

Tool – scenario of the workshop for EW team (conducted in Copenhagen) - to built the identity of the EW team and to name the Early Warning Values and behaviours which correspond with ethic code of the project. – Based on the Dilt's piramid - team coaching.

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The workshop - EW team identity

Time: 2 - 2.5 hours.

The number of participants: 12 – 30 people

Workshop style: a workshop should be moderated by a trainer or facilitator

Objective: the cooperation of the participants on the EW identity today in the pilot country and how it plays with the EW International identity.

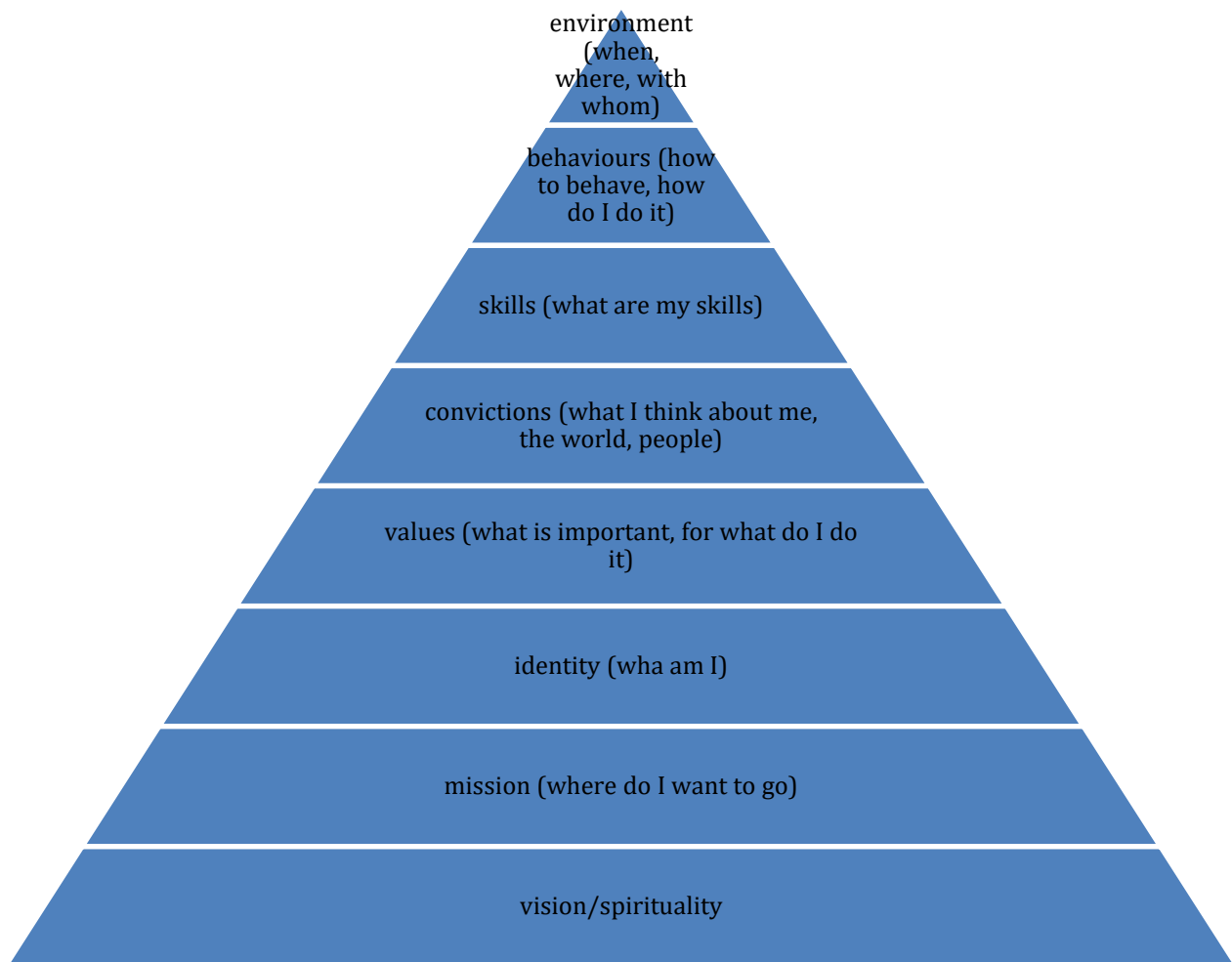
The workshop takeaways:

- The EW team members will describe their project -team identity.
- They will together create a code of best practices, values which will constitute a guide for all the participants engaged in the EW in the pilot country.

