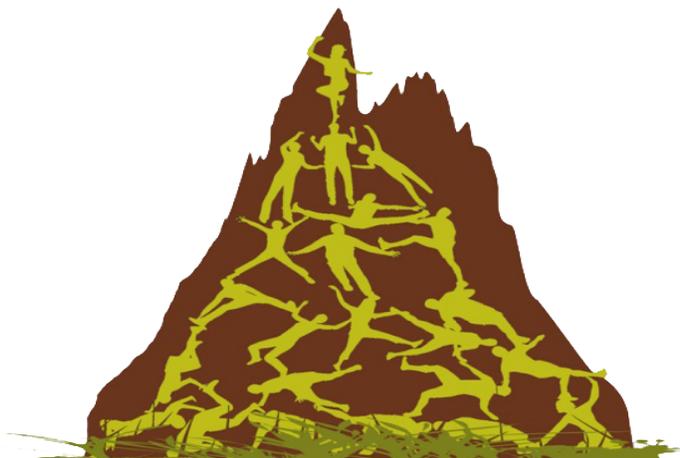




in collaboration with

Olde Vechte Foundation

presents



NEW MOUNTAIN

"HOW TO CREATE FULFILLMENT IN A JOBLESS ECONOMY"

a BASIC SYNERGY TRAINING

19th to 30th January 2014

Ommen, The Netherlands



Netherlands
Youth
Institute



Education and Culture DG

'Youth in Action' Programme

What is New Mountain?

- 12 days Personal Development Training
- Focused on bringing a new perspective on fulfillment
- 40 people from 8 different countries:
 - Netherlands,
 - Bulgaria,
 - Croatia,
 - Greece,
 - Hungary,
 - Latvia,
 - Romania and
 - Spain
- Happening in Ommen, the Netherlands
- Between 19th-30th of January 2014

About New Mountain

The title **New Mountain** was chosen as a reflection upon the current situation of the actual job market which offers very little opportunities.

The traditional “*job for life*” pattern which the previous generations (of our older brothers, fathers, grandfathers, etc.) were using isn't working anymore. **Connecting life fulfillment with a paid job is a goal that will only create frustration, as this link is completely artificial.**

The direct consequence of this is a **major shift** away from the traditional way of finding a place in the job market.

The actual situation completely changed the rules of the labor market, making everyone new to this situation. This has led to a new challenge which didn't exist so far. There is a **New Mountain** to climb. A **New Mountain** with a different path to



reach the top. A **New Mountain** which comes to **challenge the old concept of employability**.

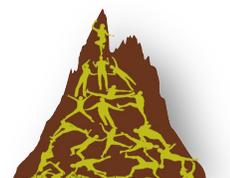
What it requires, first of all, is a focus on personal fulfillment, openness to learn new subjects, and then the initiative to take the first steps and keep on while seeing possibilities instead of obstacles. Shortly, this requirement can be defined as **personal leadership** – *"the ability to live my life on the terms that I set for myself"*.

As in any other mountain climbing there is a better support when it's done together with other people. The road to the top of this **New Mountain** is made including people in our surroundings, people who might have the resources and the contacts to lead us where we want to go. This is also known as **networking**: *"the capacity to establish a chain of contacts that can facilitate the opening of strategic doors"*.

For this (new) mountain climbing we invited people across Europe who are new to the labour market to come and bring their life experience and dreams, and work together. So that we all can find alternatives that bring fulfillment while being able to make a living. And through this common work take something back with us to our daily lives and to the people who are around us.

We take as inspiration examples of people who created self-sustainable communities with almost no need of money, artists who take a standard "nine to five" job or a part-time job in order to sustain themselves or even youth workers such as ourselves who kept finding our way by applying for European grants (EVS, Grundtvig Assistantship, etc.).

The common link between all these people is that they put their dreams as priorities, and perceive work as an extra activity to make a living from which they have a certain degree of independence.



Goal and purposes of the training

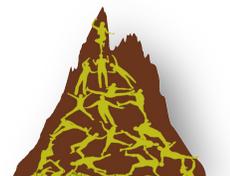
The program of this training is what we call a **Basic Synergy Training**. The **goal** we want to reach during the training is to *create fulfillment in a jobless economy*. This will happen through *becoming aware of the attitudes we have in our everyday life and taking a bold step into the unknown*.

