

**C**  
ourse

**B**  
ook

**Göttingen**  
30. & 31. May 2012

reveal



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# THE LOCATION

## The Academy "Waldschlösschen"



The "Waldschlösschen" is located in the middle of the hilly woodlands 13 km south-east of the university town Göttingen.

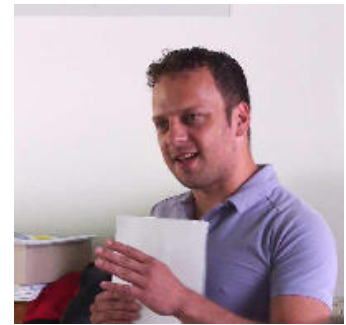
The buildings are of a charming architecture surrounded by gardens and terraces that offer a good basis for concentrated work and learning as well as a perfect place to regain power and relax.

The "Waldschlösschen" consists of an ecologically carefully restored Art Nouveau building and furthermore the 1991 built "Waldhaus" and the "Gartenhaus" which was finished in 2008.

We hope you keep the nice place and the lovely surrounding in good memory.

*The Course  
Programme*

# Day 1 Wednesday 30.05.12



## Introduction and Welcome

Introduction and Programme, Sabine Wiemann, BUPNET

Organisational issues, Oliver Ehrhardt, Academy Waldschlösschen



## Ice breaking activity

Write down three things that are special about you

You can find the individual answers on the pages of the participants in this book.

## Theory input

Tim Scholze, REVEAL



# Day 1 Wednesday 30.05.12

## Three workshops

The group is split into three groups according to their field of interest.



## Workshop 1 RIVER

Chair: Paola Pertegato, Xena Italy (Marcus Lemke).



## Workshop 2 VITA

Chair: Julia Busche, Q21 Germany (Sabine Wiemann)



## Workshop 3 Professional Development of Educational Staff

Chair: Tim Scholze, Germany

# Day 1 Wednesday 30.05.12

## Practical exercise

One possible assessment method. Put yourself on a line according to your state of knowledge, affection and action.



After explanation



Start to place yourself



Discussion



Why are you at that point? If you argue like this I need to go one step further/one step back!



All on line ;)



# Day 2 Thursday 31.05.12

## Theory Input 2

Tim Scholze, REVEAL



## Quality Criteria

Leena Ferogh, University of Kassel



## Workshop Session Part 2





# Workshop 1 RIVER



Chair: Paola Pertegato,  
Xena Italy  
(Marcus Lemke).

**COMPETENCES - VOLUNTEERS / PARTICIPANTS**

- ⇒ COMMUNICATION SKILLS
  - EMPATHY
  - ⇒ TEAM WORK +++
  - (I.T. SKILLS +)
  - ⇒ FLEXIBILITY +
  - OPEN MINDNESS
  - PATIENCE
  - (TECHNICAL / CONTENT REL. KNOWLEDGE ++)
- ⇒ SELF LEARNING AWARENESS / LEARNING TO LEARN
- TRANSFER OF CAPACITIES +
- ⇒ INTERCULTURAL COMP. ++
  - SOCIAL SKILLS +
  - (LANGUAGE SKILLS +)
  - (PRACTICAL SKILLS ++)
- ⇒ INTERGENERATIONAL COMP. ++
- ⇒ ORGANISATIONAL SKILLS +
- CONFLICT MGT
- ⇒ PROBLEM SOLVING

**INTER GENERATIONAL** (comp. cooperation)  
Marr  
Geri  
Alberto  
Siri-Tauli

**PROBLEM SOLVING**  
Zorissa  
Anna-Lisa  
Gabar

**TEAM WORK**  
Martina, Nadine

Paola PERTEGATO  
COORD@XENA.IT

**WORKER COMPETENCES**

- TEACHING comp.
- SPECIFIC (GEOGR) KNOWL
- ORGANIS. SKILLS
- LANGUAGE " +
- FLEXIBILITY
- TEAM WORK +
- PROBLEM SOLVING
- COMMUNICATION +
- IC. SKILLS
- OPEN MINDNESS
- INTERG. LEARN.
- COORDINATION (MGT)
- TO BE ABLE TO RECEIVE CRITICS
- FACILITATION SKILLS
- DECISION MAKING

# Workshop 2 VITA



Chair: Julia Busche,  
Q21 Germany  
(Sabine Wiemann)

(fictive case:)  
Customer service training in gastronomy  
 \* 1 week crash course in Göttingen  
 \* target group: unskilled personnel, mainly students  
 \* competences:

Maria (35): master in Int. Business Management (focus communication), teacher  
 until 2006: project assistant  
 - Gründung - partnership - local coordination 2008 - 2011  
 - application + contact to MA  
 - preparation of learners for mobility  
 - developing tools  
 - organizing events (partner meetings, for target group - parents)  
 - financial management

Generic competences in service economy

- Teamwork
- Flexibility
- Communication
- Conflict management
- Diversity management
- Leadership
- Negotiation
- Decision making
- Customer service orientation
- „Überblick“
- Empathy
- Problem solving
- Learning to learn

Negotiation about resources ♥ affective

- anticipating the interest of other and own
- open to see other's interest
- flexibility
- motivation to reach a (positive) result ③  
satisfying → for oneself  
→ for all involved
- determination ④
- determining the existing limitations
- self-confidence
- power/hierarchy??

Negotiation active

- selecting a strategy (consciously or intuitively)
- applying " " "
- developing " " "
- prioritizing
- to initiate / to decide
- influence

Negotiation 😊

- knowing what is possible
- knowing what I want
- knowing strategies of negotiation - of influencing others
- knowing the (cultural ...) codes
- knowing the limits
- knowing own and others context
- knowing what's appropriate
- own priorities
- knowing how to select

IDA Teamwork  
 Problem solving  
 flexibility + conflict  
 diversity in negotiation

„Überblick“

generic comp.

