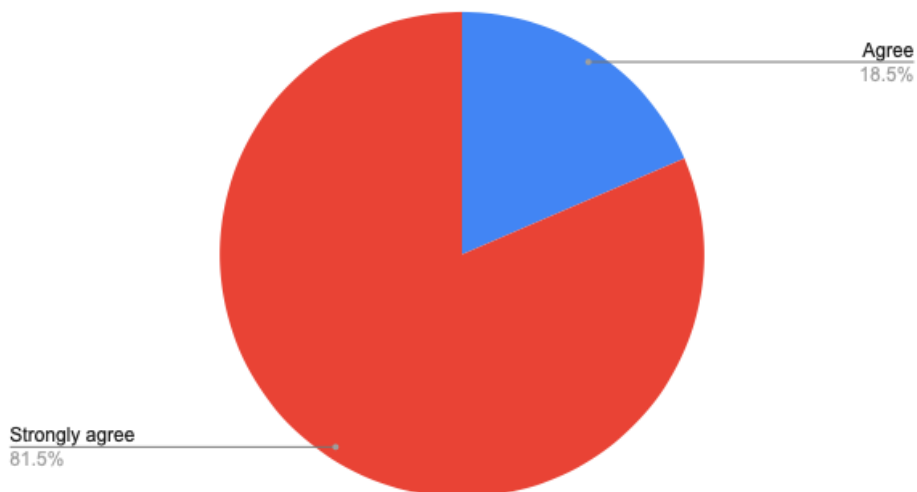


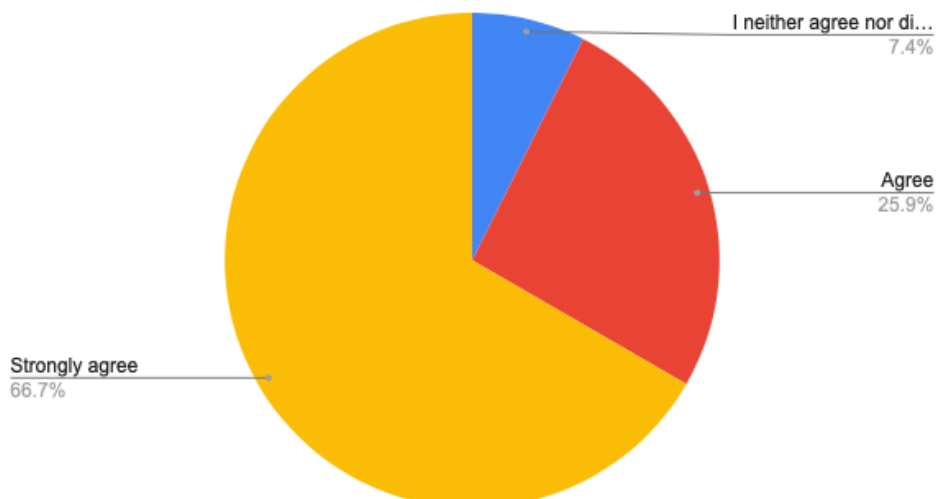
DYI RESULTS

With this report, we have a better overview of the outcomes of the Design Your Impact training course, and we are able to gain new insights that will give us the chance to improve future projects.

This training was useful for my development.



I gained new skills and competences.

