



## JUVENTAS Training Course Report

Date: 15th to 19th of December 2024.

Place: Founder Spaces, City Centre, Cairo, Egypt

Attendees: 20 participants.

### Overview:

The JUVENTAS Training, which brought together partners from the EU and MENA regions in Cairo. The goal of the training was to improve teamwork and collaboration while bringing partners into agreement on the project's goals, approach, and implementation strategy. The training comes as part of Workpackage no.2, as reviewing and testing methodologies put in place by each partner, and getting feedback on them.

Participants in the training participated in informal educational activities that drew inspiration from traditional games and addressed issues of leadership, cultural heritage, civic duty, cooperation, identity, dialogue, and inclusion. The sessions fostered collaborative learning, critical thinking, and cross-cultural interaction.

In addition to providing partners with useful tools to encourage youth civic engagement and prepare for the impending transnational campaign and project activities, the training effectively fostered a shared understanding of the project's objectives.

Before the training took place in Egypt, a call was published by each partner to call for participants. The infopack was made by Have a Dream to show the training purpose and hosting information. While each partner had their own selection process to choose their participants. The agenda was presented by Have a Dream on the shape of themes to divide the activities and trainers capacities.

### 1st Day:

*Theme: Identity, Dialogue, and Team Spirit*

*Led By: Have a Dream*

The first day started at 12:00 pm with welcoming all the participants. Building identity, encouraging communication, and bolstering team spirit among participants from EU and MENA partner organizations were the main objectives of the JUVENTAS project's first official training day in Cairo.

A *"Getting to Know Each Other"* session and Have a Dream's presentation of the Project Agenda kicked off the first official training day of the JUVENTAS project in Cairo. In addition to introducing participants to one another and fostering a friendly environment, this introductory session made sure that everyone was aware of the goals, format, and expectations of the training. The session had a round of names and a round of facts about each participant.

The group took part in the *"Who We Are"* session, where the partners and hosting organization gave an overview of their backgrounds, experiences, and project roles.

Afterwards, participants had an activity that included question cards and started asking each other questions about their own opinions. The questions were prepared by the host to give participants space to express themselves and have topics to discuss. The results of the discussion were statistically shown by drawing from each participant's formulating "us in numbers" activity.

A lunch break was scheduled from 1:30 to 3:00 pm, providing participants with an opportunity to relax, network, and informally connect.

With the afternoon session, participants opened up, sharing their expectations, fears, and what they want to contribute during this training course. Among participants from Italy, Poland, Egypt, and Morocco, these activities helped to foster openness, trust, and a sense of teamwork.

*"A World Café"* session centered on respect and communication marked the end of the day.

- Participants were separated into groups, each with specific rules they should follow during the conversation.
- They had a set of questions they should finish on time.
- Through four rounds of 15-minute facilitated sessions, participants navigated rotating groups with undisclosed rules.

Although they found it difficult to go through each group with different rules, they were adapting at the end and have fruitful discussions. Participants experienced how various dialogue approaches affect group dynamics while reflecting on communication styles, empathy, and active listening through facilitated discussions and rotating groups. Participants were able to synthesize their learning and exchange important insights during the day's conclusion reflection session.

In general, Day 1 was successful in creating a secure, welcoming, and cooperative learning environment, providing a solid basis for the civic virtues and cross-cultural collaboration that the JUVENTAS project aims to foster.

## 2nd Day:

Theme: *conflict resolution, inclusion, and civic responsibility*

Led By: Have a Dream, MVI, AMICUS, MYHI

### **Have a Dream Activity:**

The day was kicked off by a new activity from Have a Dream to refresh the participants' memories, ensuring they all know each other's names. The activity was a team-building activity to get to know the names. It consisted of 5 rounds:

1. The 1st round involved everyone introducing themselves with their names and fun facts.
2. The 2nd round was a quick repetition of everyone's names.
3. The 3rd round added an interactive element where participants threw pillows at each other while loudly saying their names.
4. The 4th round repeated the pillow activity, but this time in the opposite direction.
5. The final round combined movement around the space with the pillows while saying each other's names.