- Teamwork (client orientation)
- customer service
- empathy flexibility product knowledge
- communication
- conflict handling/management
- diversity management
- leadership
- negotiation organisational
- decision making

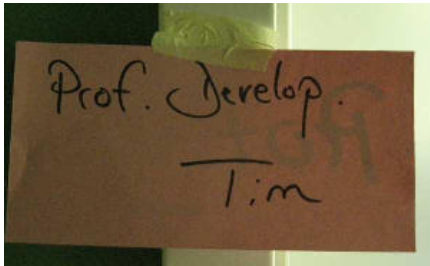
① prioritizing systematically structure of organization

cognitive dimension (knowledge)

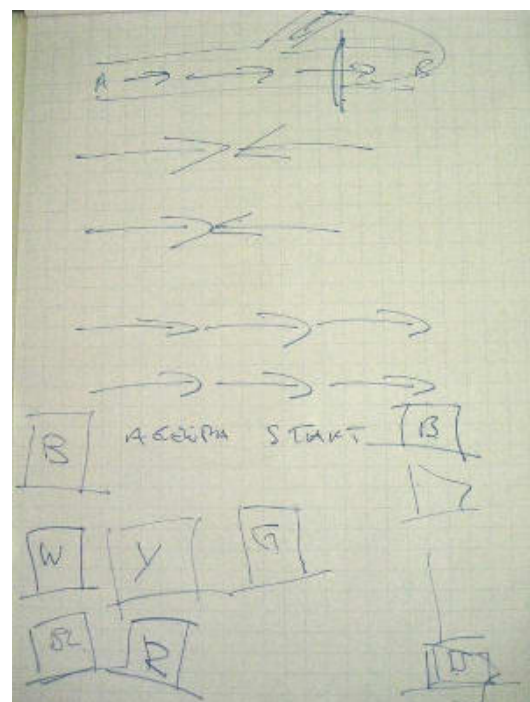
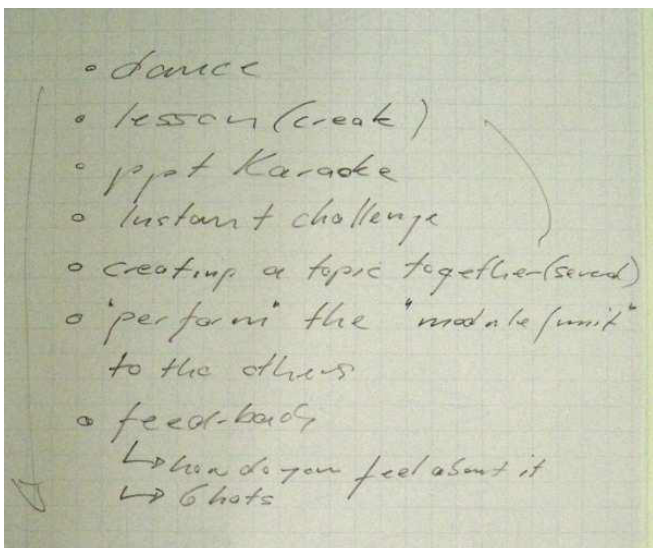
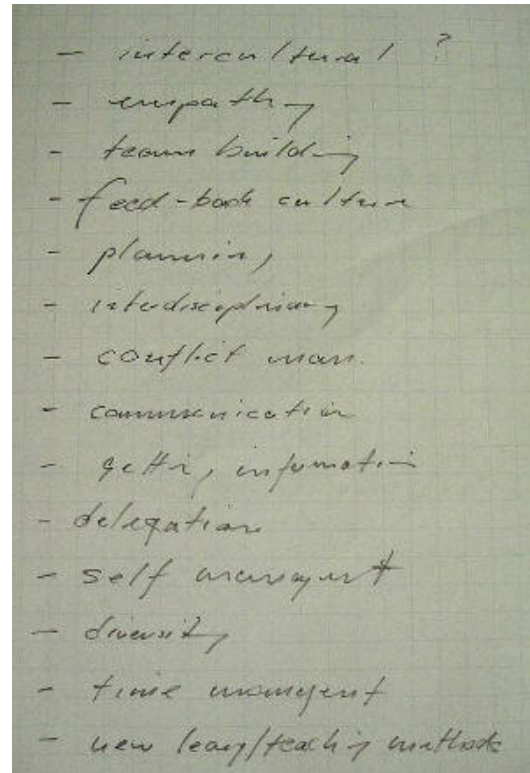
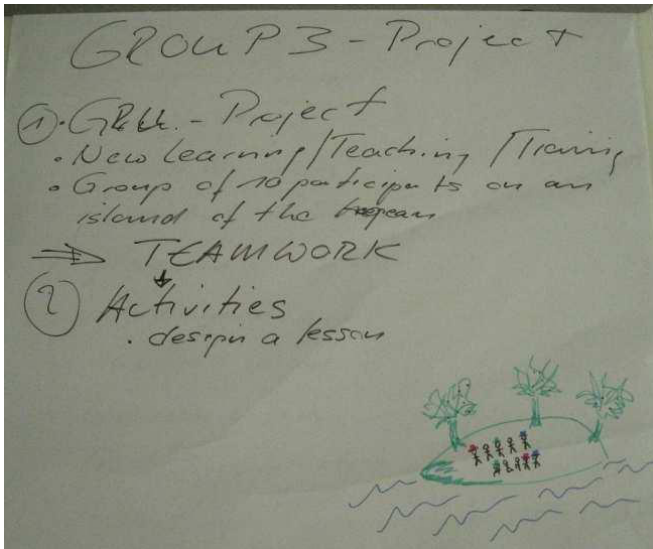
knowing how to