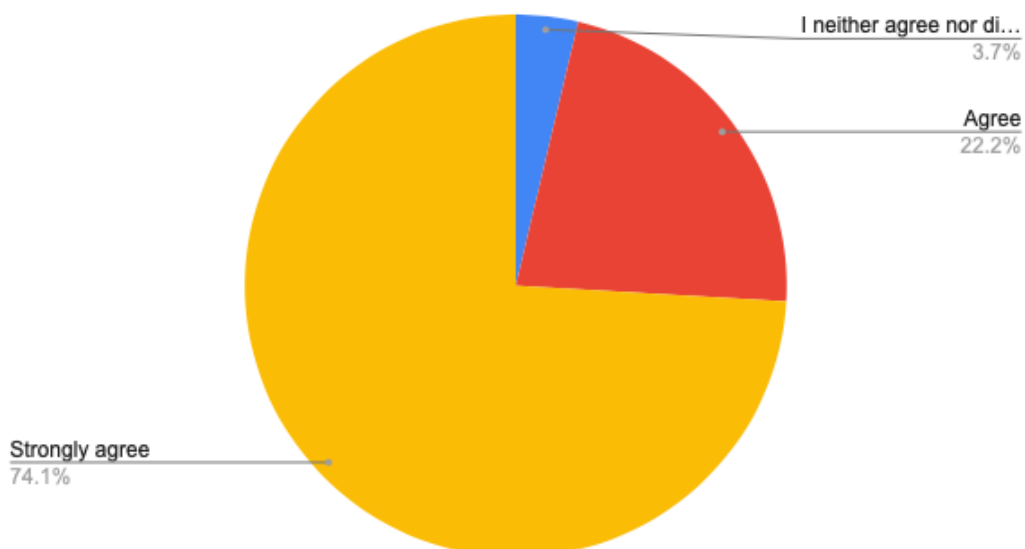


I GAINED NEW SKILLS AND COMPETENCES

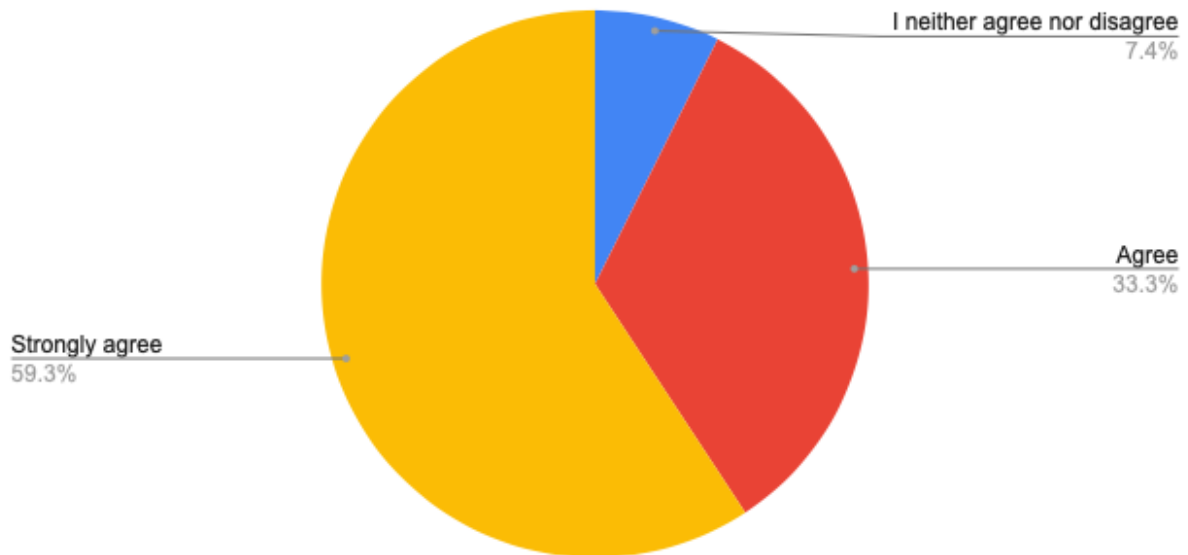
The skills and competences mentioned by the participants were:

- facilitation skills
- group dynamics
- communication skills
- active listening
- team-work
- social skills
- self-confidence
- public-speaking
- english skills
- leadership skills
- self-awareness
- group-awareness
- understanding group needs
- planning and organization skills
- new insights to my future work
- new tools, methods and approaches
- cross-cultural understanding
- adaptability to different communication styles

The method of how the training was given was useful to me.



To what extent you rate the way how the trainers delivered the training.