The Activity was done by Have a Dream, it took time of almost 15 minutes, and ensured that we started the day with some fun, body movement, and making sure that we knew each other's Names.

In addition, to ensure the team is now more connected, they had 20 minutes of playing Freeze-tag. Participants were divided into two groups; each group had their time to choose the Electrifying persons and the runners. The game had specific roles according to the Egyptian style:

- Each team selects roles: Electrifying People, Assistants, and Runners.
- They understood key expressions:
  - "Kahraba" to protect themselves.
  - "Release the plug" to unfreeze teammates.
  - "Catcha" to announce a successful tag.

Teams were cooperating with each other to avoid the electrifying People, keep the team full without any burns, warn each other to say the key words which helped creating the team bond.

### **MVI Activity:**

Afterwards, MVI led the activity of the Line of Fairness, where the participants were split into two groups, and one line to stand on between them if they totally agree, partially agree, partially disagree, or totally disagree. Participants listened to controversial statements and they should decide their situation by standing on the line. After each round, participants justified their opinions and discuss it with other participants; sometimes, they changed positions after the discussion.

The activity lasted for 60 minutes, including 4 rounds and a discussion.

### **AMICUS Activity:**

This was followed by a session on Civic Responsibility led by AMICUS, introduced by an ice-breaker activity that encouraged discussion on the topic of active citizenship, accountability, and the involvement of young people in civil society. The activity required an open space so that participants could move freely.

- They were split into Teams standing in different places and stayed in their fields while having one enemy captain who had the ball.
- The captain stood behind the enemy line.
- Players tried to eliminate opponents by throwing the ball at them.
- A caught ball = immunity + continuation of play.
- Eliminated players join the captain and assist in throwing.
- When all players are eliminated, the captain enters the field and must be hit 3 times to lose.

This activity added so much fun to the atmosphere of the training and they were very energetic for the upcoming activities after lunch time. In the feedback, participants shared views from their local settings, adding to the richness of the intercultural learning experience.

The activity of Civic responsibility was very encouraging and paved the way for the inclusion activity which was led by AMICUS. The activity focused on develop coordination between groups, trying to help each other, while considering the rules and safety in the play.

- The Game had set two corners, Heaven and Hell Cornders, Halfway line and Nest.
- Players used to bast the ball towards the team, while the person who got hit should ensure they stay in Heaven by going through Hell first and then go to Heaven zone again.
- Players had the chance to save their teammates by completing the run round.
- Teams were doing their best to complete the run rounds so they can save their peers who were burnt by the ball hit.

### **MYHI Activity:**

The game lasted for 45 mins before listening to the feedback of the participants and how they tried to build strategies to save their fellow teammates so they can play again.

The day ended with the “*Souk Negotiations*” activity conducted by MYHI, which presented real-life situations of negotiation and conflict. This experiential learning activity helped the participants develop skills in communication, compromise, and decision-making in a pressured

situation. The activity duration was considerably long, as in each setting, participants found out new rules, trying to adapt to the changes, sell their goods, form a black market, or call the sheriff for help.

- The roles included Vendors, Buyers, Mediators, and Market sheriff.
- Participants had role cards, negotiation rules and secret tips for each one.
- Throughout the activity, there were Twists happens in the Souk such as big deals, conflicts, or Black Market compittion.
- Participants were asked to adapt with those situations and decide spontaneously.

The final reflection session allowed the participants to relate the activities of the day to real-life situations in youth work and civic engagement. Although the activities were long, “*Souk Negotiations*” left the participants energetic and excited for the upcoming parts of the training.

Day 2 of the training program further enhanced the participants’ knowledge on inclusion and civic responsibility, and also provided them with the necessary skills to deal with conflict and ensure inclusive participation in their communities.

### 3rd Day:

Theme: *Cooperation, Volunteering & Cultural Heritage.*

Led By: MYHI, and MVI

#### **MYHI Activities:**

The 3rd day started at 10:00 AM. The activities of the day were designed to build team spirit, improve communication, and help participants understand the importance of cooperation and shared values.

