



A warm welcome!

Organization development for Estonian schools

Training for school board trainers

14. – 18.09.2020

Kuressaare, Saaremaa

with

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Harald Jäckel

Please take place ...

on 5 tables each with 6 people in **new** mixed groups
(*please fix for this modul*)

- 1 Principal
- 1 School board leader from another school
- 4 Participants or Foreign participants
- 1 Young participant or head of training division or University teacher
- minimum 1 participant of pre workshop

Extra table for Researchers

Extra table for trainers

Come in contact in the constant seating arrangement on tables in the 5 days
All in one room: individual, group, plenary work
Frequent exchange, more efficient working in table groups



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Incoming:

My current experience with OE approaches

Running camera

I'm sure you didn't even notice,
that you've been accompanied by a camera at all times recently.
She was always taking pictures

Here the big box with pictures,
you look for the most beautiful
and a less beautiful one
to present it here




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Module 3 h	Monday	Tuesday	Wednesday	Thursday	Friday
8:30 – 10:00		Inner calmness	Inner calmness	Inner calmness Processes in organizations	Projects
Coffee	Coming 9:30 h Start 10:00 h				
10:30 – 12:30	Team development	Information processes	Leading and managing Change processes		Design exercise
Lunch					
14:30 – 16:00	Psychosocial processes	Learning processes	Preparation School visits	Structures in Organizations	Feedback End
Coffee					Open Budgeting Controlling
16:30 – 18:00		Implementation processes			
Dinner			Visiting schools		
19:30 – 21:30	unded by the Programme pean Union 		© Trigon Entwicklungsberatung		

My Focus

1 How am I affected by important changes:

2 What does this mean for my responsibilities:

7 My 3-5 big challenges:

-
-
-
-
-
-

6 What does this mean for employees:

3 What does this mean for the structure and my working approach:

4 What does it mean to me with regard to management culture, leadership style, leadership role, team building:

5 What other topics have major priority:



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Overview over the moduls

modul 1

Elementary social skills
Basic concepts
Education and school quality
Process of diagnosis

modul 3

Process of psychosocial change
Process of learning
Process of information
Process of implementation
Process of change management
Structures and processes

modul 2

Contracting & contracting

Process of future design
Strategy, Presencing, Design thinking
Role of a consultant, Designing a workshop
Mindfulness
Leadership

modul 4

Decision making
Large group interventions
Collegial management
Budgeting & Controlling
Conflict resolution
Dynamic of conflicts
9 stages of escalation
Interventions
Requirement profile for consultants



Rules/agreements of the game in our learning team

(suggestion)

- Please speak and document english
- Perceive - instead of attribute something to somebody
Get to know contents
- Mistakes are part of learning! There are no "stupid" questions
- No justification
- Talk about yourself – not about „somebody“ – Please use „I“ statements
- Listen and let talk out – only the moderator is allowed to interrupt
- Please signal troubles
- JYU scientists – bring up a reflecting question
- Everyone has an active part of responsibility
- Our lived social culture sets an example
- Personal matters need protection in confidence
- If you leave or if you come later - please let us all know why
- Please be there 10min before start, so that we can start in time.
- Please organize roles in groupworks: [Moderator](#), [Timekeeper](#), [Writer](#), [Presenter](#)



My expectations for this module

What should be achieved?

Please describe as concretely as possible

- ✓ the events
- ✓ the results ...
- ✓ the conditions

which should have occurred and
which you want to have achieved



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The resonance group

- Participation of each person in at least one module
- Responsibility for participants' focus from the beginning of the actual module to the beginning of the next one



Tasks:

- Taking care of the organisational framework and procedure
- Forming an interface between participants and management
- Increase willingness to moderate group work
- Be awake for feedback from participants
- Collect open questions
- Even artistic exercises, short inputs, ...
- Management of the daily and weekly review
- Maintain the interface between the modules: intervision meeting
- Informal highlights: Evenings together, tobogganing, ...



Resonance group

Resonance groups

module 3

+JYU

- 1.) HILLAR
- 2.) RIHO
- 3.) MAI
- 4.) TIIT
- 5.) TAAVET
- 6.) TAAVI
- 7.) MOONA

module 4

+JYU

- 1.) MOONA
- 2.)
- 3.)
- 4.)
- 5.) MÄRT
- 6.) MARTIN
- 7.) ANTON

Resonance-groups

module 1

+Tuija

- 1.) JÜRGEN
- 2.) ARVYDAS
- 3.) PAUL
- 4.) ~~TIIT~~
- 5.) BOŠTJAN
- 6.) VALÉRIE
- 7.) HARLI

module 2

+JYU

- 1.) TÖNIS
- 2.) ARTUR
- 3.) Meeri
- 4.) AIVAR
- 5.) MADIS
- 6.) TAAVET
- 7.)



Learning trios

Short feedback:

- What did take place?
- Which topics / questions have occurred?
- Where do we go from here?



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