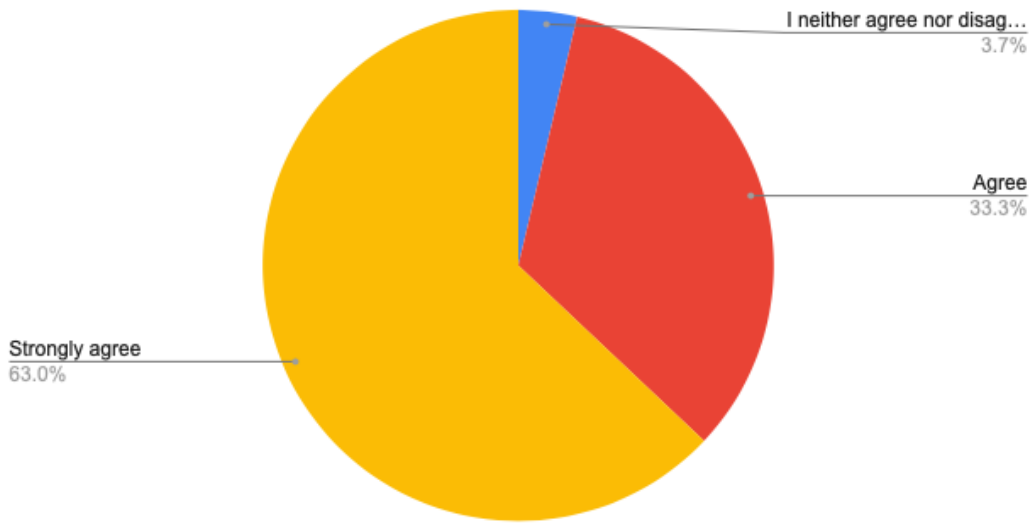


DELIVERY OF THE TRAINING

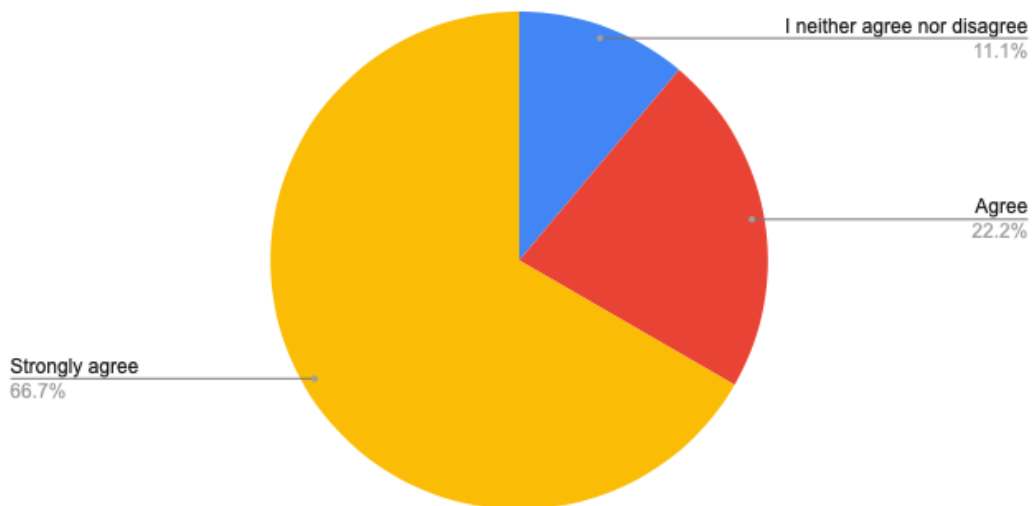
The observations made by the participants on how the trainers delivered the training were:

- interesting
- precise and clear
- energetic
- clear instructions
- well-guided
- supportive
- well organized
- very efficient
- motivational
- challenging
- professional
- learning by doing
- space for self-exploration
- engaging and interactive
- good variety of methods
- a lot of effort put into it
- good inputs from the trainers
- good identification of group needs
- creative and not conventional
- good collaboration between trainers
- positive and empowering energy
- good balance between theory and practice

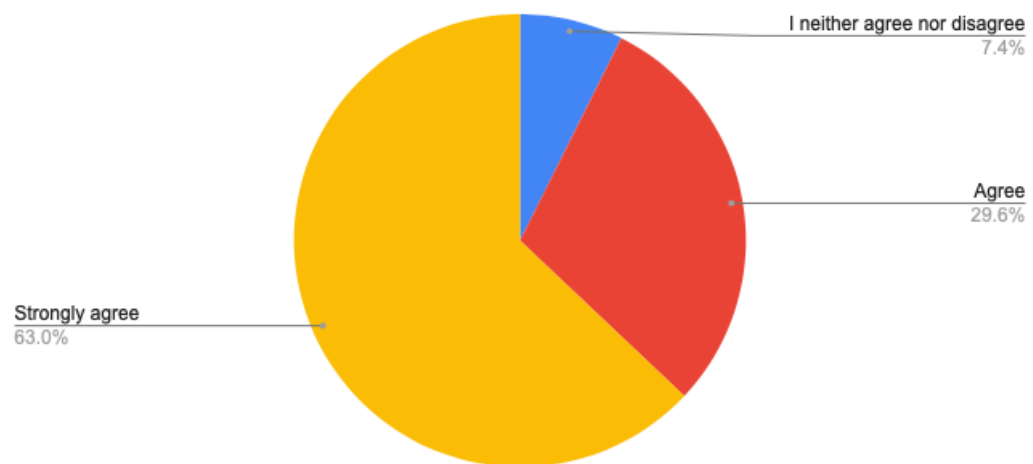
I developed my skills and competences in facilitating.