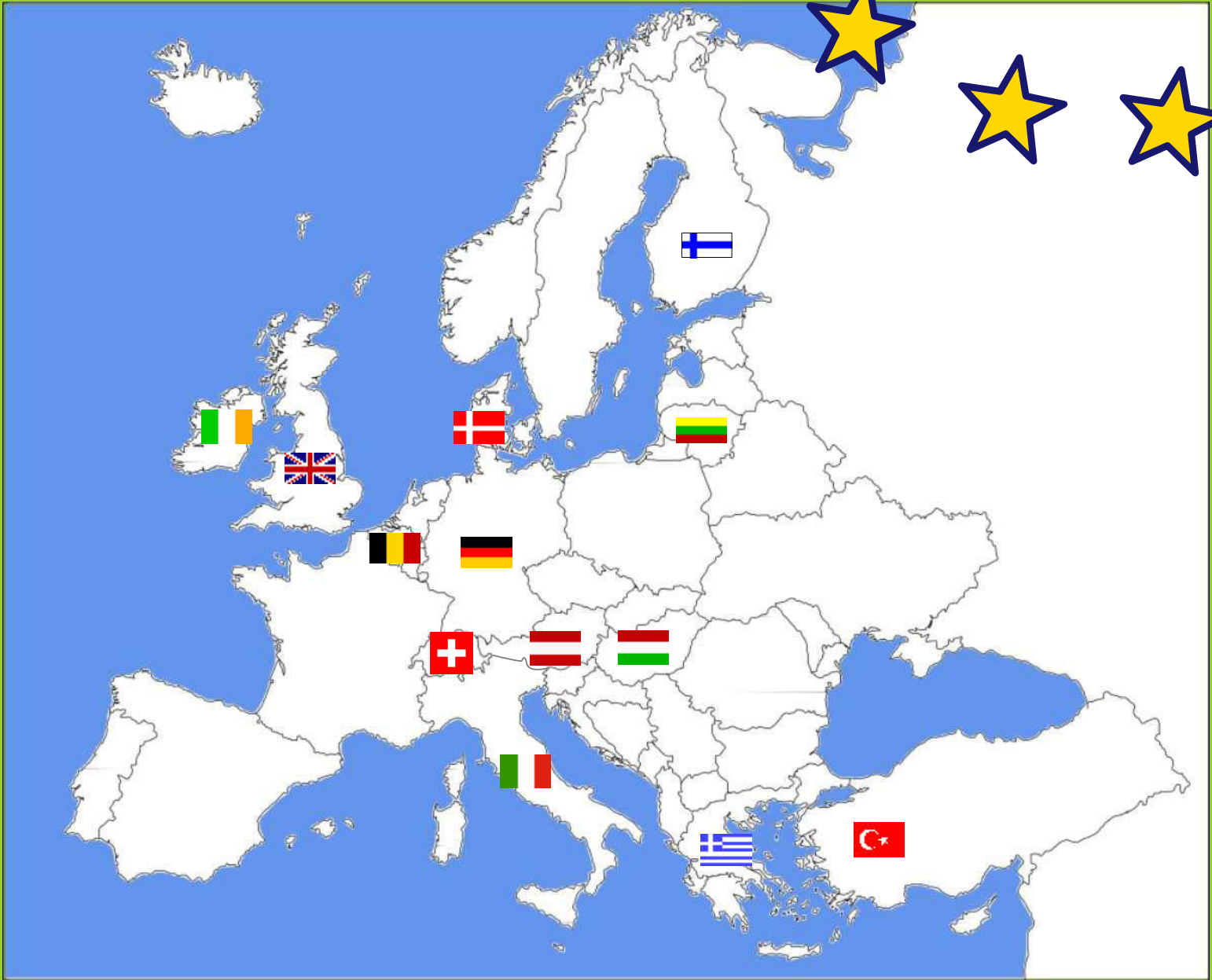
- ① - organised taking of orders
- ② - language/communication skills are necessary
- ④ - knowing what problems could arise
- ②

# Workshop 3 Prof Development



Chair: Tim Scholze





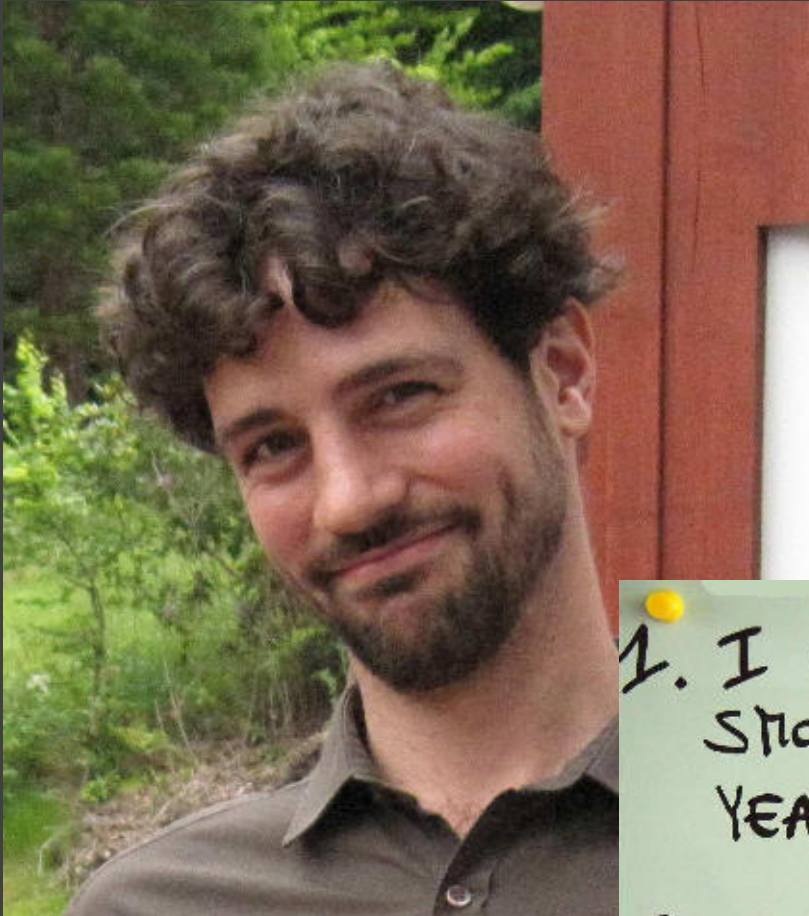
# The Participants

# Agata



Agata Patecka  
solidar, Belgium  
[Agata.Patecka@solidar.org](mailto:Agata.Patecka@solidar.org)

# Alberto



Alberto Cuomo  
CSV net, Italy  
europa@csvnet.it

1. I STARTED SMOKING AT 9 YEARS OLD
  2. I HAVE A BROTHER WHO IS A NOVELIST
  3. I ~~USUALLY~~ <sup>YEARLY</sup> SPEND COUPLE OF MONTHS IN AFRICA PLAYING TRADITIONAL MUSIC
- ALBERTO

