

# Masterclasses

## ABCD Festival Goa, Jan 12- 18, 2019

### Day one: Saturday 12<sup>th</sup> January, 2019

#### MASTERCLASS 1.

##### Title:

##### **Community Youth Development**

*Young people as essential assets for community development and social change*

Facilitator: Brian Braganza, Associate, HeartWood Centre for Community Youth Development

##### Blurb:

Community Youth Development (CYD) envisions teenagers and young adults as mobilizers and activators at the heart of Community Development; it also envisions communities (geographic, communities of interest or organisations), in which the entire community takes a role in youth development and engagement. HeartWood Centre for Community Youth Development, a registered charity and Canadian NGO, has researched and developed a Framework for Community Youth Development - *The Circle of Awesomeness*. This Framework describes an approach and methodology for engaging young people in community change which:

- builds on the unique strengths and assets of young people and their communities
- provides a unique facilitation approach for putting the Framework into action
- utilizes a Servant Leadership approach to leadership development
- has the potential to transform young people, the adults who support them *and* the systems they inhabit

Meaningfully engaging young people in communities and organisations, is not just good for young people, we all benefit.

This Masterclass will use participatory and experiential approaches. Participants will learn about the Framework for CYD, while experiencing the facilitation techniques that most engage young people.

##### Full Description:

**Community Youth Development (CYD)** envisions communities (*geographic, communities of interest or organisations*), in which the entire community takes a role supporting youth development. This includes the usual players such as schools, recreation centres and youth development agencies, to less expected players like municipal governments, a library, volunteer emergency services or the corner shop keeper.

Community Youth Development also envisions teenagers and young adults as mobilizers and activators at the heart of Community Development. Many young people are already changemakers in their own ways, and with support *all* young people can have meaningful roles in building resilient and vibrant communities and organisations.

HeartWood Centre for Community Youth Development has researched and developed a Framework for CYD, also renamed the *Circle of Awesomeness* by youth in Nova Scotia. This Framework inherently:

- Recognizes and builds on strengths and assets of young people and their communities.

- Builds resilience.
- Utilizes a unique facilitation approach to build a container for enabling and fostering young people to take action.
- Utilizes a Servant Leadership approach to leadership development.
- Has the potential to transform young people, the adults who support them *and* the systems they inhabit.

CYD is not just about building the leadership skills of young people. When young people are engaged in the essential tasks and processes of a community or organisation, they often re-vitalize these systems by bringing a renewed commitment to values, integrity, fresh perspective and new energy.

In this Masterclass in participants will:

- Learn about the Framework for CYD as a tool to assess, develop and evaluate programs, services and initiatives that meaningfully engage young people (ages 12-30).
- Explore how CYD approaches can impact systems, organisations and communities.
- Understand an Appreciative Approach to Youth Development.
- Reflect on their own context and apply these tools in the places they inhabit.
- Be renewed in their own commitment to meaningful youth engagement.

Brian will use participatory and experiential approaches in the delivery of this Masterclass. Participants will learn about the Framework for CYD, while experiencing the facilitation techniques that most engage young people.

#### **Requirements for Participants:**

This Masterclass is useful for individuals volunteering, working, or active in:

- Youth Development
- Community Development
- Economic Development
- Municipal Government
- Mentoring Young People

It will be helpful for leaders of organisations and agencies interested in integrating a youth voice into their programs or services, those who work directly with young people and those who see the potential for young people as changemakers. This workshop is also relevant for parents of teenagers.

Participants should come ready to be actively involved in the learning process and to reflect on their own roles and convictions to youth and community development. Dress casually.

#### **About the Facilitator:**

##### **Brian Braganza**

Brian has been associated with [HeartWood Centre for Community Youth Development](#) since 1995, finding ways for diverse young people to meaningfully share their gifts and skills with their communities. Brian was integrally involved in the development of the Framework for Community Youth Development. He delivers programs and initiatives with young people; capacity building for adults; and consults with whole systems interested in engaging youth in intentional ways. Brian served as Executive Director for HeartWood from 2004-08 and is currently a Program Associate. Brian has delivered HeartWood's Framework for CYD across Canada, in Malawi and Victoria, Australia.