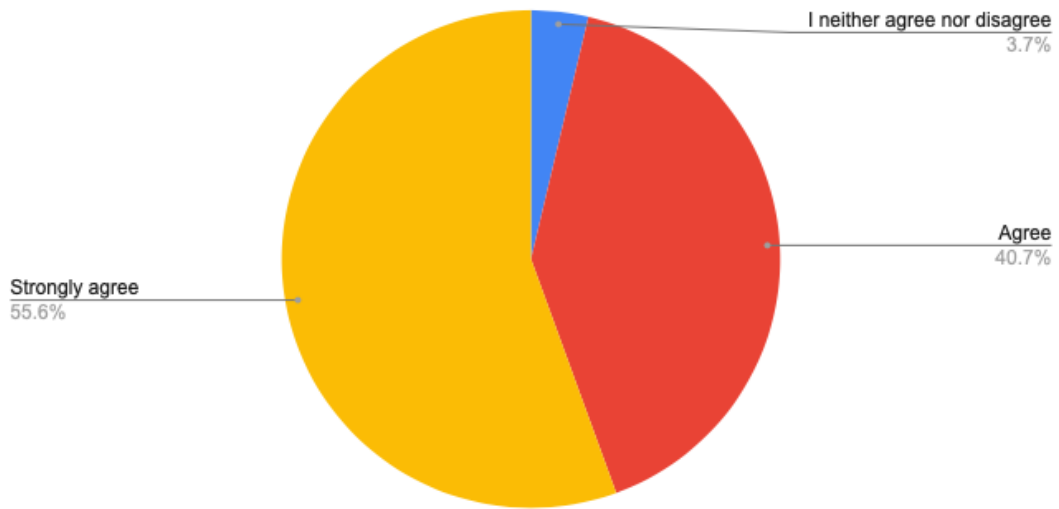
I developed my skills and competences in creating activity programs.



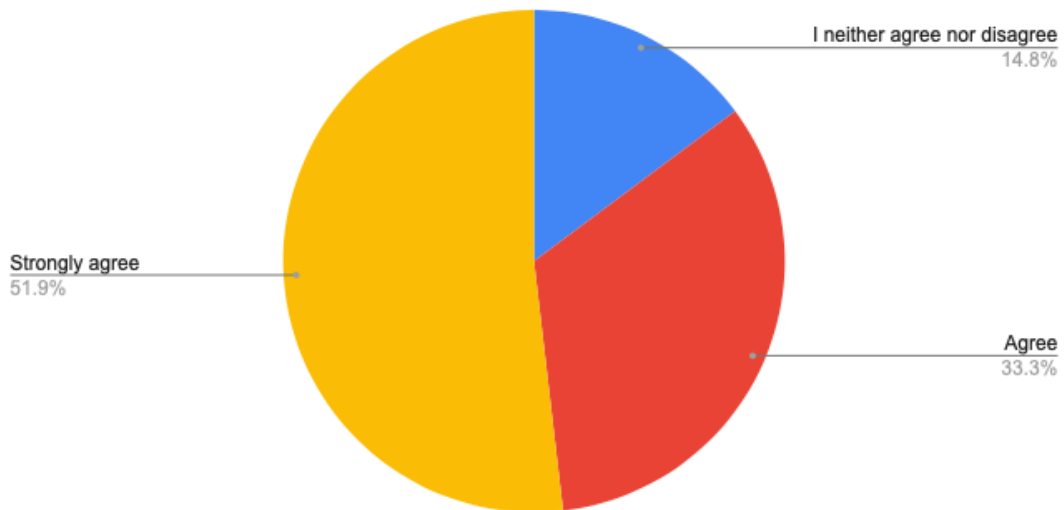
I learned new insights on how handle challenging situations when facilitating.