During the training you will have opportunities to improve your:

- Personal leadership skills
- Cooperation skills
- Communication and skills
- Planning and organization skills
- Social mapping and Networking skills
- Understanding your own personal working style
- Flexibility in working in international groups
- Ability to identify and use your own potential

We will empower you to:

- Be an inspiring leader; that is to inspire others to go into action by being an example.
- Create results beyond your imagination.
- Work out of excellence; through taking risks, and correcting mistakes.
- Work by the *learning by experience* method – that is to reflect on one's actions and act out of these reflections.
- To put this into practice "back home"



When

Online preparation	Training	Follow-up
1 st December 2013 – 17 th January 2014	Arrival day: 18th January 2014 all day Start of the program: 19th January 13:00 End of the program: 30th January 23:00 Departure day: 31st January before 11:00	February – July 2014

Online preparation

The online preparation will happen prior to the actual training via closed Facebook groups. Participants will receive **media assignments** to prepare themselves for the training. Participation is optional but **highly recommended**, as it sets the working mood for the training.

Follow-up

In this particular training **we place a great deal of importance on the follow up phase of the training.**

We want to have the **stories of the participants on how they created fulfillment in their lives.** In the last days of the training we will invite the participants to decide how they want to share them. This sharing will take place **2 weeks** after the training, then after **3 months and 6 months.**



Where



The training will take place **in and around** the group accommodation of the **Olde Vechte Foundation**. **Hosting and catering** will be provided within this accommodation.

About the house: there is a **wireless internet** connection in the house that you can use. There are 12 sleeping rooms that can be occupied by 2 to 6 people and the showers and toilets are common on each floor. Besides the training room, which we call the **Big Room**, there are a **Cozy Area** and a **working area** available. There are a **washing machine** and a **dryer** that you can use.

The accommodation is located within a **walking distance** from the city center of Ommen.

For more details, please have a look on the website: www.oldevechte.nl

Please notice that **Olde Vechte is a group accommodation**, which means we take care of the house **by ourselves** (including some of the **practical aspects and light household duties**). The house will be our **home** for the entire training.

Organizing team

The main trainers leading **New Mountain** will be **Yassar Markoss** and **Panagiotis Mamouzakis**. They will be supported by **an international experienced team** of youth workers and young professionals.

The project manager of **New Mountain** is **Afonso Bértolo**.

Each one of them has done at least the Basic Synergy Training. This means that they have already experienced the whole program of the training. The team members will support participants in their learning processes.



Participants

There will be **40 participants** altogether, 5 per country (including group leaders), who are resident in one of the partner countries involved (see table below).

Participants should be:

- Between the age of **18 to 25 years** old. (Only group leaders can be over 25)
- **New to the job market:** unemployed short and long term, people who finished university, educational drop-outs, people who are changing jobs or want to do it, people who were recently fired.
- Able to work in **simple English**.
- Highly motivated and willing to actively participate during the **whole** training.

Partner Countries Involved

Country	Organization	Contact person	E-mail and telephone
Netherlands	Small House Productions	Afonso Bértolo	newmountain.exchange@gmail.com 0031 529 451 963
Romania	Asociatia Tineri Parteneri Pentru Dezvoltarea Societatii Civile	Iulian Ghinoiu	young_partners@yahoo.com 0040 353 405 310
Spain	Asociación Creativa	Samet Aydemir	samay06@gmail.com 0034 605 573 686
Croatia	Syncro	Mirjana Kovačević	synergy@synergy-croatia.com 00385 958 610 671
Hungary	Egyesek Youth Association	Viktória Csákány	viktoriam.csakany@egyesekek.hu
Greece	Break The Couch	Panagiotis Mamouzakis	breakthecouch@gmail.com
Latvia	Izdzīvo ideju	Lauma Žubule	lauma.zubule@gmail.com 00371 265 472 46
Bulgaria	NSAEE AIESEC Bulgaria	Zhivka Petrova	bulgaria@aiesec.net 00359 298 716 81



Travel Reimbursement

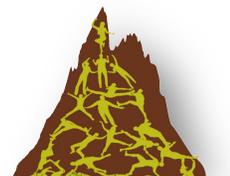
The program can **refund up to 70 % of your travel costs**, if you participate in the **whole training**.

Choose the cheapest way of travelling and buy return tickets. **You must keep all your tickets, boarding passes and receipts (originals)**. ONLY if you have the travel tickets, boarding passes and receipts we are able to reimburse your travel costs. See the table below for the highest price from which we will reimburse you full 70% (all amounts are in Euro).

