

CALL FOR TRAINER

PROGRES – INSTITUTE FOR SOCIAL DEMOCRACY
KALEVI SORSA FOUNDATION
FRIEDRICH EBERT STIFTUNG Office Skopje

Progres Institute for Social Democracy, Kalevi Sorsa Foundation and Friedrich Ebert Stiftung, office in Skopje are launching an **call for trainer** for the „**Intercultural Dialogue and Communications 2009**“. The 2009 series of trainings are continuation of the „Intercultural learning and Managing Diversity 2008“ series of trainings, which were an opening and basic oriented trainings in the intercultural learning and diversity field. Working topics that were covered with the trainings were: Diversity, Decentralization, Intercultural Learning, Stereotypes and Prejudices, Communication etc.

„Intercultural Dialogue and Communications 2009“ trainings are meant to be more advanced trainings, for young, motivated and interested in these field participants.

The participants for the „Intercultural Dialogue and Communications 2009“ trainings are chosen from the previous year(2008) trainings on the base of expression of knowledge, interest and motivational ground.

| CONTENT OF THE TRAININGS | DRAFT PROPOSAL |
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| | <p>As a continuation of the trainings “Intercultural Learning and Managing Diversity”, a new specific and more advanced program for the trainings is in development. The draft content of the trainings is:</p> <p>1. Intercultural learning</p> <p>1.1. Culture, Identity, Tolerance;</p> <p> 1.1.1. Building self awareness;</p> <p>1.2. Multicultural team work;</p> <p> -Creating a climate of trust, support and personal expression;</p> <p> -Leadership, ownership and participative decision-making in the Multicultural team (afterward in the multiethnic community);</p> <p>1.5. Viewing the conflict in the team as an opportunity for improvement and creativity;</p> |

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| | <p>2. Conflict management, Conflict resolution</p> <p>2.1. Types of conflict; 2.2. Why do conflicts occur?; 2.3. Conflict escalation; 2.4. Conflict resolution;</p> <p>3. Negotiating skills</p> <p>3.1. Preparing for negotiation; 3.2. During the negotiation; 3.3. Closing a negotiation; 3.4. Follow up the negotiation 3.5. Role play – example: dispute between individuals, groups (Conflict negotiation).</p> <p><u>-Methodology-</u></p> <p>-Integrated in the topics we would like to have more exercises, and we would prefer if the lectures are interactive.</p> <p>-Simulation exercises - include examples of disputes/issues typical for inter-ethnic relations.</p> <p>-We would like to encourage the participants in these trainings on critical, inspiring and creative thinking and that way better learning.</p> |
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| <p>Profile of the trainer:</p> | <p>Requirements:</p> <ul style="list-style-type: none"> - Training and facilitation skills especially with regard to working with multiethnic groups in the frame of non formal education and youth work; - Experience in applying a variety of training methods in order to foster initiativeness and stimulate ideas and discussion among the participants; - Sound knowledge and experience of the Intercultural learning trainings; - Ability to independently plan and implement a training programme according to the guidelines provided by the organizers; - Knowledge on / experience with a specific context of region (Balkan peninsula) - Previous experience in implementing Intercultural learning/diversity trainings is an advantage; |
| <p>Tasks of the trainer:</p> | <p>The trainer is expected to plan the programme for an appointed event (training) in consultation with the organizers. The event itself is implemented by the international trainer together with a local trainer. The trainers are expected to take the leading role in</p> |

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| | implementation of the (Intercultural learning) training activities while the organizing institutions take the responsibility of practical arrangements in the venue. |
| Time involvement and fee: | <p>At the moment Progres Institute for Social Democracy foresees to select training providers for mid-term trainings only. The length of a mid-term training is 2 working days.</p> <p>The daily fee is 200 Euros</p> <p>Progres Institute and the training provider will establish a service contract.</p> <p>Progres Institute will cover all the travel and accommodation cost for the trainer.</p> |
| Dates of the trainings (2009): | <p>The first training will take place on 27th and 28th of June; the location is yet to be confirmed.</p> <p>The other 4 trainings will take place in the last four months of the year.</p> <p>Please note that the dates (and location) are subject to change!</p> |
| Application procedure: | <p>Please submit your CV to toshe.zafirov@progres.org.mk</p> <p>Deadline for submitting applications is 1th of June 2009</p> |