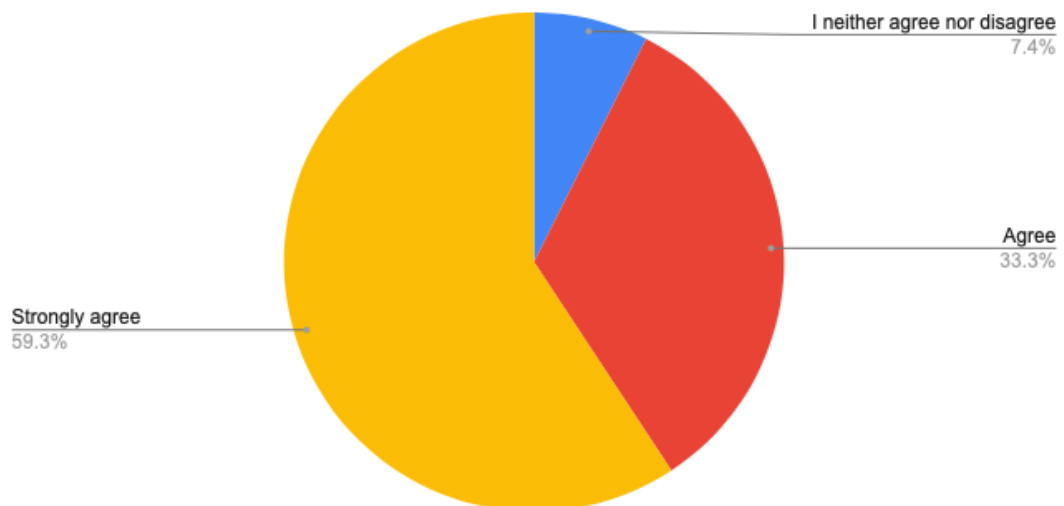
I know how to turn an idea into its execution.



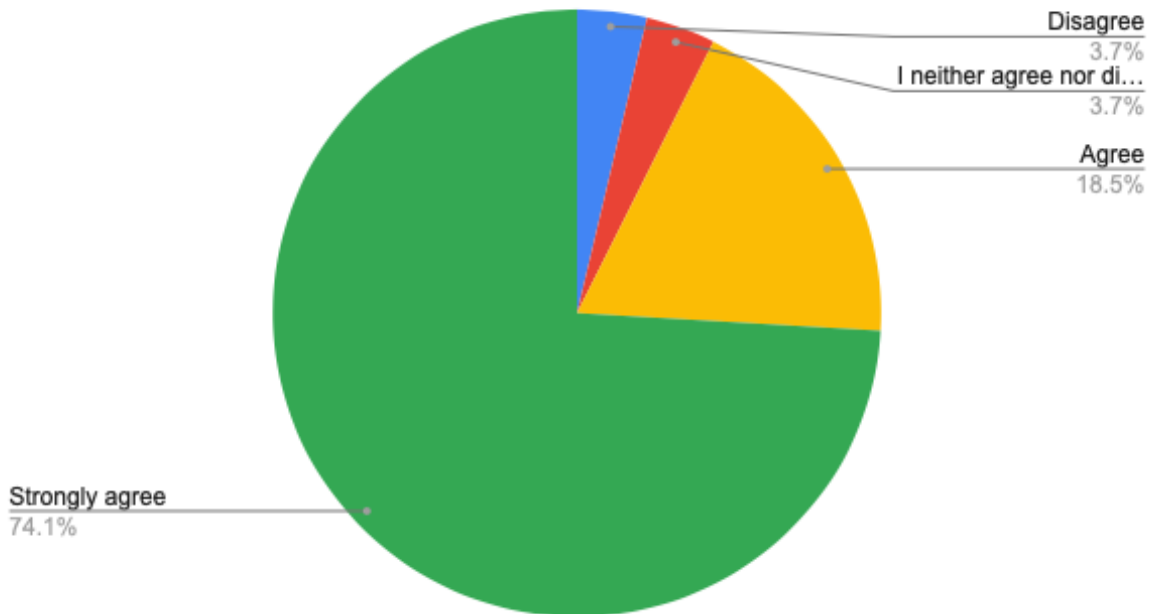
I learned how to create and maintain rapport with participants.



