



Unveiling Youth Potential

Additional Guidance for Learning Coaches



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Additional Guidance: to be read by Learning Coaches in advance of Leadership Workshops

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The Importance of Training

Training is important. Everywhere in the world, people have difficulty seeing their own leadership potential, and using their individual skills and talents to uncover this potential. When youth are equipped with the tools included in this material, their dreams, passions, and interests can become realities. These tools can and should be adjusted based on the needs of your group and based on their areas of particular interest. These training materials continually evolve and grow as we receive feedback, so over time you may notice changes and improvements to the documentation you find on our website. We'd also like to hear from youth participants on their ideas about how to enhance these tools and training materials.

Background on Partnering Principles for Learning Coaches

Below is some background information on the principles for engagement. These should be discussed and agreed upon by participating youth, the Local Champion/Administrator, and Bridges before the workshop launch, during the Youth Engagement phase. Youth participants and the Local Champion/Administrator may want to discuss or even add to these principles during the workshops. Be open to this possibility and do everything you can to encourage clarity:

- I. It is important that **roles and responsibilities** be defined:
 - Bridges' commitment to act as the Learning Coaches and to facilitate this process

- Local Champion/Administrator (non-youth) to be responsible for initial engagement with youth and Bridges; to organize logistics and facilities for engagement (e.g. food, meeting rooms, required travel); to follow up with youth to monitor activities; act as a go-between to disseminate and collect information and project deliverables
 - Participating youth leaders:
 - Ages: roughly 15-27 (however there is scope to include youth up to the age of 30)
 - Require commitment to active and constructive roles
 - Reinforce to youth that their participation is a serious commitment. Participation will require time (participation in workshops, plus significant reflection time and independent work to prepare for workshops, time to engage with mentors and with other youth in the network and with the Bridges' Learning Coaches. In addition, if youth decide to pursue a social entrepreneurial project, this will take a lot of time!)
 - Discuss how the group can ask a youth leader to leave the program (e.g. if a youth leader is hateful or unwilling to engage constructively, that youth can be removed from the initiative)
 - Commitment to learn together in an organic and adaptive way for as long as this shared learning model is fruitful
 - Commitment to cease the engagement when no longer useful
 - Mentors: discuss the role of the mentors
2. The foundations of **shared learning** must be clearly explained:
- Shared Learning is the commitment to responsibility for shared learning and a focus on experiential-based learning. This means that we are responsible for supporting one another, and asking for help when we need help from others. Bridges' experts are here to teach and to learn.
 - Integration: To the extent possible, the processes used will integrate self leadership and community leadership, and will integrate strategic and operational ways of thinking.

- Community Wisdom: We believe that through these learning processes, we can access the wisdom in a diverse community, and apply that wisdom in community projects that will result in positive change.
- 3. Managing an **evolving project**:** we need to accept and manage:
- Ongoing change:
 - We need commitment to check in with partnership principles throughout the course of the engagement. To confirm that we are honoring these commitments, and to ensure learning feedback, loops are used to make necessary revisions to the process.
 - Remote communities:
 - Use technology to the extent possible (e.g. Skype, email, website)
 - Recognize that face to face contact is critical for certain engagement
 - Accept Limitations:
 - Accept that the capacity to be a leader can only be developed through real life experience.
 - Recognize that individual leaders “crash” at certain points in time; this is normal.
 - Accept that we’re not able to solve complex community issues; we are here to support youth leaders to find opportunities to positively impact their communities through projects.

During the Youth Engagement phase, these partnering principles should be discussed and documented in an appropriate way. These commitments may be referred to in the workshops, or a signed version of the invitation may be posted on the wall with signed principles. Clarifications or additions made to these principles during the workshop can be noted and shared in an open way with the group.

Workshop #1 Additional Guidance:

Important Information

As you are going through UYP Leadership Workbook 1 with the youth leaders, keep in mind that:

- All of the written material in the Learning Coach workbooks is identical to the written material in the youth workbooks, with the exception of the information within the grey boxes, labeled “Learning Coaches”. If you choose to read parts of the material together as a large group, go for it!
- The page numbers in both the Learning Coach workbooks and the youth workbooks are identical, so when making reference to various pages, this can be done quickly and easily.