# Annarita



FLEXIBLE

GENEROUS

OPEN MINDED

INTERESTED TO DISCOVER  
OTHER PEOPLE / OTHER  
WORLD

CHANGEABLE

Annarita di Mario  
Lunaria, Italy  
dimario@lunaria.org

Anne



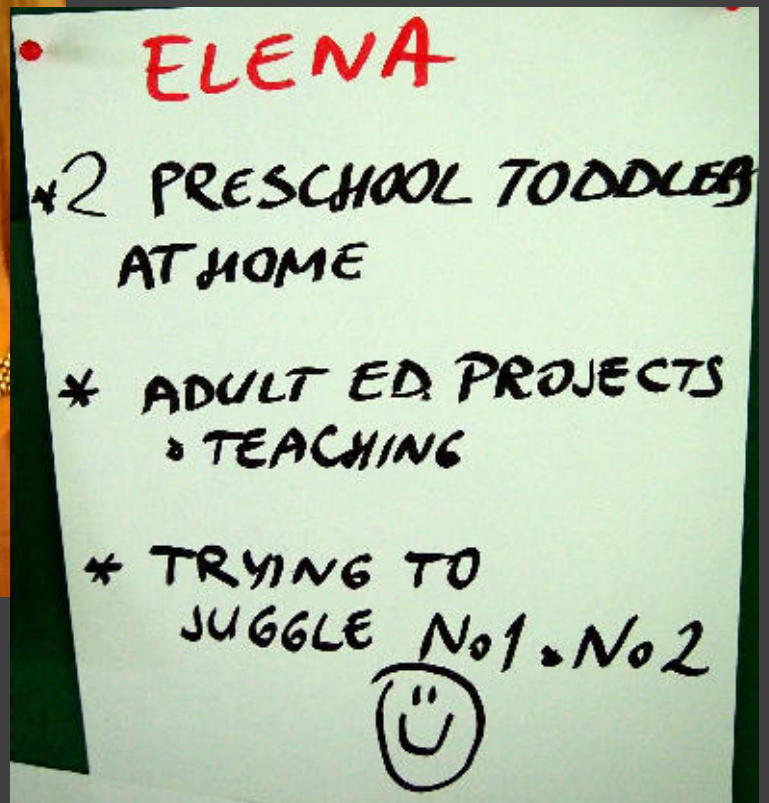
Anne Lund

VIA University College, Denmark

[anlu@viauc.dk](mailto:anlu@viauc.dk)



# Elena



Elena Trepule  
University Kaunas, Lithuania  
e.trepule@smf.vdu.lt

# Enrica



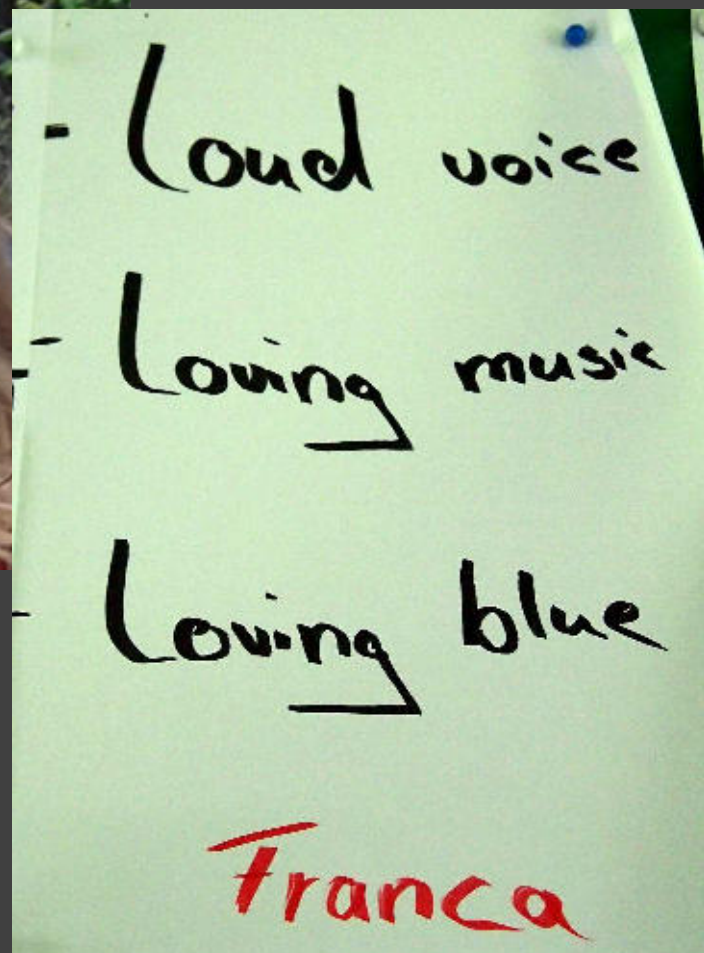
\* In The last 2 years I've lived in 5 different countries

\* I always start with a smile  
**Enrica**

\* I have Tinkerbelle on my shoulder

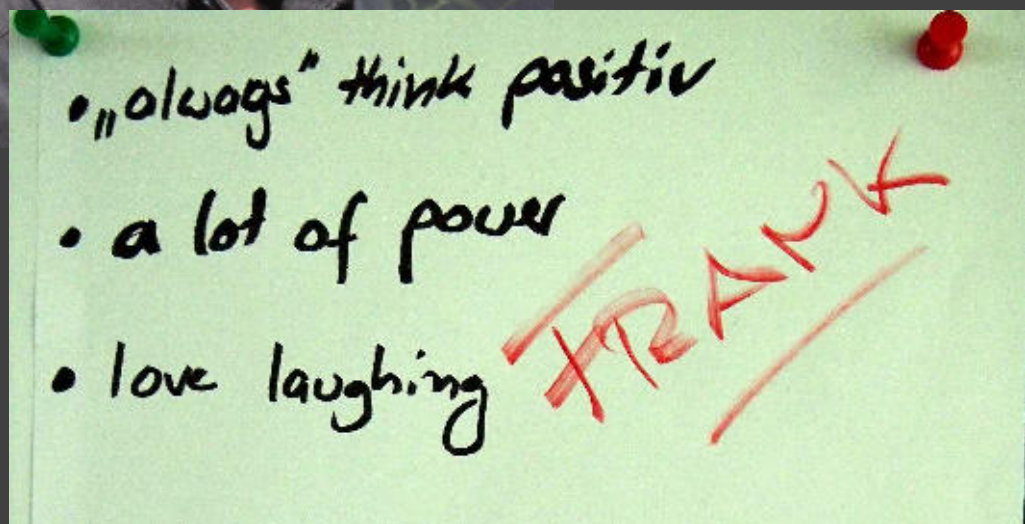
Enrica Pautasso  
BUPNET, Germany  
enicapautasso@yahoo.it

