cheap hostel and helping with transportation), but extra cost will be paid by him/her personally.

We will arrange transport from Sofia to Uzana for full group by bus and to do same on 18.08.2015. If early flight on 18.08.2015 is presented we will help with transportation (but please try to book flights at the afternoon on 18.08.2015).



Characteristics of the place

The **Uzana** (Bulgarian: Узана) is a winter resort in Bulgaria. It is located at the foot of Ispolin peak at 1,420 m above sea level, near the Bulgarka Nature Park in the Stara Planina. It consists of large meadows surrounded by forest. The altitude varies from 1,220 to 1,350 m. The longest run is 4,265 ft /1,300 m. The nearest big city is Gabrovo, some 22 km away. Uzana is also the geographic center of Bulgaria. The resort with its 15 hotels provides tourism opportunities throughout the year.



The surrounding sites of Uzana are suitable for spaleology, skiing, and rock climbing. There are possibilities for cultural tourism in the region. In the nearby open-air ethnographic museum Etara people can learn more about Bulgarian crafts. The Sokolski Monastery is situated a few kilometers away from Uzana.



Tourism in the Uzana region started in 1937 when the first chalet also named Uzana was built on the southern side of the meadow. Uzana is a home of rare floral species included in the Red Book of Endangered Species.

Accommodation and food

Participants will be accommodated in double and triple bed rooms. Each room has a bathroom. Accommodation and full board meals (breakfast, lunch and dinner) are covered by the hosting organization.

<http://www.uzana.com/prima-s.html>



How to apply

If you are interested to join our project you can find application form on <http://trainings.salto-youth.net/5023>

Application form should be sent to partner organisation which will do selection of participants.

List of partner organisation and e-mails:

ITALY	PAOLAB	carnevalerosso@libero.it
SERBIA	CET Platform	office@cetplatform.org
POLAND	TDM2000 Polska	janik@tdm2000.pl
CROATIA	CET platforma Croatia	croatia@cetplatform.org
GREECE	Youthnet Hellas	partnerships@youthnet.gr
MACEDONIA	MARKETING GATE	marketingporta@gmail.com
SLOVENIA	RAZVOJNI CENTER PTUJ	Tezak.spela@gmail.com

Deadline for applications is July 1st 2015

Usefull information



Located in South Eastern Europe, Bulgaria is bordered by Greece and Turkey to the South, Romania to the North and Macedonia and Serbia to the West. Its Eastern Border is formed by the beautiful Black Sea Coast. A country of outstanding natural beauty the environment remains unspoilt and is incredibly varied. A relatively small country, a few hours drive will take you from the snow covered central Pirin mountain Ranges to the long sandy beaches of the Black Sea coast. Forming the heart of several of ancient histories greatest civilizations Bulgaria's rich culture is reflected in a vast number of architectural treasures. Throughout the country you will find ancient Greek sites, Roman amphitheatres and Byzantine churches. The country is home to 160 monasteries, 36 cultural centres and 40,000 listed archaeological monuments. Nine sites have achieved a coveted place on the UNESCO world heritage list.



- **Capital city:** Sofia
- **Official language:** Bulgarian
- **Currency:** The official currency of the country is **the lev**. Since 1997, the country has been governed by a currency board and the value of the lev has been pegged to the Euro, at a fixed rate of **1 EUR – 1.95583 BGN**.
- **Getting to Bulgaria:**
 - **by Air:** Official site of Sofia's airport <https://www.sofia-airport.bg/en/passengers> , Sofia airport tel.: +359 2/ 937 22 12. You can use the international website <http://esky.com/> to find your flight.
 - **by Bus:** You can visit Internet site <http://www.centralnaavtogara.bg/> where you will find more information about international and interurban bus schedules and where you will be able to make online reservations.



- **by Train:** The main European railway routes pass through Bulgaria. If you prefer traveling to Bulgaria by train we recommend visiting the official site of the Bulgarian State Railways which provide direct or non-direct transportation to main European and Mediterranean cities: <http://www.bdz.bg/en/>

- **Most important phone numbers:** 112 - european emergency number
- **The average temperature** for August in Uzana is 30 degrees centigrade.
- **Time difference:** GMT + 2 hours (October – March)
GMT + 3 Hours (April – September)

DICTIONARY

ENGLISH	BULGARIAN
YES	ДА
NO	НЕ
MAY BE	МОЖЕ БИ
PLEASE	МОЛЯ
THANK YOU	БЛАГОДАРЯ
EXCUSE ME	ИЗВИНЕТЕ
HELLO	ЗДРАВЕЙ
GOOD MORNING	ДОБРО УТРО
GOOD AFTERNOON	ДОБЪР ДЕН
GOOD EVENING	ДОБЪР ВЕЧЕР
GOODBYE	ДОВИЖДАНЕ
SEE YOU SOON	ДО СКОРО
SEE YOU LATTER	ЩЕ СЕ ВИДИМ ПО-КЪСНО
HAVE A NICE DAY	ПРИЯТЕН ДЕН
SORRY	СЪЖАЛЯВАМ
NO PROBLEM	НЯМА ПРОБЛЕМ
HOW MUCH IS IT?	КОЛКО СТРУВА ?
WHERE IS ... ?	КЪДЕ Е ... ?
DO YOU SPEAK ENGLISH?	ГОВОРИТЕ ЛИ АНГЛИЙСКИ ?
I DON'T UNDERSTAND	НЕ РАЗБИРАМ

Contact information

If you need help, have questions or need further information please do not hesitate to contact us:

Nikolay Nikolov – project coordinator

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+359 887928282

