



Meeting in Le Puy in France  
February 13th-14th 2014



# TOGETHER WE CAN DO MORE

## Training Path





## About Us

*In any prison the most difficult things to achieve by inmates are: education formation and creation of relationships. After many years of personal experience. I can tell, that our phenomenon is that by acquiring volunteers among inmates, they are able to give an example, influence others and manage themselves inside prison.*

*- Dr. Ing. Marek Maj*

Koinonia John the Baptist is association with 15 years of experience in voluntary work with inmates. We began our work in two prisons in Wrocław and Wolow in Poland. Since 2000 we cooperate with Prison of Wolow, where we help inmates with long-term and life sentences.



There are about 30 male and female volunteers who are engaged in the ministry. They are all members of Koinonia Jan Chrzciel in Wrocław. Koinonia was funded in Poland in Wrocław in 1992 by Dr. ing. Marek Maj as a non-profit organisation. In 1999 Koinonia began working in prison in Wrocław and Wolow.



# Training Path

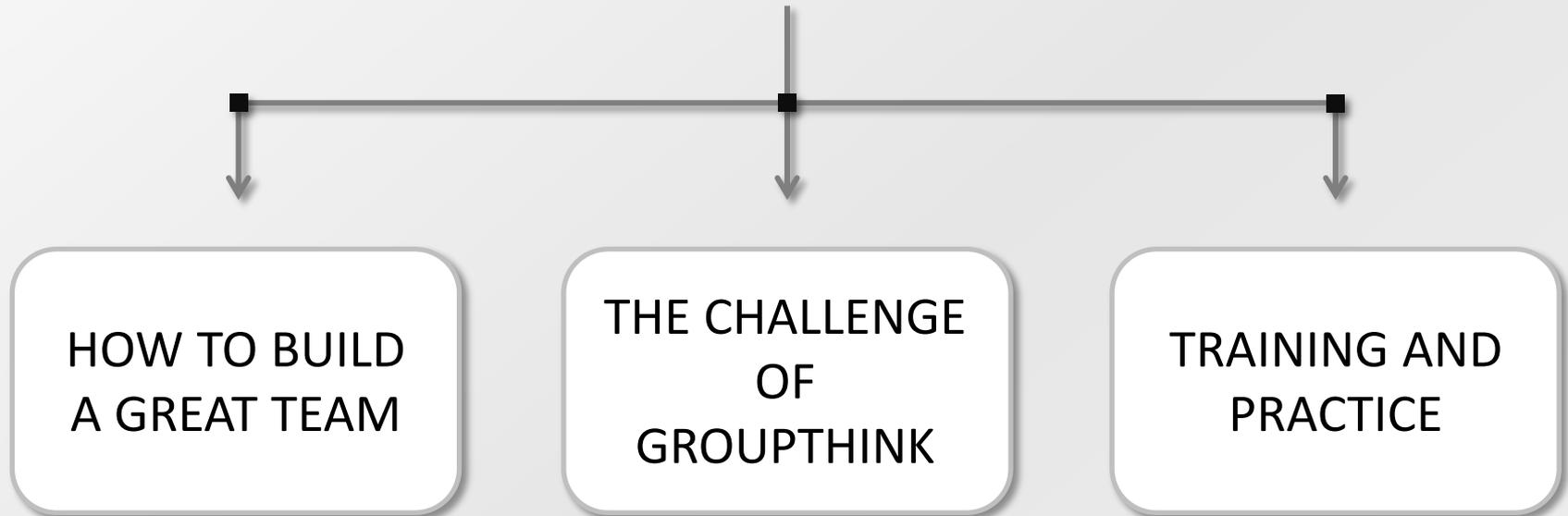
## Teamwork as the Most Effective Tool

Voluntary work involves many members of Koinonia and give possibility to grown together. Koinonia works on this opportunity for meliorating inmates social lives, prepare inmates for the life after prison and give inmates an achievable goal for their life in prison.

Volunteers by using Training Path of Koinonia can improve teamwork and help improving teamwork between inmates.



## Training Path





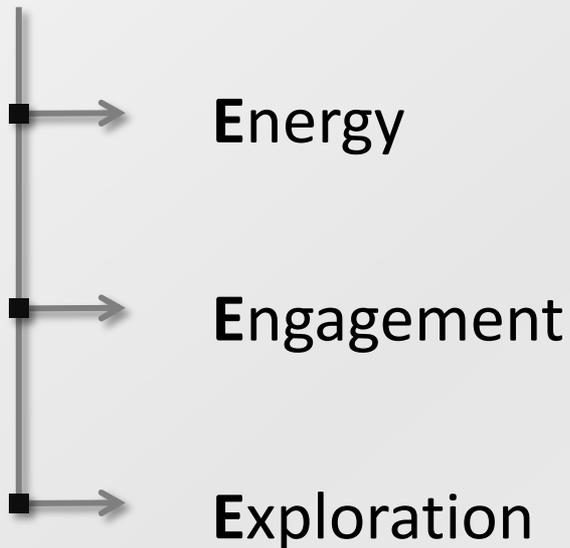
# How to Build a Team

Duration: 4 hours

*The Chemistry of high-performing groups is no longer a mystery.*

*- Alex „Sandy” Pentland*

## 1. **3E'S** - Dimensions of communication in a team<sup>1</sup>





## 2. IT systems in group communication

- Formation energy in a team
- Using internet tools for building communication between members
- Face-to-face communication



### 3. Tools for building a great team

- Effective listening
- Decoding of ideas
- Interaction between members
- Dominant leader vs. silent follower



# The Challenge of Groupthink

Duration: 4 hours

*The important thing about groupthink is that it works not so much by censoring dissent as by making dissent seem somehow improbable.*

*James Surowiecki<sup>2</sup>*

1. What is groupthink
2. Groupthink symptoms
3. How to avoid groupthink



# Training and practice

Duration: 2 hours

*The strength of the team is each individual member. The strength of each member is the team.*

*Phil Jackson<sup>3</sup>*

1. Photo Finish exercise
2. Free discussions
3. Summarizing



# Thank you

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# Reference

- <sup>1</sup> Pentland, A. (2012) The Discipline of Teams. Retrieved from: On Teams, HBR'S 10 Must Reads.
- <sup>2</sup> Surowiecki, J. (n.d.) Retrieved from: <http://blog.gaiam.com/quotes/topics/grouphink>
- <sup>3</sup> Jackson, Ph. (n.d.) Retrieved from: <http://www.goodreads.com/quotes/tag/teamwork>