# Franca



Franca-Rosa von Sobbe  
blinc eG, Germany  
franca-rosa@blinc-eu.org

# Frank



Frank Lohse

Coach & Consultant, Germany

[info@franklohse.com](mailto:info@franklohse.com)

# Gabor



I BAKE MY  
BREAD FOR  
MYSELF <sup>GAZON</sup>  
I HAVE A LISINBED  
DAUGHTER  
I SMOKE IF I'M  
TIRED

Gabor Kiss

Budapest Cultural Centre, Hungary

[international@bmknet.hu](mailto:international@bmknet.hu)

# Giovanna



- I LIVE TOGETHER  
WITH MY FATHER-IN-  
LAW

- WHEN I WAS 16 I  
WENT TO MEXICO WITHOUT  
MY PARENTS

- MY HOUSE WAS OCCUPIED  
DURING II WORLD  
WAR

GIOVANNA

Giovanna Pignatti Morano  
Alliance, Greece  
[alliance@alliance-network.eu](mailto:alliance@alliance-network.eu)

# Hanife



Hanife Akar

Middle Eastern Technical University, Turkey

hanif@metu.edu.tr

# Hanne



nerd  
language lover  
builder Hanne

Hanne Wacher Kjaergaard  
VIA University College, Denmark  
hwk@viauc.dk



# Julia



- stood on top of World Trade Center
  - Loves gardening.
  - lived on a beach for 2 months
- Julia*

Julia Busche  
Q21, Germany  
jbusche@bupnet.de

# Karl-Ludwig



- not so much  
hairs

- calm type

- love playing  
cards (Doppel-  
kopf)

Karl-Ludwig

Karl-Ludwig Kratz  
blinc eG, Germany  
klkratz@blinc-eu.org

# Leena



Leena Ferogh  
University of Kassel, Germany  
[leena@ferogh.de](mailto:leena@ferogh.de)

# Marcus



Marcus Lemke  
BUPNET, Germany  
mlemke@bupnet.de

- Has been member of German Boomerang Association
  - Shoesize 42
- MARCUS**
- Likes Jazzmusic

# Maren

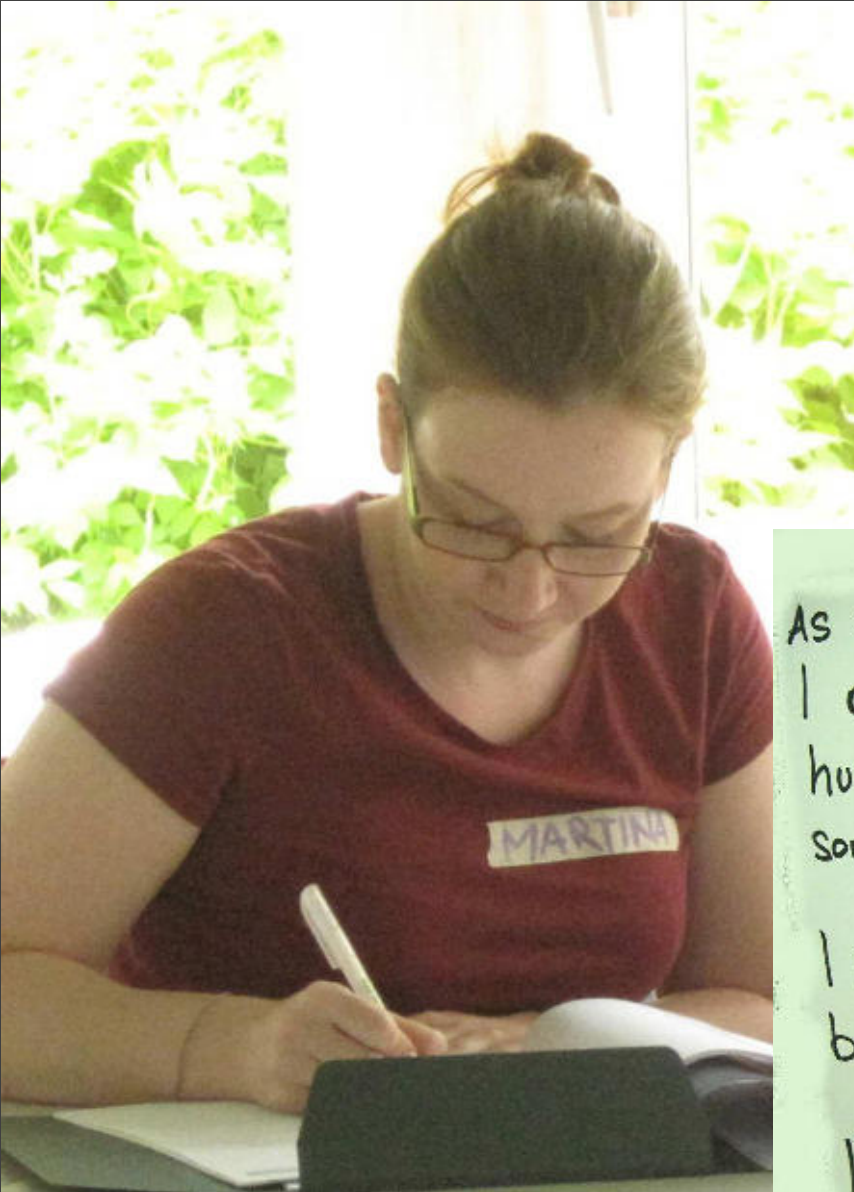


Maren Satke  
die Berater, Austria  
m.satke@dieberater.com

- my first name - in the country I live
- I love to read crime stories
- I have been to prison several times 😊

**MAREN**

# Martina



As soon as I'm alone  
I automatically start  
humming (all kinds of  
songs) **MARTINA**  
I need 8 hrs of sleep to  
be satisfied  
I'm afraid of  
clowns and monkeys

Martina Welechovszky

Forschungsinstitut des Roten Kreuz, Austria

[martina.welechovszky@w.rotekreuz.at](mailto:martina.welechovszky@w.rotekreuz.at)