The workshop agenda:

Introduction of the workshop facilitators- 10 min





1. Task - The participants are devided into two groups – 30 min

- The first group is working over the level 1(environment) – prepare the presentation on flipchart- time 20 min
- The second group is working over the level 4 (convinctions)- presentation on the flipchart - time 20 min,
- Presentations of both groups - 5 min each/ 10 min

Questions for that levels

Environment (level 1 of the pyramid)

- What do we do?
- Where do we do it?
- When?
- How often?
- With whom?
- What do we have to change in our environment to reach our goals?
- What should we do differently, better?



Convictions (level 4 of the pyramid)

- What do we think about ourselves?
- What do we believe to be true about people with regard to our organisation?
- What is difficult?
- What is easy?
- Which mind-set supports your goals?

2. Task - values level 5 – 30 min

- Individual work - each participant of the workshop is working with table of values – (Appendix 1) - from all values each participant has to make a choice of seven key EW values /10 min.
- Group work - discussion in the groups - making a common choice of the seven EW values – 20 min

Questions for that level

Values level (5 of the pyramid)

- What is important for us?
- What is the reason we do it for?
- What brings value to our activities?

3. Task - behaviours – 25 min

- All participants are divided to 7 small groups or pairs
- Each pair is working over the list of behaviours which correspond with one from seven key EW value – 15 min – writing on the flipchart on the wall
- **Carousel** - all the participants rotate, read the other groups' work and add (with a different colour) if something is missing
- Finally after 10 minutes we have the behaviors of the EW team which are consistent with seven key EW values.

Questions for that levels

Behaviours level (2 of the pyramid)

- How do we behave?
- How do we do it?



- How can you tell (what are the behavioural indicators) we are a part of the EW European project?
- What behaviours we should introduce in order to reach this **goal?**

4. Task – skills level 3 /20 min

- All participants create the list of skills useful in EW project – 10 min
- Each of participants make a choice of one skill and start to look for persons from the EW team who possess that skill – writing on sticky note / 10

Questions for that levels

Skills (level 3 of the pyramid)

- What skills do we have? What are our abilities?
- Which of our abilities are the most important regarding the EW objectives?
- What abilities do we want to develop in order to reach our EW goals?

5. Task – identity and vision level – 25 min

- Working in two groups –one group is preparing the answer for identity level the second one for the vision level – flipcharts 15 min
- Presentation 10 min

Questions for that level

Identity (level 6 of the pyramid)

- Who are we today?
- Who do we want to be as an organisation?

Vision (level 8 of the pyramid)

- What is a larger purpose of what we do?
- What is a general purpose?

6. Task - Mission – 10 min

- **Each of participant is writing in one sentence his personal mission in the project EW**



Questions for that level

Mission level 7

- Where are we going?
- What are our intensions?
- Why do we take on all those activities?

Logistic details on the working area:

- Working in small groups - cafe style.
- Groups of people (created by chance) sitting around a table; the table should be big enough for a flipchart sheet.
- A room should accommodate up to 50 people working around 6 tables.
- A wall to which the flipchart size paper sheets can be attached.
- Equipment needed in the room - 2 flipcharts.



