



Programme for Empowerment training module (Pilot training)

Second Seminar, 25 – 26 of October 2018

Diaconal centre Liepaja, Latvia

25 October 2018

1st day:

Emphasis on the support groups for people with disabilities in the region of Liepaja

Aim:

- a) to deepen the understanding of the empowerment concept and the action learning method;
- b) to share own experiences with concrete activities and reflect on them with the whole group

10.00: Welcome and introduction

10.30 – 11.30: Empowerment training and action learning

11.30 – 13.00: The support groups for people with disabilities share their experience with their activities and/or micro projects (Barta / Durbe / Grobiņa / / Liepaja / Rucava)

13.00: Lunch

13.45 – 14.45: Group work – thinking about new problems and planning of activities

14.45 – 15.30: Group work presentations and discussion. Preparation work for 3rd training and action learning.

15.30: Visit to RadiVidiPats



26 October 2018

2nd day:

Emphasis on the social service providers in the region of Liepaja

Aim:

- a) to deepen the understanding of the empowerment concept and the action learning method,
- b) to share experiences with concrete activities and to reflect on them with the group

10.00: Welcome and introduction

10.30 – 11.00: Empowerment training and action learning

11.00 – 13.00: The social service providers and other participants share their experience (social workers from different institutions and municipalities)

13.00: Lunch

13.45 – 14.45: Group work – thinking about new problems and planning of activities

14.45 – 15.30: Group work presentations and discussion. Preparation work for 3rd training and action learning.

15.30: Visit to Karosta



2nd Workshop in Liepaja

On the 25th and the 26th of October 2018 the Diaconia in Liepaja, Latvia held another workshop on empowerment and an introduction to Action Learning, which was basically the same programme as the kick-off workshop in June with new participants. This workshop was held by the local partners without the participation according to the structure and content of the previous workshop.

The participants represented social workers, employees from the local administration of social service, voluntary support groups and end users.

There was a nearly similar programme for the two days. On the first day the primary emphasis was on the support groups for people with disabilities. On the second day the emphasis was primary on the social service providers. Some of the participants from the first day also joined day two. As was it became very clear, that those who decided to join both days had a much greater outcome.

The aim for the two days was:

Day 1: Deepen the understanding of the Empowerment concept and the Action Learning method (AL) for the future training. Also, sharing own experiences with concrete activities and reflect on them with the whole group.

Day 2: Deepen the understanding of the Empowerment concept and the Action Learning method (AL) for the future training. Also, sharing own experiences with concrete activities and reflect on them with the whole group. To initiate professional discussion on how we understand the end user group from their perspective and how it can be used in service delivery practice. To look for further ways how to implement the Empowerment concept and the AL method in the practice of the local service providers.



Reflections by Mārtiņš Urdze (project manager and LEN coordinator in Liepaja, Latvia):

During the workshop it became very clear that the participants found it very interesting and important that they had a possibility to share their experiences with others.

On the first day the participants found it difficult to work with stage one and two in the Action learning method. It worked better on the second day. The working process was mainly initiated and supported by the participants who had also joined the first day. An overall reflection could be to plan the workshop with a timeframe on two days.

For us as organisers the second workshop was a big experience as organisers because we had to lead the workshop by ourselves without external help.

Some reflections after the workshop can be summarised as follows:

- We expected that the participants would mostly be the same as in the Kick off workshop but this was not the case. Especially the participants from the social service were different. Many of the participants of the first workshop didn't come. So we used this as an opportunity to



involve representatives of the groups of the Diaconal centre and the Cross congregation.

- It is a long process until the participants understand the concept of Empowerment and the principles of Action learning by heart. Although we have seen the powerpoint presentation of Gundi and Anette three times we are still only grasping the idea and the concept. The repetition and the questions help to ground the ideas in the reality of the participants,
- It was very good to use the group work as an opportunity to practice the different roles in the group work. Many of the participants hadn't much experience with group work. The facilitator was also the enabler. The role of the observer was completely new and was an interesting experience for the ones who realized it.
- The topics of the working groups were:
 - How to motivate people to come out of their homes and participate in support groups?
 - ➔ One result of the discussion was that the participants reflected about their own ambitions and the need for understanding the border between trying to motivate people who are reluctant and accepting their rejection of the invitation.
 - New ideas for groups in the Diaconal centre:
 - how to improve health? Gymnastics for seniors and disabled people!
 - ➔ As a result the Diaconal centre has engaged a physiotherapist who is offering once a week gymnastics for seniors and disabled people.



Follow up:

The participants continued to realize the planned activities and tried to use different roles in the process, e.g. by installing an observer. At the beginning of December they were invited to a meeting where they could join together and think about concrete actions. The third workshop in January 2019 has dealt with the fourth and fifth phase of Action learning (reflection and learning).



Contact:

Mārtiņš Urdze martin.urdze@gmail.com