



## **Report of Training of Koinonia Jan Chrzciel Oaza Wroclaw**

Date: 28.06.2014

### **Engagement and growing together**

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

### **About us**

There are about 30 volunteers male and female, members of the Koinonia engaged in the Wolow penitentiary. The activities include organizing religious and prayer meetings, formation meetings, pedagogical and bible courses and seminaries, social group trainings, relationship building and guidance for living in society. In addition to this, some prisoners can declare their membership to the Association and take part in its activities in the Wolow penitentiary. They organize meetings for other prisoners several times a week in a prison chapel where they can share and spread the experience and knowledge gained during courses, seminaries and other meetings in which they take part regularly. The members of the Association from the penitentiary and outside comprise a group which is called a Family Fellowship. They meet regularly once a month. The main purpose of those meetings is to introduce and implement formation materials developed and used in the Association.

### **We present our path as an example of good practice and propose to follow our methodology**

We plan our schedule for a year before together with Management of Assotiation Volunteers. Tools are based on needs of convicts by listening and observe them, but of course its limited by law and prison authorities.

### **Training paths activities:**

Our work during the year, has four formal levels and two non-formal.

Involved 4 teams each 3-5 persons, 25 members of Koinonia

### **Training meetings :**

Introduction " About training paths and Vocational Training in Prison" - 45 min of presentation about Vocational Training in Prison, Grundtvig LLP.

### **Section I " How to build a great team"**

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- duration 2 hour each
- four teams each four participators, total 16

**Description:**

*First section is essential to understand how to build a great team by using different tools. The topics were:*

1. "3 E'S: Dimensions of communication in a team" -
  - Energy
  - Engagement
  - Exploration
2. "IT system in group communication", which explain
  - "Formation energy in a team"
  - "Usage of 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"

## **Section II "The challenge of groupthink"**

- duration 1 hours each
- four teams each four participators, total 16

**Description:**

*Second section helps to understand what the "Groupthink" is. The topics were:*

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

## **Section III "Training and practice"**

- duration 1 hours each
- four teams each four participators, total 16

**Description:**

*Third section was practice of the team work. It was open to give and receive feedback. The topics were:*

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

## Target Group Description

Target group of training are mainly people from Koinonia. nevertheless if there is anyone who is interested in participating of training is welcomed. Volunteers of Koinonia are people with medium age of 40, workers, educated with high school degree and University degree (BA and MD). Training is open for also younger people, who we want to encourage to come.

### Believers

*Like Thinkers, Believers are motivated by ideals. They are conservative, conventional people with concrete beliefs based on traditional, established codes: family, religion, community, and the nation. Many Believers express moral codes that have deep roots and literal interpretation. They follow established routines, organized in large part around home, family, community, and social or religious organizations to which they belong.*

*As consumers, Believers are predictable; they choose familiar products and established brands. They favor U.S. products and are generally loyal customers.*

### *Favorite Things:*

- *The familiar*
- *A close-knit family*
- *Traditional gender roles*
- *A religion-based life*

<http://www.strategicbusinessinsights.com/vals/ustypes/believers.shtml>

### Makers

*Like Experiencers, Makers are motivated by self-expression. They express themselves and experience the world by working on it—building a house, raising children, fixing a car, or canning vegetables—and have enough skill and energy to carry out their projects successfully. Makers are practical people who have constructive skills and value self-sufficiency. They live within a traditional context of family, practical work, and physical recreation and have little interest in what lies outside that context.*

*Makers are suspicious of new ideas and large institutions such as big business. They are respectful of government authority and organized labor but resentful of government intrusion on individual rights. They are unimpressed by material*

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*possessions other than those with a practical or functional purpose. Because they prefer value to luxury, they buy basic products.*

#### *Favorite Things:*

- *Practical contributions*
- *Independence*
- *Helpfulness to others*
- *Contractor-grade power tools*

<http://www.strategicbusinessinsights.com/vals/ustypes/makers.shtml>

### **Challenges**

The main challenge of the training can be the time and place issue. Our volunteers work in prison one weekend a month. Nevertheless our training is attractive and innovative and should przyciągnąć ludzi. For place we have chosen our room in the office, which is in the center of Wrocław.

### **Innovation**

The new issue for training path is the topic. Introduction is prepared to disseminate the results of VIP project and to share an experience gained during the workshops in different prisons around the Europe and Turkey. The topic is very interesting, because it shows the basics of creation of teamwork, but also to face the problem of 'groupthink' in easy way. By training and making exercise together group can begin the new way of thinking, be more open and see internal problems and together try to resolve it.

### **VIP Impact**

The impact of VIP project in the training is clear. Before the VIP project mission of Koinonia was quite the same for all 13 years. During the workshop we could see and observe the new ways of thinking and implement it in our mission. Therefore we took from VIP different perception of prison system, strong teamwork skills and open new possibilities and contacts around Europe and The United States. The training is based on idea of collaboration and results of SWOT analysis, which were made during the VIP project.

### **Non Formal meetings:**

1. Two times a year after celebration of Christmas and Easter together with inmates
2. One time a year organisation of musical concert for inmates

### **All activities are based on specific need of inmates**



The most important for us is teamwork issue. A good, united team, which have a common goal for staying together and engage other inmates. Is very important to improve a flexibility of relations, trying to create a solid relationships, but not to force. Strong point can be to create a common, achievable goal. Its important for our Association to be well prepared and carry of our colleagues. Of course we have to follow rules of penitentiary administration and prison staff, and not to create additional problems or conflicts.

### **Our main ideas for volunteers and trainers path**

*I'm trying to help in the best way the inmates*

*I want to accompanied them on the way to a better future*

*Personal expectations are not the most important in our ministry/training*

### **Summary**

Teamwork Training Path is an innovation and introduction for new type of working in the communities, associations and organisations of any type. It contains basic and easy topics to construct effectively teamwork. It shows by good example of VIP project a good practice of team work and helps exercise teamwork to get feedback for strong and weak points of teamwork. Training path is the beginning of the new methodology and tools to use in the specific environment, as voluntary work with inmates.

Voluntary work involves many people for possibility to grown together. We work on this possibility for meliorating inmates lifes and widen horizons of volunteers and trainers. Our path is unique and best, because we engage both groups of participants to make them cooperate, close eachother and grown together. In the other hand, volunteers, trainers and especially inmates have the rare opportunity for learning to be together as a team. We give occasion for inmates not only for being trainees, but after several meeting we choose best leaders and offer a opportunity to lead its own group of people. Thereby inmates can grown up constantly, have a hope and prepare better for life after penalty.

***Thank you***

***Aleksandra Maj***

*Project Manager V.I.P.*