

NON-PROFIT ALL-INCLUSIVE 



MIROMIDA



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Training Course Program

Date	Time	Activity	Facilitator	Details
APV (Advanced Planning Visit)				
10/03/2025 (Mon)	10:00-12:00	Arrival of organizers		
	12:00-18:00	APV Meeting	Iryna, Kristina	Advanced Planning Visit for trainers/organizers, final review of the programme, discuss logistics, buy products
Day 1				
11/03/2025 (Tue)	9:00-10:00	Breakfast		
	10:00-15:00	Arrival of Participants	Iryna	Cityterminalen & train station pick-up, travel to Hellasgården, check-in
	15:00-16:00	Lunch		Informal meet & greet
	16:00-17:30	Introduction	Kristina	Getting to know each other (repeating each other's names in small circles and then uniting the circles), ice-breakers (everybody has to write his/her name in a big flipchart paper on the floor, everybody has a marker in hands. Walking around people have to find common point with as many other participants as possible. When finding something in common, they have to unify themselves in the paper with a line and write down the common thing there). Project activities overview and Training course schedule overview.
	17:30-18:00	Coffee Break		
	18:00-19:30	Team Building	Kristina	Interactive group activities: Lego challenge (participants split in teams. Everybody gets a role in each team - architect, constructor, postman, consultant, observer, mood booster. There are lego figures in front of each architect, and the constructors of the respective teams have to build the same ones without seeing the originals. The architect sees the original and gives information to the postman; the postman delivers instructions to the constructor; the consultant can walk freely and see everything and answer yes or no to anybody's questions; the observer can walk around freely without any talking; the mood boosters can not give any instructions or answer questions but can provide a positive support in any different way. At some point the observer is allowed to join anybody in the team with the same role). Blind football: participants are split in pairs, where one is blindfolded and has to kick the ball, while the other one can see everything and guide the "blind" partner but not allowed to touch the ball. Everybody is playing in the same team for maximum scores possible to the goal in a limited time period).
	19:30-20:00	Evaluation	Kristina	Evaluation of the day
	20:00-21:00	Dinner		

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Day 2				
12/03/2025 (Wed)	9:00-10:00	Breakfast		
	10:00-11:30	Intro to coaching	Kristina	The groups of participants have to find information and present visually one of the following coaching models - Johari window, ikigai, The Empathy Map, The Golden Circle. They also have to reflect on how the respective model can help in the development of organization' s work.
	11:30-12:00	Coffee Break		
	12:00-13:30	Neurographica Session	Kristina	Participants draw Neurographica "Taking Away Limitations" (basic) model, discuss and reflect upon their thoughts, emotions, sensations and visions. The models (The Golden Empathy Circle and Transparent Ikigai) created specifically for the NOPAi project are mentioned.
	13:30-15:00	Lunch		And sauna afterwards for those who want
	15:00-16:30	Marketing Session 1	Iryna	Participants get acquainted shortly with some non-profit marketing theory basics, principles and models. Then, divided in groups, they create imaginary NGOs, try to do some simple segmentation, pick segments they want to target and then present results to everyone
	16:30-17:00	Coffee Break		
	17:00-18:30	Marketing Session 2	Iryna	Participants get introduced to non-profit value proposition and branding. They now need to create in the same groups a logo and a value proposition for their imaginary NGOs. They also get a homework to create a short video ad aimed at attracting volunteers to their NGO
	18:30-19:00	Evaluation	Kristina	Evaluation of the day
	19:00-20:00	Dinner		And sauna afterwards for those who want
Day 3				
13/03/2025 (Thu)	8:00-9:00	Breakfast		
	9:00-10:00	Travel to Framtidståget	Iryna	
	10:00-13:30	Study Visit to Framtidståget		Framtidståget's staff show around the office and explain how in various ways they empower and work with young people, including via project work and Erasmus+. Human library about various Erasmus+ and ESC project types (those who have participated in any project, tell about their experience. The facilitator is adding accents on specifics of each project type, financing rules etc.)

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	13:30-14:30	Lunch at Framtidståget		
	14:30-15:00	Evaluation	Kristina	Evaluation of the day
	15:00-17:00	Museum Visit	Iryna	Travel to Old Town, visit to Noble Museum
	17:00-19:00	Free Time		
	19:00-20:00	Dinner Out	Iryna	Organized dinner at the food court Kungshallen near Hötorget in the central part of Stockholm
Day 4				
14/03/2025 (Fri)	8:00-9:00	Breakfast		
	9:00-10:00	Travel to Vi Unga	Iryna	
	10:00-11:30	Study Visit to Vi Unga		Vi Unga staff show around the office and then present their Start Kit and explain how they encourage and help young people to start and grow new non-profit associations
	11:30-12:00	Coffee Break at Vi Unga		
	12:00-14:00	Free Time		
	14:00-15:00	Lunch		Lunch back at Hellasgården
	15:00-16:30	Problem Tree - Solution Tree	Kristina	Project management phases are introduced visually (application-preparation-implementation-evaluation). The model of Problem-Solution tree is introduced. The participants are divided into teams according to their interest to one of the horizontal priorities of Erasmus+ Programme - Environmental Sustainability, Digital Transformation, Active Youth Participation, Inclusion and Diversity. And the teams discuss the existing problems under these priorities in their countries and create project trees.
	16:30-17:00	Coffee Break		
	17:00-18:30	Problem Tree - Solution Tree	Kristina	Presentations of Project Trees
	18:30-19:00	Evaluation	Kristina	Evaluation of the day
	19:00-20:00	Dinner		
Day 5				
	8:00-9:00	Breakfast		And check-out from cabins

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Date	Time	Activity	Facilitator	Details
15/03/2025 (Sat)	9:00-11:00	Project Drafting. Evaluation and Future Planning	Iryna, Kristina	Workshop for project drafting - Project puzzle with W questions, followed by presentations. Presentation of Marketing homework (Video Ads). Evaluation of the overall training course, planning for future.
	11:00-12:00	Lunch		
	12:00-17:00	Departure of Participants		