# Meral



Meral Yilmaz

Middle Eastern Technical University Ankara, Turkey

myilmaz@odtugvo.k12.tr

# Mervi



open minded

rapid

hard working

Mervi

Mervi Ylitalo

WEA – Workers' Educational Association, Finland

mervi.ylitalo@tsl.fi



# Michael



rolls his/her own  
cigarettes

- has less hair  
every day

MICHAEL

- is colourblind

Michael Pflieger  
die Berater, Austria  
m.pflieger@dieberater.com

# Nadine



I HAVE <sup>LIGHT</sup> BLOND CURLS  
I AM PREGNANT  
I LIKE DIVING  
**Nadine**

Nadine Sturm

Forschungsinstitut des Roten Kreuz, Austria

[nadine.sturm@w.rotekreuz.at](mailto:nadine.sturm@w.rotekreuz.at)

# Nancy



- have a campervan  
**Nancy**
- have 4 boys / sb
- going to a music festival next week

Nancy Rawlinson

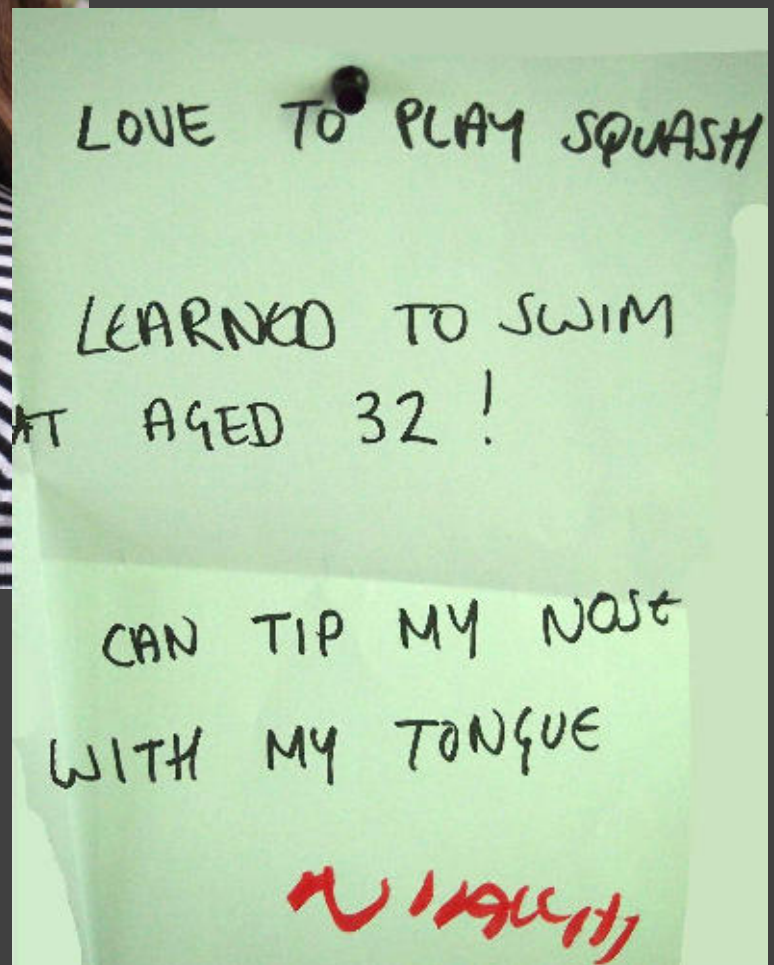
The Edward de Bono Foundation, UK

[nancy@debonofoundation.co.uk](mailto:nancy@debonofoundation.co.uk)