Country	Maximum Travel costs 100%	Maximum reimbursed 70%	Participation fee
Netherlands	€ 50	€ 35	€ 50
Romania	€ 300	€ 210	€ 50
Spain	€ 300	€ 210	€ 50
Croatia	€ 300	€ 210	€ 50
Hungary	€ 300	€ 210	€ 50
Greece	€ 400	€ 280	€ 50
Latvia	€ 300	€ 210	€ 50
Bulgaria	€ 300	€ 210	€ 50

Participation fee

There is a **participation fee of € 50 per person** which has to be paid during registration upon arrival at the Olde Vechte Foundation. **This participation fee is there to cover the expenses of the training that cannot be covered by Youth in Action** (like media equipment and other training materials)



How to Apply:

If you wish to participate, please express your interest to the partner organization from your country. They will send you an **application form** that we kindly ask you to **fill in and send it back to them**. A selection will be made and you will be notified in due time if you have been accepted to participate in the training or not. If you have been accepted, you will also receive a **Confirmation Letter** with further practical details regarding your participation in the online preparation, as well as the training.

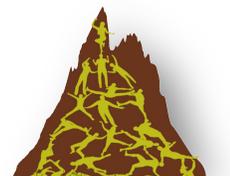
DO NOT buy tickets until you get the Confirmation Letter.

Arrivals and Departures

As soon as you get your confirmation letter, you may book your ticket and **inform the organizers** about your arrival and departure time. We require that you take part during the **whole training**. If you wish to **arrive earlier** or **leave later**, you should **arrange your own stay** in Netherlands. Your stay during the days not included in the program of training will not be covered by organizers

Contact information

If you have questions, something is not clear or you want to know more, contact us on following e-mail address: newmountain.exchange@gmail.com or by phone: +31529451963 and we'll answer all your questions.



TRAINING METHOD of the Synergy Group

Learning to play, playing to learn

Learning by experience, outdoor training, and simulation games are working methods which all have one thing in common: playing. Playing allows us to access a state of freedom, creativity and exploration that is associated with the natural learning of childhood. Role-plays, structured experiments, simulation, and theatre are examples of games with experiential learning opportunities. Games can create a play frame, which makes the act of learning a dynamic and enjoyable process, and recalls the carefree playing time of childhood.

Experiential activities can transform learning into adventure. Learning in this way is an emotional, physical and also cognitive experience. Movement and feelings stimulate the learning process. Playing involves both mind and body and can provoke an emotional response during the activities. The activities are designed to illustrate concepts and theories and to practice your social skills.

Almost any topic can be explored through games. Learning processes that are meant for development of social skills and behavioral changes, such as group dynamics, communication, leadership, problem solving, teamwork, coaching, cooperation and decision-making are very suitable for gaming. Gaming is a working method meant to create a paradoxical situation in which participants or a group might lose themselves. The objective of using gaming in this kind of training is to get more knowledge and skills to work with groups in the field of youth work.

Although this working method may seem enjoyable, it is not "only a game". It allows its players to use the freedom to experiment with new approaches and new behavior and to acquire skills and knowledge. The players are asked to look at how they behave in the play. Hence, feedback and reflection are an essential part in this way of working. Playing games as a tool for learning is a "serious play" or "playful seriousness".

Our training method is based on learning by experience. We invite participants to point out where they find themselves at the moment in their learning process, what they want to learn and how they want to develop themselves. The method is focused on an experience of an individual and is connected to the specific needs

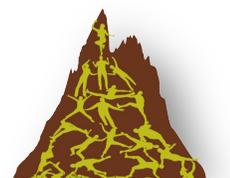


and the level of learning of the participant at the moment. The program is a tool for the participant, not the other way around.

The way, in which we organize and run this international training, is to make the objectives, outline and program of the training clear to the participants. In this way we create a playing field for participants and trainers where we can play to learn and learn to play.

Within the given group, you participate in the training for yourself and with yourself as an individual. The activities will be done either individually, in pairs, in small groups or in the big group. The trainer will prepare the ground by giving plenary lectures. Some activities may involve talking, other listening or visualizing certain thoughts with your eyes closed. The activities will be given in combination with music, dance or play. Many activities contain an element of surprise, the exact nature of which is unknown in advance. In a way questions can only be answered by the participant him/ herself, namely by experiencing his own reactions.

With this training approach, there is room for experiences and wishes of the participants to influence the content of the program while the training is taking place. **We create the playing field, participants make the play.**



Day to day program

The program will take place throughout 12 days, divided in 4 main blocks. The **daily working** times will last between **10 and 12 hours** (breaks, lunch and dinner included). Given that this is a personal development training, the **individual process of each participant is a priority over the time that the program may last.**

How is New Mountain built up?

