

# CREAZONE REINVENT

## Training

2 days (16 academic hours): 05.10.2019 and 06.10.2019  
BEST BALTIC KAUNAS Hotel, Library Hall, A. Mickeviaus 28, Kaunas

## Agenda

8.30 – 9.00 a.m.	Registration of participants
9.00 – 10.30 a.m.	Workshop
10.30 – 10.45 a.m.	Coffee break
10.45 – 12.00 a.m.	Workshop
12.00 – 1.00 p.m.	Lunch break
1.00 – 2.45 p.m.	Workshop
2.45 – 3.00 p.m.	Coffee break
3.00 – 4.30 p.m.	Workshop

## Program

Saturday, 5 October 2019

1. Introduction to the training
2. Introduction to the project CreaZone 2.0
3. Introduction to the mentoring:
  - Basic concepts
  - Practical exercise (principles of mentoring in action)
  - Discussion/Self-reflection
4. Co-creating the relationship:
  - Do's and don'ts while establishing trust
  - Practical exercise (organizing inception meeting)
  - Discussion/Self-reflection
5. Effective communication. Becoming an active listener:
  - Showing attention signs and stimulating conversation
  - Spotting information gaps and responding to them

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## Program

Sunday, 6 October 2019

1. **Effective communication. Responding:**
  - Effective feedback methods in most common situations
  - Practical exercise (role-play exercise to choose and apply feedback methods according practical cases)
  - Discussion/Self-reflection
2. **Effective communication. Questioning:**
  - Mastering open and solution-focused questions.
  - Practical exercise
  - Discussion/Self-reflection
3. **Facilitating Learning and Results. Planning and goal setting:**
  - Setting SMART goals
  - Planning strategies and methods
  - Practical exercise
4. **Co-creating the relationship:**
  - Do's and don'ts while establishing trust
  - Practical exercise (organizing inception meeting)
  - Discussion/Self-reflection
5. **Revision of learned topics**
6. **Evaluation (feedback) of the trainings**

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## Short description

Mentorship trainings are intended to encourage the involvement of mentors in the project and prepare them for the mentor's responsibilities and to introduce the CREAZone methodology.

## Aim of this training

Learn how to effectively mentor and manage work groups.

## Learning outcomes

By the end of the training participants will be able to:

- know about project CREAZone 2.0 concepts and requirements;
- understand basic mentoring concepts and methods;
- understand the benefits and risks of mentoring;
- learn how to build relationships with mentees grounded in trust;
- know how to create realistic goals and expectations;
- learn communicate effectively (adapt active listening and effective questioning);
- set a good example as a mentor.

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## Training methodology

The execution of the program involves the following methodologies:

### PARTICIPANTS

#### PRACTICAL CASES

exercises for establishing practical skills.

#### INTERACTIONS

Interaction of the participants to obtain their opinions.

#### REFLECTION

reviewing of own character and beliefs

#### DISCUSSIONS

interacting among peers to ground new experience

#### PRESENTATION

slides prepared for visualization of the topics

#### LECTURING

live explanation of the essence.