I learned how to create and maintain rapport with colleagues.



The learning community was an enrichment for me.

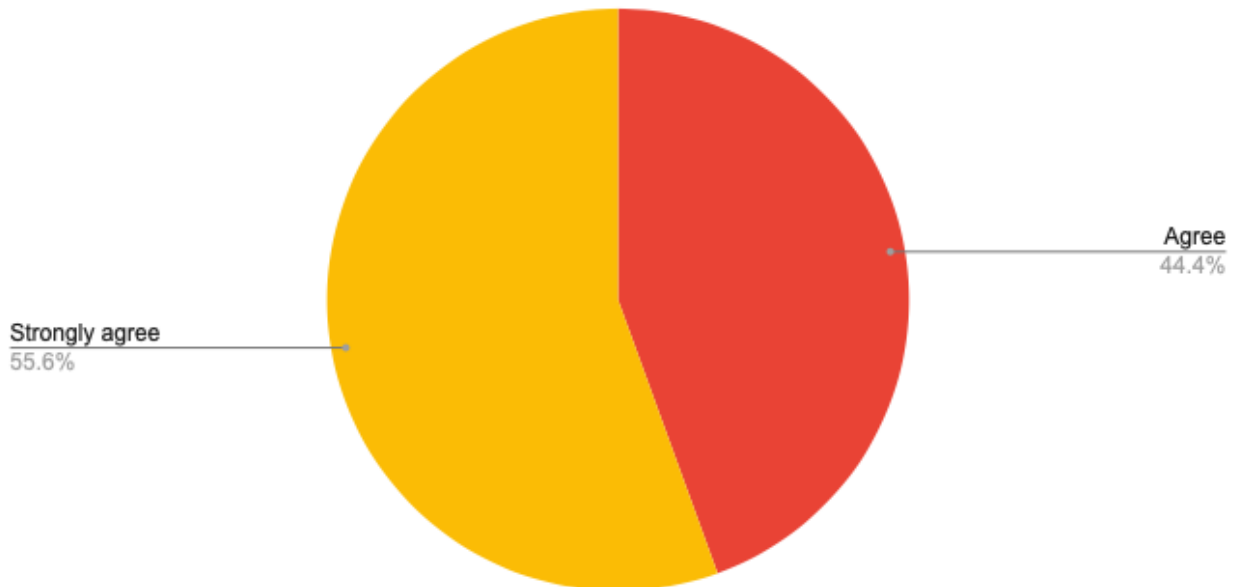


LEARNING COMMUNITY

The observations made by the participants on the benefits of the learning community were:

- new ideas and connections
- teamwork
- opportunity to share good practices
- challenging our perspectives
- learning from each other
- freedom to focus on own needs
- facing challenging situations
- manage conflict
- improve communication
- leading a group
- keeping attention
- sharing best practices
- real-life situation
- learning by doing
- increase creativity
- inspiring
- interesting and useful
- create a network
- new skills
- working with different people
- designed according to group needs
- better understanding of what I need to improve
- new and enriching experience
- understanding of a group's potential
- increase patience
- finding a common ground
- including everyone
- implementation of respect and tolerance
- opportunity to grow
- improved rapport skills
- new knowledge and tools

I am now much more aware of facilitation tools that I can use.



PROGRAM

The observations made by the participants on the program of the training were:

- intense
- well-connected
- interesting
- insightful
- good structure
- very diverse
- full and enriching
- well-planned
- really helpful
- dynamic themes
- instructive
- challenging
- good and clear structure
- well organized
- good balance between free and working time
- designed to cater to the group's needs
- well spread out through the days
- source of inspiration
- great to grow and overcome limits
- good combination of theoretical tools and learning by doing
- included a lot of initiative and freedom of expression

TRAINING CONTENT AND ACTIVITIES

The observations made by the participants on the content and activities of the training were:

- helpful and useful
- creative content
- interesting
- well-balanced
- high quality
- fun and challenging
- educative
- to the point
- very engaging
- learning by doing
- matched my expectations
- great variety of methods and activities
- interesting and full of knowledge
- allowed to explore myself as a facilitator
- captains of the day gave more space to practice facilitation
- good support system with the co-facilitation groups
- time to process, reflect and express what was happening
- fitting to the people participating