In addition, Brian is a certified Circle of Trust<sup>®</sup> Facilitator through the [Center for Courage and Renewal](#). He also delivers experiential programs for men and boys, which disrupts the social

expectations of masculinity to build their abilities to connect authentically and live into their wholeness.

Brian volunteers extensively and is a musician and writer. He lives in a straw-bale home on a farm in rural Nova Scotia, Canada. For more information see [brianbraganza.ca](http://brianbraganza.ca)

### **HeartWood Centre for Community Youth Development**

HeartWood Centre for Community Youth Development is a registered Canadian charity and NGO that delivers direct youth programming, provides capacity-building services to others working with youth, and supports positive changes in the systems that affect youth. We have provided our services within Nova Scotia since 1988. We also have affiliations and partnerships nationally and have delivered programs across Canada and internationally in Malawi and Victoria, Australia.

## **MASTERCLASS 2. CANCELLED**

## **MASTERCLASS 3.**

### **Title:**

### **The Art of Participatory Community Building**

**Patterns, practices and processes: exploring the links between a range of strengths-based approaches to community development.**

Facilitators: Rituu Nanda, Dee Brooks (JEDER Institute) and Michelle Dunscombe (JEDER Institute)

### **Blurb:**

Underpinned by ABCD, Art of Hosting & Community Life Competence: SALT, this practical, immersive workshop is for anyone who lives, works or plays in a community; that's everyone! Participants will explore the complementary intersections between a range of strengths-based community development patterns, practices and processes based on 20 years of practical application, from 3 grassroots practitioners, across a range of countries.

### **Full Description:**

Underpinned by ABCD, Art of Hosting & Community Life Competence: SALT, this practical, immersive workshop is for anyone who lives, works or plays in a community; that's everyone!

Participants will explore the complementary intersections between a range of strengths-based community development patterns, practices and processes based on 20 years of practical application, from 3 grassroots practitioners, across a range of countries.

Many of the challenges faced by individuals and communities require transformational change, which can be achieved by focusing on the strengths already found within communities. Some of the approaches include:

- Citizen & Community-led Initiatives
- Asset-based & Place-based projects
- Collective Impact & Action work & more

Join us in exploring how to address complex community challenges.

### **About the Facilitators:**

**MASTERCLASS 4. Please note this Masterclass is a two-day class. There is no option to participate in one-day only. If choosing this class participants must commit for both days.**

**Title:**

**Stewarding a Movement of Citizen Led Action**

Facilitator: Richard Holmes (Head of Learning, Barnwood Trust)

**Blurb:**

In this two-day Masterclass you will have the opportunity to learn about tools and techniques that have been used by Barnwood Trust to build collective action across communities and organisations to grow a locally driven social movement. During the Masterclass participants will explore tools and techniques that have worked well and also understand what the challenges have been. Participants will have to opportunity to reflect on what they think could be transferred to their home community or organisation.

**Full Description:**

This Masterclass offers an opportunity to reflect on the sort of leadership required to create the culture needed for communities to connect the strengths of local people to build neighbourhoods from the inside out. This Masterclass builds on the experience of Barnwood Trust, a UK charitable foundation, whose mission is to be a catalyst for durable change. Over the last seven years Barnwood has been working with communities and organisations to build belonging and support people to create places that are welcoming and inclusive to everyone. To achieve this vision Barnwood recognised that it couldn't achieve such an ambitious strategy on its own. It needed to engage others in a conversation to explore what their contribution to this vision might be. As part of this process Barnwood established a leadership development programme called the 'Stewardship Circle', which created a safe space for local leaders to think about the role they could play in enabling citizen led action. During the course of working together leaders from across faith groups, councils, health organisations, education, community groups, policing and charities have been deepening their understanding of alternative ways of leading that aren't about directing change from the top, but rather creating the conditions that enable people to make social change possible from within their own communities using the principles of Asset Based Community Development.

