

Toolkit 2 - Learning Unit 5

Activity 1



Training

Ethics and human values inspire your leadership as a coordinator

The response should promote a sense of safety, self and community efficacy/empowerment, connectedness, calm and hope. It is efficient and effective to understand how to encourage: offering the key to sharing to strengthen the sense of belonging is the main goal of the coordinator role

1 – VALUES : POST-INTERVENTION.

Making Work and Intervention More Meaningful, Safer and More Effective.

ACTIVITY 1 : VALUES POST-INTERVENTION

- Question : Does your team change between or after the crisis intervention?
- **Green side YES:** Go to the Unit 2 PRESENTATION TEAM and come back to make the ORANGE PATH after this unit 2
- **Orange side NON :** No, my team is unchanged . Please follow this section to assess and evolve in your coordinator skills and strategies.
- Activity 1 : Discussion-Exercise by resumption of pre-intervention values discussion with 5 steps list.

Making Work More Meaningful, Safer and More Effective

A] Leading team members to revisit their values after the intervention, allows them to express, analyze and share the ruptures in the deep references of each one. This helps to understand the injuries suffered and weigh their traumatic impact in a dispute that can contain the sense of helplessness and therefore bring relief.

As a conductor you can resume the Values discussed in pre-intervention phase, and check together with the team following the list of 5 steps adapted for the past just lived.

List of 5 steps of questions

1. What does this value mean to us today after the crisis intervention?
2. What does it look like in action?
3. Has it been misinterpreted?
4. How do we evaluate adherence to it?
5. How has it changed our relationships or our interactions?

The method is the same as the previous pre-intervention phase, with the similar timing.

Time of this phase : 2' per participant.

You will bring the group to discuss the top 3 most important values chosen before by the group as the most shared.

The discussion will have to follow the list of 5 steps of adapted questions to compare the group, which will have to answer individually and then find a common answer, or at least try.

Time of this phase: 30' per value for the 5 steps. If you don't have time, even discussing just one value will bring an effect to the group.

B] You can add a 3rd phase for 30', to open the discussion about the future by a new question :

6. What Value did you miss in action?

You, the conductor, will write on a material medium, such as a board, or virtual (depending on the context of the meeting) visible to all, each new missed value expressed and the number of adhesions for the values already expressed.

Time of this phase : 1' per participant.

You will bring the group to discuss the top 2 most important values missed in action for the group as they are more shared.

The discussion, if you have time, can continue following again, for these 2 missed values, the 5 steps as for the pre-intervention phase. So the coordinator will have to lead the group to follow the list of 5 steps of questions to compare the group, which will have to answer individually and then find a common answer, or at least try.

Time of this phase: 30' per value for the 5 steps.

List of 5 steps of questions

1. What does this value mean to us?
2. What does it look like in action?
3. How might it be misinterpreted?
4. How will we evaluate adherence to it?
5. How will it change our relationships or our interactions?

If you don't have time, even discussing just one value will bring an effect to the group.