

# Coaching for Creativity

22-30, 2009., Hollókő, Hungary

A group of talented young people and young professionals came together in this project for a long-term, intensive course: volunteers, peer educators, youth workers, counsellors, trainers, from Italy, Hungary, Czech Republic, Romania, the Netherlands, Slovakia, Latvia, France, Poland and Lithuania.

The theme of this project was COACHING, its relevance and opportunities in the development of YOUTH WORK in Europe and in the countries of the Visegrád 4. We looked at opportunities and exchanged experience of using coaching as a method in the long-term support of young people and their community initiatives: EVS, youth initiatives, organisational development, long-term projects, local community development, support of youth, volunteers and leaders.

We discussed questions such as:

- What is coaching: its concept, method, values, basic principles and characteristics
- What are the differences and overlaps between the methods of personal and team support: coaching, mentoring, supervision, training, counselling, therapy, facilitation, moderation, meditation, coordination, leadership and management? Were we as a youth workers, to what extent are these methods present in our work?
- What are the specific characteristics of youth and youth NGOs according to which COACHING has to be adapted, if used?
- What are the competences of a coach? Is it coaching what we do or is it something else? Do we want to be coaches? Do we want to use the approach and/or the techniques in our work?
- Is coaching relevant in the context where we work? When to use it and when not?
- How to develop ourselves on the personal and professional levels in order to become a coach or to be able to use its approach and techniques?
- What is the build-up of a coaching process? Which coaching models are easily adaptable to youth work?
- How to make a personal development plan?
- What are the techniques in coaching that a youth worker can use?
- What are frequent themes, situations in youth work where coaching can be an option?

The program included:

- individual, couple and group exercises: indoor and outdoor workshops, drama, dance, creative expression, simulations
- lectures to present the approach and some useful techniques
- live practicing of the techniques learned
- a volunteer project with the local community: organising playsessions for local children and families, renovating a wooden house, learning to make Hungarian rosehip jam.
- discussions and sharings to debrief the experience
- presentations by participants: their organisations and best practices
- making action plans for the future

## **Results:**

Many of the participants already implement what they learned in projects that are currently running and are under preparation.

Egyesek is using the experience in the coaching of the participants of the 3+ courses, where we trained people active in youth NGOs, and they all implement a small project in their organisations during the 6 months after the trainings. This project lasts till the end of March 2010.

Our goal was also to establish a network of organisations within the V4 countries. As immediate result, a Slovakian organisation started to cooperate with Egyesek in creating a long-term project and all other partners joined short-term international youth projects that are organised either by Egyesek or in which the organisations participating in this seminar are partners.

One of our partners, the Olde Vechte Foundation will organise two totally new, advanced level training courses about coaching in 2010.

Many of the partners of Coaching for Creativity are involved in at least one of our upcoming youth exchanges: PlaFull and Sustainability in Action in the spring of 2010.

Partners will meet again in the Netherlands 13-16 January 2010 to prepare a long term project to improve the quality of the practical training of youth workers, where coaching will also be an element of the project.

The project Responsible Youth has received grant from

the Youth in Action Programme of the European Community.

Information on the Programme is available at [http://europa.eu.int/comm/youth/index\\_en.html](http://europa.eu.int/comm/youth/index_en.html)

However the content of the project doesn't necessarily reflect the opinion of the EU

and the Hungarian National Agency, Mobilitás Országos Ifjúsági Szolgálat

The project is not under the responsibility of these institutions.

The project received grant from the International Visegrad Fund.

information available at [www.visegradfund.org](http://www.visegradfund.org).