**Masterclass Structure Day 1:** The Power of Citizen Led Change (whole day including the evening). Day One will involve exploring participants vision for the community or organisation they serve and their own experiences of mobilising citizens. Achieving long-term social change in a place can often go beyond our individual involvement, so this workshop will explore how to bring others on board to share and sustain that vision. Participants will be invited to think about their leadership role as a steward of this change and how their personal efforts fit with that of others in the neighbourhood they serve. Participants will also be asked to consider practical ways to bring people together to build a shared agenda. During this workshop the concept of stewardship and servanthood will be introduced and participants will be asked to consider how to nurture a culture that enables that vision to flourish. Participants will explore some core principles of asset based community development and what those principles might mean to our communities, our organisations and ourselves. There will be space during the workshop to discuss where the tensions might lie and how these could potentially translate into opportunities. In recognition that there are assets across our communities and organisations, in the evening participants will be invited to discover more about each other through undertaking activities that help them go beyond their personal strengths to reveal gifts and how these can be used to build stronger relationships.

**Masterclass Structure Day 2:** Seeds for transformation. In our attempts to make a difference in the world we sometimes get caught in the trap of creating dependency with those we serve. Discerning when we are needed and when our involvement is unhelpful is an art many of us are aspiring to master. For practitioners and leaders wanting to get this right we need to feel confident that our decision to not be helpful on a particular issue will be supported. This is more challenging than it might sound as we learn to balance meeting targets whilst also responding to the emergent nature of communities. Leaders have to navigate the complexities of retaining the confidence of those they are accountable to whilst building a culture that supports truly bottom up community development. In this workshop participants will take time to consider what the conditions are that enable citizen led action to thrive and the extent to which the culture we are seeking in community is reflected in our organisations and our own lives and how these reflections can create paths to transformation.

**Who is this Masterclass suitable for?**

Anyone who is playing a leading or influencing role in their community or organisation and believes in working towards social justice. Previous participants have been community leaders, police officers, health and social care professionals, faith leaders, educationists and charity chief executives. It's suitable for people who value relationships over prestige, power and position. Participants are often curious about how to move beyond a single issue, and recognise the importance of mobilising people to develop a whole community vision that includes the interests of everyone.

**About the Facilitator:**

Richard Holmes is an experienced strategist and practitioner in ABCD and strength based practice. He works for Barnwood Trust, a charitable foundation dedicated to creating the potential in Gloucestershire, UK for people with disabilities and mental health challenges to make the most of their lives. Over the last 7 years he has been involved in implementing a radical ten-year strategy focused on creating more welcoming and inclusive communities to help people do the things they enjoy, and get to know more people where they live.

“Richard is a pleasure to work with, his enthusiasm, passion, and commitment to grassroots community action is infectious. He has a deep understanding of how communities work and where power needs to lie in order for this to be sustainable. He is an excellent coach and trainer and not afraid to get you to challenge your deepest held beliefs. A genuine inspiration.”

(Ben Ward, Director, World Jungle)

“Richard displays genuine authenticity in all he does. His love of community; passion for inclusion and thoughtfulness around stewarding asset based community development make him an important voice in the UK. He has proven himself to be a genuine source of insight and experience into how we can support communities into the future.”

(Cormac Russell, Director, Nurture Development)

## **Day two: Sunday 13<sup>th</sup> January, 2019**

**MASTERCLASS 4. Please note this Masterclass is a two-day class. There is no option to participate in one-day only. If choosing this class participants must commit for both days.**

**Title:****Stewarding a Movement of Citizen Led Action**

Facilitator: Richard Holmes (Head of Learning, Barnwood Trust)

**MASTERCLASS 5. CANCELLED****MASTERCLASS 6.****Title:****A Magical Reunion: ABCD and Playback Theatre**

Facilitator: Dimitrios Papalexis

**Blurb:**

This Masterclass is delivered in a creative and fun way. The Masterclass will explore the similarities and connections between ABCD and Playback Theatre (community theatre). In the first part, a Magic Activity & Story Telling exercise will be used to demonstrate to participants some of the basic principles of ABCD approach such as focusing on strengths/assets/gifts, sharing stories and trusting each other/working together to accomplish miracles in their communities (and magic in the present moment). In the second part, theatre games and basic improvisation will be used to engage participants in sharing some of their own stories and connect to each other while realising how playback theatre is a powerful way to share stories and can be used in the ABCD approach to build communities from the inside out.