The day began with an energizer called “EL KOURA” - The Circle Ball Challenge, organized by MYHI (Mediterranean Youth Hub Impact). Participants stood in a large circle. One person threw a soft ball in the air and called the name of another participant. The person called had to catch the ball, shout “STOP!”, and try to gently hit another participant after taking three steps.

This activity created a positive and dynamic atmosphere. Participants reacted quickly, laughed, and worked together in a spontaneous way. During the debriefing, they discussed how they reacted under pressure and how fast communication improved teamwork. The game helped break the ice and prepared the group for the next activities.

After the Circle Ball Challenge, another team-building activity was presented for strengthening teamwork and group coordination: the City Challenge. Each team received a small starting object and a list of urban missions to complete within 70 minutes, walking around Cairo. The missions included tasks such as exchanging their object for another one, taking creative group

photos in meaningful places, recording a short video promoting teamwork or volunteering, and interacting with local people. During the activity:

- Participants were split into groups to discover the city center of Cairo, with the list of missions.
- Participants interviewed locals to ask them some questions about their daily lives.
- Exchanged products with the locals.
- And take pictures and videos of the places they have been.

Teams had to coordinate quickly, solve problems, and manage their time. After completing the missions, they returned and presented their final object, photos, and experiences. In their feedback, participants loved how they were discovering Cairo through the activity, and although Cairo was big, it was all connected by the city center location.

After a short coffee break, participants continued with a team-building activity called "Build the Volunteering Symbol." They were divided into teams and received the same materials (sticks, rope, paper, tape, stones, and plastic cups). The activity had two phases:

- In the first phase, participants had to build their structure in silence using only gestures. In the second phase, they were allowed to speak and complete their symbol.
- Each team created a structure that represented volunteering in their community. At the end, they presented their symbol and explained its meaning.

During the reflection, participants shared how communication changed their teamwork and how leadership appeared naturally in some groups. The activity helped them understand the values of volunteering, such as solidarity, cooperation, and responsibility.

### **MVI Activities:**

After lunch, (MVI) led a Team Building - Cultural Expedition activity. This session focused on exploring cultural heritage and strengthening cooperation between participants from different backgrounds.

Through interactive tasks, participants shared elements of their culture and learned from each other. The activity promoted intercultural dialogue and helped participants appreciate diversity as a strength in teamwork.

Later in the afternoon, participants took part in a simulation game called "The Ethics of Cooperation." They were divided into four humanitarian teams. Each team represented a region facing a crisis such as a flood, epidemic, or power outage.

Each group received limited resources (food, water, medicine, and energy) and had to negotiate with other teams to ensure all communities received the minimum essential aid. Participants had to make difficult decisions, negotiate, and create a common cooperation strategy.

At the end, each team presented its Action Plan and explained its choices. The discussion focused on ethical decision-making, solidarity, and the importance of dialogue. The activity helped participants understand that cooperation is necessary to solve complex problems.

After a short coffee break, the day ended with a reflective activity called "Heritage Tree", organized by MVI. Participants wrote or drew one symbol, memory, or learning connected to cultural heritage and added it as a "leaf" to a collective tree poster.

During the final discussion, participants noticed common themes such as identity, respect, unity, and shared values. This creative activity helped the group reflect on what they learned during the day.

The third day successfully created a strong group connection and a positive learning environment. Participants improved their teamwork, communication, and negotiation skills. They also reflected on the meaning of volunteering and cultural heritage in their communities.

The day ended at 7:00 PM with a group reflection where participants shared their feelings and key learnings from the activities.

#### 4th Day:

This day was focused on a cultural experience, giving participants the chance to learn about Egyptian culture and enhance intercultural ties in an informal environment that is not part of the training process. The participants visited the Pyramids of Giza, where they had the chance to visit one of the most famous historical sites around the globe and think about the significance of preserving cultural heritage. The visit included the Grand Egyptian Museum, giving participants a better understanding of Egypt's rich history, civilization, and contributions to global culture.