New Mountain is a carefully constructed and comprehensive whole. The training will create, in a simple practical manner, conditions that will enable you to experience how you behave, what effect this has on you and what the consequences can be. Each day during the training period you will build on what has been done the previous day and a new theme will be introduced.

Personal Research:

You will take part of several activities connected with **personal development**. This personal research will allow you to work and reflect upon key dimensions of your life: how they are taking place in your life and how can you handle them in order to go towards your own fulfillment.

Day 1 – Judgements

At the beginning, the main philosophy of the training will be clarified in a workable and concrete way. Agreements on working together will be made and roles will be clarified. Also, practical arrangements will be made, in order to create the necessary environment to do the training. The first day of the training focuses on the aspects of *judgment*. Each one of us has his or her own way of judging and considering matters. When we error again and again, this means that our judgment is failing us. When we are capable of identifying the mistakes, we can correct them. This first day focuses on the ability to identify how each one of us judges, considers and weights various situation

Day 2 – Patterns

Each one of us, throughout our lives, have developed specific, automatic ways of behaving and acting, while dealing with events that are coming up. These seemingly inescapable patterns may consciously or unconsciously affect our life. During the day, questions will be raised: *What conditions do I allow to affect my*



life? What automatic responses do I have? How do I sidestep problems? How does this affect my choices and the way in which I conduct my life? How can I improve this?

Day 3 – Self-loyalty

The third day is a day full of games and action. Most of the times things happen to us without us wishing for them. Our reaction to the unexpected is usually anger, nerves, stress and pressure. And then we realize that the new circumstances, or even other people in our lives, begin to control the quality of our life, although this was not what we intended in the first place. The third day deals with the question of how we can achieve the quality that we desire, by maintaining our first intentions and by being loyal to ourselves.

Day 4 - Spontaneity

All of us experience tiring routines in our lives, which are also connected to the self-image that we are using. Many times, this is limiting our spontaneity. During the day, questions will come up: *Do I allow myself to be spontaneous? How does this affect my relationships? What are the advantages? What restrictions do I impose on myself by acting in a certain way? Could I do something new?* The fourth day will exercise the ability to enjoy life by being more daring. It is a very dynamic day, full of playing, packed with activity and fun.

Day 5 – Free day

Here you will have the space to reflect upon all the 4 previous days of Personal Research. It will also be transition point for the Workshop Days

Workshops:

Day 6-8 - Workshops

During these days several workshops will take part. Firstly the team of the training will provide **input** connected with main theme of the training: *goal setting, presentation skills, networking, media*. In a second moment the **participants will deliver workshops** to each other, bringing new and refreshing input also connected on how to pursue fulfillment. This will give the chance for a everyone to give his/her own personal contribution to the whole group.

Outdoor Experience:

Divided in international groups, we will do several activities in different parts of the Netherlands, while being mainly outside of the accommodation.



This way we will use what we learned until now. The Outdoor Experience will be closed with key processes that will allow you to reflect upon this experience and connect it with the previous days of the program.

Day 9 - Confrontation

You will have the opportunity to put into practice all the theory and the tools of the training and see how you can create and recreate enjoyment in every moment, independent of the circumstances. This day focuses on *confrontation*. *How to cope with the events in life? Or situations that we did not expect or planned – but they happened?* This means how not to freeze, but rather how to maintain our power and way of functioning in the most possible manner during every situation, as well as afterwards.

Day 10 - Inspiration

You will also have the chance to meet inspiring people, either Dutch or coming from other countries who managed to settle down in the Netherlands in way that has been fulfilling for them. We will accompany the daily life of this people to learn about how they structured their living.

We will use media here to create together a video about their daily lives.

Day 11 – Freedom

By freedom we mean the state where you have always a choice. This day deals with a central question: *What do you want in life? What do you really want?* On this day, you will confront yourself in depth with this question, independent of the opinion of others. It is a unique opportunity to explore, discover and experience who you are and what you want to do with your life.

Day 12 - Final Steps

During this last day all experiences and insights gained during the training will be combined into one consistent whole. This last day deals with the question of *self-fulfillment*. On this day you will be able to form a clear notion of the way you conduct your life and what makes you fulfilled.

You will be also provided with *tools* that will enable you to apply everything you have learned from the training and about yourself in you daily life.

There will also be space to *appreciate ourselves and each other*. This final block will be concluded with a final ceremony where everyone will be able to show their videos and speak directly to the inspiring people who appear on them.