**Full Description:**

This Masterclass is delivered in a creative and fun way. The Masterclass will explore the similarities and connections between ABCD and Playback Theatre (community theatre). In the first part, a Magic Activity & Story Telling exercise will be used to demonstrate to participants some of the basic principles of ABCD approach such as focusing on strengths/assets/gifts, sharing stories and trusting each other/working together to accomplish miracles in their communities (and magic in the present moment). In the second part, theatre games and basic improvisation will be used to engage participants in sharing some of their own stories and connect to each other while realising how playback theatre is a powerful way to share stories and can be used in the ABCD approach to build communities from the inside out.

**About the Facilitator:**

Dimitrios Papalexis is an author, counsellor, communications expert, creative artist, community developer and dad with diverse experience from Greece, Australia and Brazil. He is the author of 'The Fool - Dreams, Synchronicities and Miracles in a Journey to Find One's Real self, published by Balboa Press, and has participated in various radio, TV shows, conferences and public events. Dimitrios has lived in three different countries, speaks 4 languages and has worked in different government organisations and community programs in the past. He has extensive experience with mental health, disability, community development, multi-culturalism and strength based community projects and initiatives. Recently, he has been awarded with a Do it Differently Grant from Bayside Council and South Eastern Local Health District SESLHD for his project Everyone has a Story. Dimitrios loves community development and the creative arts and he combines his experience and passion in counselling, story-telling, theatre and community development to

facilitate change and growth for individuals and communities. When he is not working, Dimitrios loves spending time with his family, travelling, dancing, writing and spending time in Nature.

## **MASTERCLASS 7.**

### **Title:**

#### **The Power of Appreciative Inquiry**

**Transforming communities through powerful questions and conversations**

Facilitator: Zizi Charida (Director, Community Minds)

### **Blurb:**

Appreciative Inquiry is used to generate change through igniting the collective imagination and promoting dialogues that can help collectively shape people's realities and their vision for the future. In this Masterclass participants will be given a brief overview of AI and its links to asset-based approach to community development versus a deficit-based approach. This will follow with a conversation about the power of positive questioning and storytelling as effective ways to engage stakeholders in change efforts. Participants will also be guided on how to conduct appreciative interviews, and the impact of positive questions. Finally, participants will explore and learn more about the 4-D cycle: Discovery, Dream, Design, and Destiny phases to tap into the core strengths of citizens and communities.

### **Full Description:**

This Masterclass will cover four topics. Each topic will have a practical element to provide a more experiential understanding of Appreciative Inquiry.

**Introducing Appreciative Inquiry:** What is Appreciative Inquiry and why is it so effective?

**Words Create Worlds:** The language we use and the way we frame ideas, questions and affirmative topics to drive action determines the direction we move in creating desired change. Here we will look at crafting Appreciative Inquiry questions.

**Appreciative Interviews:** AI Interview Style & Structure of AI interview questions.

**4-D Cycle:** We will look at the Four D Model, including setting the scene with selection of an Affirmative Topic Choice to guide the process.

- Discovery
- Dream
- Design
- Delivery

### **About the Facilitator:**

Zizi Charida is the Founder and Director of Community Minds, a not-for profit organisation that works with community groups and organisations across sectors in developing programs that enhance, develop and build communities. Community Minds has also designed its own programs that foster community engagement and promote citizen-centric communities.

Zizi has initiated projects, events and school-based programs that promote Asset Based Community Driven Efforts (ABCDE) practice and philosophy. Zizi is also a certified trainer in Appreciative Inquiry, helping teams, community groups and organisations tap into their positive core and build their confidence and capacity to

build the organisation or community they envisage, drawing on positive stories and strengths of organisations and communities.