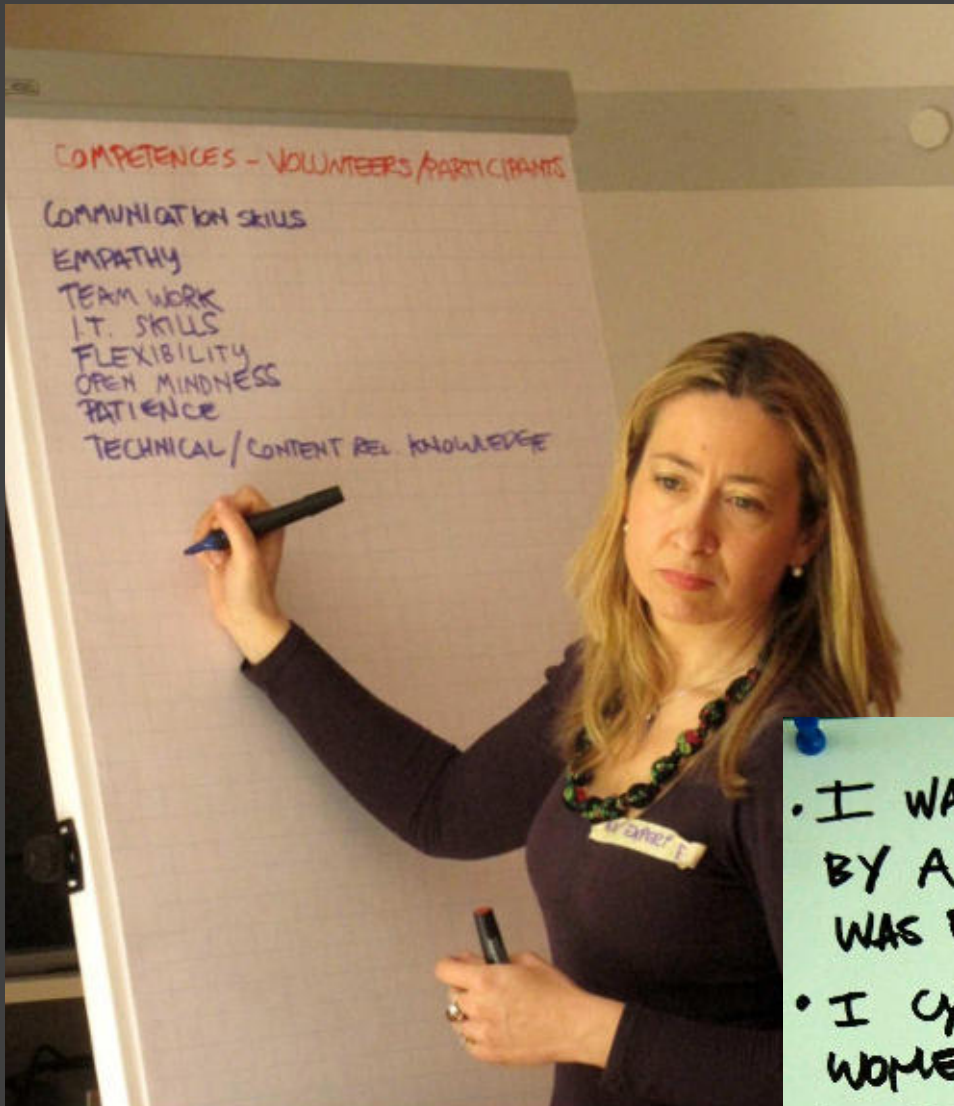
# Niamh



Niamh O'Reilly  
Aontas, Ireland  
niamh.oreilly@gmail.com



# Paola

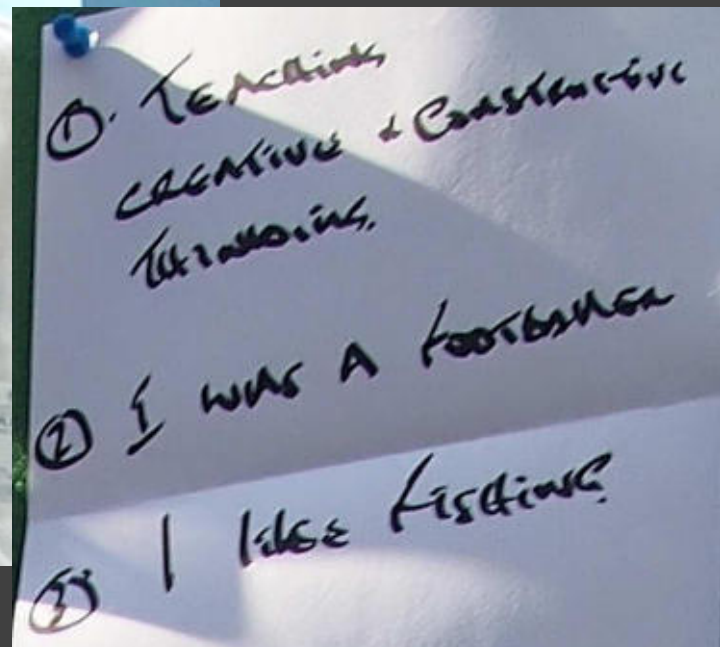
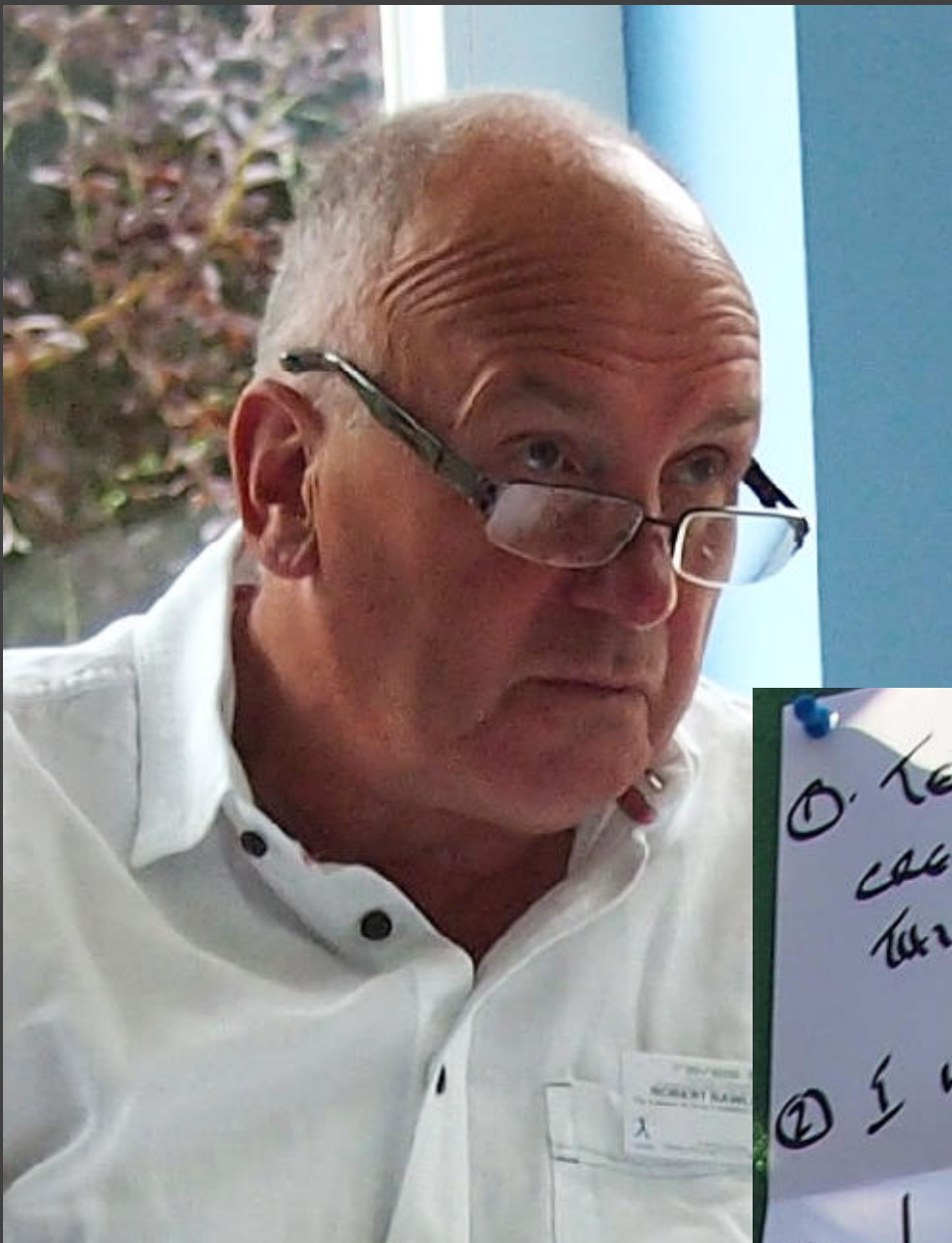


- I WAS BLESSED BY A ROPE WHEN I WAS BORN
- I CYCLED WITH 150 WOMEN IN THE MIDDLE EAST
- I LOVE THE POWER OF SMILES 😊

PAOLA

Paola Pertegato  
Xena, Italy  
coord@xena.it

# Robert



Robert Rawlinson

The Edward de Bono Foundation, UK

bob@debonofoundation.co.uk

# Ruth



Ruth Jermann  
SVEB, Switzerland  
ruth.jermann@alice.ch

My favourite  
Singer: Barbra  
Streisand *Ruth*

---

I have an olive  
tree in my garden

---

I saw 50 Brodd  
Way Shows.