MOST USEFUL PART OF THE PROGRAM

The observations made by the participants regarding the most useful part of the program were:

- the way communication styles were explained and presented
- the process of the learning community
- exercises about self awareness
- practical workshops using voice and acting
- reflection on the stages of group development
- prepare and present an activity to half of the group under time pressure
- wheel of facilitation
- VAK learning system
- state management
- exchange of best practices
- examples of good practice
- emotional theatre exercise
- non-verbal communication
- group dynamics
- embodiment workshop
- facilitating and planning activities
- dynamics to find solutions for unexpected situations
- space to question the facilitators
- toolkits
- time management

ORGANIZATION

The observations made by the participants regarding the entire organizational aspect of the training were:

- well organized
- structured
- great management of logistics
- good program flow
- very smooth
- extremely pleased
- spot on organisation
- clear communication with participants
- attention to detail visible from the beginning
- punctuality
- professionalism
- amazing meals
- 10/10
- provided me with safety and reassurance
- organised with a lot of care (materials, notebooks, food...)
- balanced and to the point
- team always available to help

FACILITATION

The observations made by the participants regarding the facilitation offered in the training were:

- nice to have hands-on experience
- great seeing different perspectives and approaches
- opportunity to expand my toolkit and theoretical knowledge
- exciting
- interesting
- wonderful
- professional and well delivered
- clear
- appreciated the freedom given and guided reflection moments
- very helpful and energetic during the whole project
- new and refreshing
- impressive how they managed to respond to our needs continuously
- excellent facilitators and volunteers who helped them
- great tools
- commitment from the facilitators
- successful
- helped to better understand how to implement what was learned
- positive
- empowering and inspiring
- supportive during the whole process
- clear roles
- focused on "how" and not just on results
- safe and trustful environment
- created a connection with us
- gave us space to have our own processes

FUTURE IMPLEMENTATION

What the participants believe they will be implement the most in their work as a facilitator after this training is:

- create a better connection with the group
- better planning
- self-awareness
- conflict awareness
- adapt programs accordingly to the stage of group development
- being more confident as a facilitator
- take a step back sometimes and listen
- be more open to other people's approaches
- interesting group activities
- more structure and organization
- time management
- creativity
- how to deal with several situations
- communication with team members and participants
- group-awareness
- good practices and new tools
- recognition of group needs
- ways to manage my state and energy
- ability to better respond to the interpersonal interactions
- playfulness and theatrical approach
- firm and direct responses dedicated to serve a purpose
- being more considerate and adjustable when it comes to different types of people and learners
- body posture
- energizers and activities

TESTIMONIALS

Some of the testimonials written by the participants regarding the training are:

- "A big thank you to everyone involved in the creation and planning of this training course, for their effort and hard work!"
- "I enjoyed the program delivered from professional trainers. It helped me develop my skills and gave me the opportunity to take my facilitating skills to the next level!"
- "Afonso and Tahira supported my learning with an intensive and engaging programme, during which I had the opportunity to develop my skills as a facilitator by creating and delivering workshops."

- "I would like to wholeheartedly thank you for all your incredible effort put in. It was the most professional training I have ever participated in."
- "Design your impact was a training that balanced the educational part and the executional/performance part for me. I was provided with different tools to enhance my facilitation skills. The learning community was an unexpected success in a way that we had little time to plan, but this allowed me as a participant to pass into action and problem solving."
- "The DYI training was an experience to support my path as a facilitator. The tools that I gained and the freedom to adapt to my style of facilitation really helped me grow. This training course gave me everything that I was expecting and supported all my needs. It was a process with a line of thought clear and organized. The most important thing was the approach of learning by doing with non formal education activities but also the time that I spent to clarify my doubts and sharing experiences with others facilitators. Thank you."
- "This training gave me the opportunity to challenge myself, understand myself better and to have a safe environment to practice and receive feedback from colleagues. The energy I take from this training will be always a warmth to guide me on my journey as a facilitator."

Copyright of this publication belongs to Cherry International Foundation. Reproduction of this material for non-profit educational reasons is allowed together with mentioning the source.

The project was realized with the support of the EU Erasmus+ program (Key action 1: Learning Mobility of Individuals) and the Dutch National Agency.

The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.