Appendix 1 - Table of values

Authenticity, Autentyczność, αυθεντικότητα, autenticidad, autenticità	Security, Bezpieczeństwo, Ασφάλεια, seguridad, Sicurezza	Patience, Cierpliwość, υπομονή, paciencia, la pazienza	Curiosity, Ciekawość, περιέργεια, curiosidad, curiosità	Righteousness, Prawość, δικαιοσύνη, justicia, giustizia
Tenderness, Czułość, τρυφερότητα, sensibilidad, sensibilità	Delicacy, Delikatność, λιχουδιά, dulzura, dolcezza	Pride, Duma, υπερηφάνεια, orgullo, orgoglio	Discretion, Dyskrecja, διακριτικότητα, discreción, discrezione	Stability, Stabilność, σταθερότητα, estabilidad, stabilità,
Flexibility, Elastyczność, ευκαμψία, flexibilidad, flessibilità	Efficiency, Efektywność, αποδοτικότητα, Eficacia, efficacia	Enthusiasm, Entuzjizm, ενθουσιασμός, entusiasmo, entusiasmo	Dignity, Godność, αξιοπρέπεια, dignidad, dignità	Close relations, Bliskie relacje, στενές σχέσεις, Las relaciones cercanas, Le strette relazioni
Beauty, Piękno, ομορφιά, belleza, bellezza	Empathy, Empatia, ,ενσυναίσθηση, empatía, empatia	Piety, Pobożność, ευσέβεια, la piedad, pietà	Convenience, Wygoda, ευκολία, conveniencia, convenienza	Authority, Władza, ισχύς, poder, potere
Harmony, Harmonia, αρμονία, armonía,	Honor, Honor, τιμή, honor, onore	Consequence, Konsekwencja, ,συνοχή, consistencia, coerenza	Creativity, Kreatywność, καθαρότητα, Kreatywność, creatività	Purity Czystość, καθαρότητα, limpia, pulito
Loyalty, Lojalność, πίστη, lealtad, lealtà	Wisdom, Mądrość, ,σοφία, sabiduría, saggezza	Love, Miłość, αγάπη, El amor, Amore	Hope, Nadzieja, ελπίδα, ,esperanza, ,sperare	Perfection, Doskonałość, τελειότητα, perfección, perfezione
Independence, Niezależność, ανεξαρτησία, independencia, ,l'indipendenza	Responsibility, Odpowiedzialność, ευθύνη, responsabilidad, responsabilità	Courage, Odwaga, θάρος, coraje, coraggio	Openness, Otwartość, ειλικρίνεια, apertura, ,apertura	Competence, Kompetencja, αρμοδιότητα, competencia, competenza
Passion, Pasja, το πάθος, pasión, passione	Serenity, Pogoda ducha, ,Serenity, serenidad, serenità	Prestige, Prestiż, κύρος, prestigio, il prestigio	Friendship, Przyjaźń, φιλία, amistad, amicizia	Help to others, Pomoc innym, βοηθώντας τους άλλους, Ayudar a los demás, Ajuta gli altri

<p>Truth, Prawda, αλήθεια, verdad, vero</p>	<p>Humility, Pokora, ταπεινότητα, la humildad, l'umiltà</p>	<p>Simplicity, Prostota ,απλότητα, sencillez, semplicità</p>	<p>Pleasure, Przyjemność, ευχαρίστηση, placer, piacere</p>	<p>Family, Rodzina, οικογένεια ,familia ,Famiglia</p>
<p>Joy, Radość, χαρά, alegría ,gioia</p>	<p>Development, Rozwój, ανάπτυξη ,el desarrollo, lo sviluppo</p>	<p>Consideration, Rozwaga, θεώρηση, prudencia, la prudenza</p>	<p>Risk, Ryzyko, κίνδυνος, riesgo ,rischio</p>	<p>Fame, Sława, φήμη, fama</p>
<p>Reliability, Rzetelność, αξιοπιστία, fiabilidad,</p>	<p>Spontaneity, Spontaniczność, αυθορμητισμό, la espontaneidad,</p>	<p>Justice, Sprawiedliwość, δικαιοσύνη, justicia</p>	<p>Happiness, Szczęście, ευτυχία, Afortunadamente</p>	<p>Firmness, Stanowczość, σταθερότητα, firmeza</p>
<p>Sincerity, Szczerość, ειλικρίνεια,La honestidad ,affidabilità</p>	<p>Generosity, Szczodrość, γενναιοδωρία, generosidad, la generosità,</p>	<p>Calm, Spokój, ειρήνη, calma,</p>	<p>Respect, Szacunek, εκτίμηση, respeto, rispetto</p>	<p>Satisfaction, Zadowolenie, ικανοποίηση, satisfacción, soddisfazione</p>
<p>Nobility, Szlachetność, ευγένεια, nobleza, la nobiltà,</p>	<p>Tolerance, Tolerancja, ανοχή, la tolerancia ,la tolleranza</p>	<p>Care, Troskliwość, σκεπτικότητα, cuidado, Attenzione</p>	<p>Creation, Twórczość, δημιουργία, la creatividad ,creatività</p>	<p>Involvement, Zaangażowanie, συμπλοκή, compromiso, creatività</p>
<p>Honesty, Uczciwość, τιμιότητα, la honestidad, onestà</p>	<p>Freedom, Wolność, ελευθερία libertad, libertà</p>	<p>Faithfulness, Wierność, πιστότητα, fidelidad</p>	<p>Indulgence, Wyrozumiałość, ανοχή, comprensión</p>	<p>Health, Zdrowie, υγεία, salud, salute</p>
<p>Sensitivity, Wrażliwość, ευαισθησία ,sensibilidad, sensibilità</p>	<p>Faith, Wiara, πίστη ,fe, la fede</p>	<p>Credibility, Wiarygodność, αξιοπιστία, credibilidad, credibilità</p>	<p>Trust, Zaufanie, εμπιστοσύνη ,confianza, fiducia</p>	<p>Resourcefulness, Zaradność, επινοητικότητα, ingenioα, intraprendenza</p>