# Sabine



- I have more than 200 snow globes at home
  - I worked for film productions at Nagler
  - My daughter is a vice-world champion
- Sabine

Sabine Wiemann  
BUPNET, Germany  
swiemann@bupnet.de



# Sini-Tuuli



1. I have a 8-years-old sister.
2. My favorit rock band is Hanoi Rocks.
- ~~1. I have a 8-years-old sister.~~
3. I have never seen "Forest camp" movie

Sini-Tuuli Mäkinen  
Kamut, Finland  
sini-tuuli.makinen@abo.fi

Sini-Tuuli

# Tanja



I am a   
Trekkie <sup>TNG</sup>

I adore   
Thrash Metal  
Music

I studied  
Fine Arts

Tanja Wehr  
BUPNET, Germany  
twehr@bupnet.de

Tim



• I am a farmer  
• I love to ski  
• I do "oldie-sitting"

Tim

Tim Scholze  
BUPNET, Germany  
tscholze@bupnet.de

# Zeynep



1. love dogs

2. played piano

3. circus school

Zeynep

Zeynep Delen

Bogaziçi University, Turkey

zeynep@egedeatolye.org

# Zsuzsa



- I DANCE SALSA
- I HAVE GERMAN ROOTS

**ZSWZSA**

I'M GOOD AT  
HIKING

Zsuzsanna Brenner

Budapest Cultural Centre, Hungary

[international@bmknet.hu](mailto:international@bmknet.hu)

# Impressions



## IMPRESSUM

For any further information please contact  
[info@reveal-eu.org](mailto:info@reveal-eu.org)

### Conception & Realisation

# BUPNET

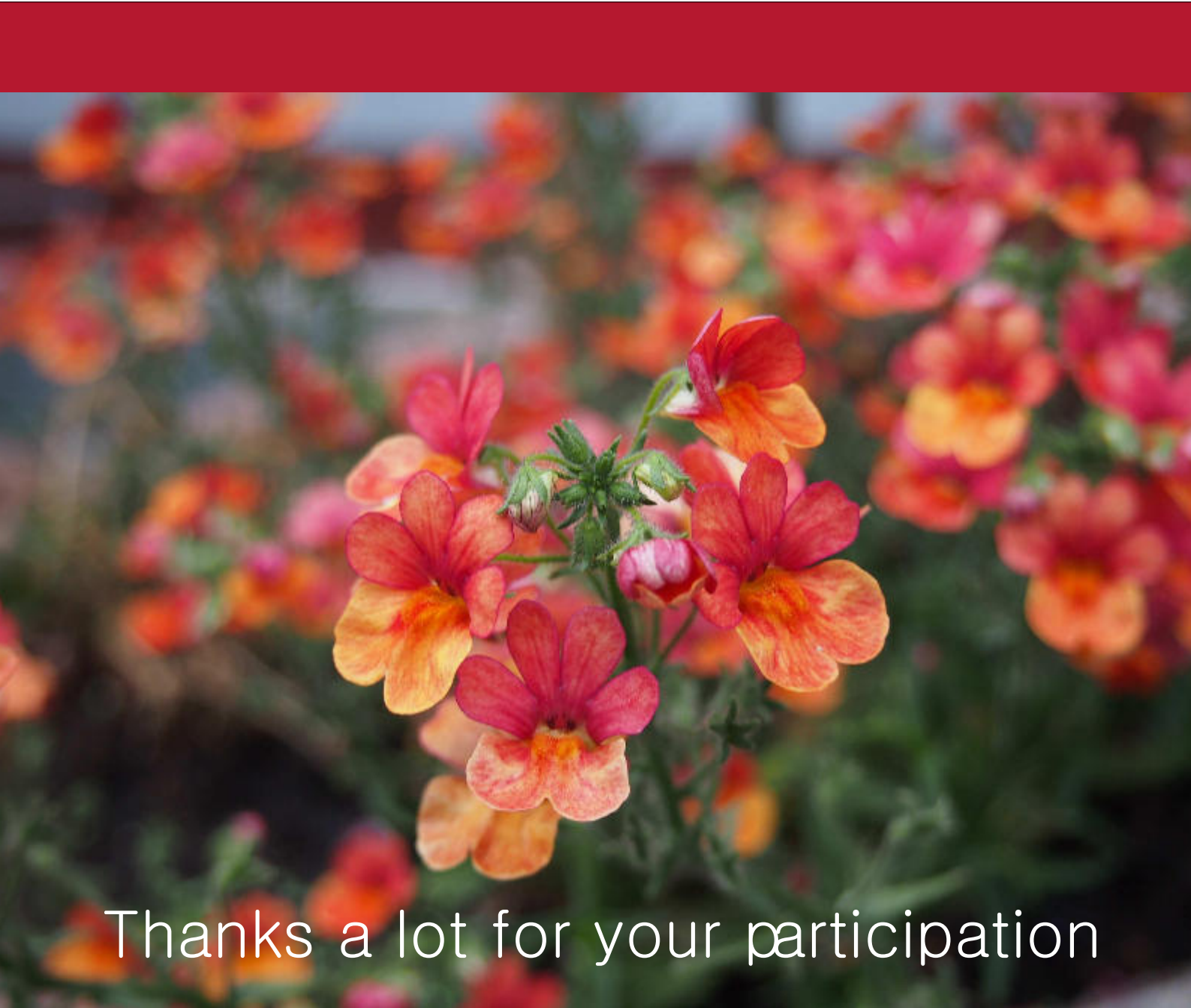
Am Leinekanal 4  
37073 Göttingen, Germany

All texts by Tim Scholze and Sabine Wiemann  
All photos by Tanja Wehr and Marcus Lemke  
Layout & Production Tanja Wehr

[www.reveal-eu.org](http://www.reveal-eu.org)

[www.vilma-eu.org](http://www.vilma-eu.org)





Thanks a lot for your participation

*We are looking forward  
to meeting you  
in the next  
REVEAL event!*