Materials Required for Workshop #1

- Printed copies of “UYP Leadership Workbook 1” for all Learning Coaches
- Printed copies of “UYP Leadership Workbook 1 - YOUTH” for all youth leaders
- Printed copies of “Resource Guide” for all Learning Coaches and youth leaders
- Printed inspirational photos to hang around the workshop classroom (e.g. photos of Gandhi, Martin Luther King, Mother Theresa, waterfalls, landscapes, etc.)
- 4 Flipcharts for mind mapping and group discussions
- Flipchart Markers
- Binder for each participant to contain workbook and materials
- Nametags
- Pens/Pencils
- Construction paper
- Legal-sized (11 x 17) paper
- Looseleaf Paper
- Camera for recording mind maps/community maps
- Video camera for recording all, or parts of workshop (optional)
- Movie (see page 35 of UYP Leadership Workbook 1 for suggested movie titles)
- DVD or VHS player for movie
- Popcorn to eat during the movie
- Role play costumes for the activity on page 45 of UYP Leadership Workbook 1
- Food for 4 healthy snacks, 2 lunches, and 1 dinner

Notes on Community Mapping

As the youth are completing their Community Mapping exercises during workshop #1 (mind mapping, community questions, and ideal community exercises), Learning Coaches should be compiling all of the thoughts generated. This can be done most easily by writing in point-form on flipchart paper as each youth leader is presenting. Then, between workshops #1 and #2, all of this recorded Community Mapping information should be used by the Learning Coaches to compile one giant Community Map, and presented to the youth leaders in workshop #2. The intention of this is to: a) take a step back and look at the big picture; and b) demonstrate the similarities and differences between the assets and liabilities of various communities.

Suggested Icebreakers/Physical Activities

Human Knot Icebreaker: *Remember to be culturally-sensitive with this game; if the youth are uncomfortable with touching one another, avoid this game entirely.* Ask the youth leaders to form groups of about 10 people. Have each group stand, facing towards each other, in a circle. Each person should be standing shoulder to shoulder. First, instruct everyone to lift their left hand and reach across to take the hand of someone standing across the circle. Next, have everyone lift their right hand and reach across to take the hand of another person standing across the circle. Make sure that no one is holding hands with someone standing directly beside them. The object is for the group to untangle the knot they've gotten themselves into by communicating with one another, and without ever letting go of the hands they are holding.

Treasure Hunt: Choose some elements that are common to the area that you are hosting the Leadership Workshops in. Have the youth leaders get into partners or small groups and send them on a mission to take photos (with cameras or cell phones, if available) of as many of these elements as possible. If cameras or cell phones are unavailable, have the youth leaders bring as many of these elements as possible back to the room in which the workshop is being hosted. For example, if hosting the workshop in a university or school, send the youth leaders on a mission to take photos of as many university/school logos as they can find. Alternatively, if you are hosting the workshop in a treed area, have the youth leaders bring back as many pinecones as they can find. Tally these upon their return and reward the winning group, if you wish.

Workshop #2 Additional Guidance:

Important Information

As you are going through UYP Leadership Workbook 1 with the youth leaders, keep in mind that:

- All of the written material in the Learning Coach workbooks is identical to the written material in the youth workbooks, with the exception of the information within the grey boxes, labeled “Learning Coaches”. If you choose to read parts of the material together as a large group, go for it!
- The page numbers in both the Learning Coach workbooks and the youth workbooks are identical, so when making reference to various pages, this can be done quickly and easily.

Materials Required

- Printed copies of “UYP Leadership Workbook 2” for all Learning Coaches
- Printed copies of “UYP Leadership Workbook 2 - YOUTH” for all youth leaders
- Printed inspirational photos to hang around the workshop classroom (e.g. photos of Gandhi, Martin Luther King, Mother Theresa, waterfalls, landscapes, etc.)
- 4 Flipcharts for mind mapping and group discussions
- Flipchart Markers
- Nametags
- Pens/Pencils
- Construction paper
- Looseleaf Paper
- Camera for recording mind maps/community maps
- Video camera for recording Wisdom Stories
- DVD player or laptop computer to playback Wisdom Stories
- Food for 6 healthy snacks, 3 lunches, and 1 dinner
- Six containers of Play Dough
- Twenty rolls of Toilet Paper

Suggested Icebreakers/Physical Activities

Telephone Charades: Have the youth leaders stand in straight lines of about 10 people in each line. To the first person in line, whisper something that can be acted out, like charades (for example, “washing an elephant”, or “going skydiving”). This youth leader must then turn to the person beside them and demonstrate this activity in just 30 seconds. Once their 30 seconds is up, the next youth leader in line must attempt to act out what they just witnessed to the person beside them, and so on down the line. The last youth leader in line must say out-loud what they think is being acted out.

Maze: This activity can be conducted indoors or outdoors. Set up various objects on the ground (balls, bowling pins, foam noodles, cones, etc.) in random locations. Then, have the youth leaders get into partners; one partner is blindfolded and the other gives directions. All of the blindfolded youth leaders begin on one side of the maze, while their partners, who will be giving directions, are on the other side of the maze. The object is for the blindfolded youth leaders to be guided by only the voices of their partners through the maze, without stepping on or touching any of the objects on the floor.