The day ended with a Nile felucca ride, giving participants the chance to experience an essential part of Egyptian cultural identity in an informal environment. In addition to cultural exploration, this day was also an important team-building activity, giving participants the chance to engage in informal communication, gain a better understanding, and build ties



## 5th Day:

Theme: *Leadership, Playing Fair, Acting Together, & Clousre*

Led By: *MVI and Have a Dream*

### **MVI Activities:**

The fifth day started at 10:00 am. The day was dedicated to understanding leadership styles, fair cooperation, and how to act together in different situations. The activities combined simulation, communication games, and experiential learning.

The day began with a Team Building activity, The Ethics of Cooperation, presented by MVI, who divided the participants into four humanitarian teams, each representing a region facing a crisis such as flood and epidemic.

Participants had to negotiate, exchange resources, and make ethical decisions. Communication and solidarity were very important to succeed. At the end, each team presented its action plan and explained its decisions and cooperation strategy. During the debriefing, participants reflected on fairness, responsibility, and the importance of dialogue when working in difficult situations. The activity helped them understand that cooperation requires trust, compromise, and ethical thinking.

After the coffee break, MVI presented a linguistic version of the Telephone Game. In a circle, a sentence decided by participants was whispered from one person to another. The sentence included different languages represented in the group. At the end, the final message was compared with the original one.

The activity created a fun and relaxed atmosphere, but also highlighted how communication can change or be misunderstood, especially in intercultural contexts. During the reflection, participants discussed the importance of clear communication, active listening, and respect for linguistic diversity. The game showed how easily messages can be transformed and why leadership requires clarity and attention.

### **Have a Dream's Activities:**

After lunch, Have a Dream introduced the topic of leadership styles. Trainers explained different types of leadership and guided a discussion about personal experiences. Participants shared stories about leaders they had met in their lives and identified different leadership behaviors. The session encouraged self-awareness and helped participants recognize their own natural leadership tendencies.

The main afternoon activity was an experiential workshop on leadership styles. To explore the complexities of workplace dynamics, Participants took part in role-play simulation involving a

fictional multinational company facing a series of escalating internal conflicts. The organization was led by **Issam (CEO)**, an authoritarian leader whose "time is money" philosophy and threats of "black market sales" created a top-down culture of fear. To balance this, **Youssef (Assistant)** acted as a democratic mediator, though his lack of experience often led to well-meaning but impractical solutions.

As the simulation unfolded, three distinct sub-stories highlighted various leadership failures and interpersonal tensions:

- In the Social Media Team, Iolanda's laissez-faire leadership left her team adrift. While Anas struggled with a lack of direction, Adam exploited the chaos with a selfish "no-one-wins" attitude, sabotaging communication with clients. This illustrated how a lack of clear instructions can allow toxic personalities to derail an entire department.
- The Project Management Team showcased a coaching style. Michaila attempted to lead through guidance, but her own burnout caused her to withdraw. This neglect allowed Ilaria to violate the personal boundaries of Mena, a dedicated employee who valued her personal space.
- Meanwhile, Zouhair (the security/gossiper) moved between departments, creating his own narratives and fueling the fire with "exclusive scoops."
- Finally, the Sales Team dealt with explosive emotional gaps. Mustafa used situational leadership but failed to communicate clearly, leading to a crisis where Alex physically assaulted a client after a failed deal.
- While Sami attempted servant leadership to heal the team, he was undermined by Menan, whose only goal was to take over the leadership position by any means necessary.

Observing all of this was the Consulars Committee, where Peter focused strictly on KPIs while Neema quietly identified the secret political intentions of the staff. The simulation culminated in a high-stakes final meeting. Participants were forced to navigate these diverse personalities, experiencing firsthand how empathy, active listening, and clear boundaries are the only tools capable of resolving such a multi-layered organizational crisis.

Closure: The training ended with a final reflection session that summarized all activities on traditional games. Through the games, participants learned how to communicate and work together, solve problems creatively, and make decisions as a group. They also discovered the importance of respect, fair play, and understanding different cultural traditions.

Overall, the training helped participants improve teamwork, leadership, and communication skills while connecting with cultural heritage. It created a positive and inclusive environment, and participants felt motivated to apply these lessons in their communities and future projects.