

Invitation to an ETUI Education course

19 September 2025

To all organisations affiliated to the ETUC

Dear Colleagues,

The Education Department of the European Trade Union Institute is organising the third edition of the pedagogical workshop “**Group management and conflict resolution within multicultural contexts**” which will be held from **9 to 11th December, 2025** in **Alicante, Spain**.

Have you ever wondered what sets exceptional trainers apart? Mastering the art of group management is a crucial competence for a trainer. Imagine having the power to orchestrate the entire lifecycle of a group, from creation to dissolution, and even certain inevitable moments of tension and conflict.

In the context of adult learning, group management aims at facilitating the learning process but also nurturing the knowledge and skills of your participants. The workshop will dive deep into both the theory and methodology of group management and conflict resolution, and most importantly provide trainers with the opportunity to experiment with innovative pedagogical methods.

Aims

By the end of the workshop participants will be able to:

- ✓ **Design an Organized Group Life cycle:** Outline and structure the stages of a group's lifecycle to support effective learning.
- ✓ **Identify sources of Conflicts and Tensions:** Recognize common tensions and conflicts in group dynamics, especially those arising in multicultural contexts.
- ✓ **Apply Conflict Management Strategies:** Select and practice strategies for managing and resolving conflicts in training groups.
- ✓ **Integrate Innovative Pedagogical methods:** Design and test new approaches that foster engagement and learning in adult training contexts.

Working languages

English, French

Programme

The enclosed draft programme will give you an overview of the course contents.

Venue and accommodation

Hotel NH Alicante
C/ de Mexico, 18, 03008 Alacant, Alicante, Spain

Participants

Trade union trainers at national level and Eurotrainers.

The final list of participants will be approved by the ETUI education officer and trainers' team responsible for this course.

Arrival and departure

Participants are expected to arrive on Monday 8 December 2025.
The workshop ends at lunch time on Thursday 11 December 2025.

All participants should respect the arrival and departure times and stay until the end of the training.

How are enrolments processed?

Applications will be accepted bearing in mind the preferred participant profile criteria mentioned above and secondly on basis of a first come, first served basis, with a maximum of one participant per confederation and a maximum of 16 participants overall. Additional applicants will be put on a waiting list.

We ask you to bear in mind the recommendations of the ETUC Action Plan on gender balance, which call for the proportional representation of women and men in Trade Union activities.

Participants' registration

Please register using the following link: <https://crm.etui.org/form/group-management-and-conflict-re>

Deadline for registrations: 03 November 2025

Payment of registration

The participation to this course is 60€ for all participants.

Hotel booking will be made by ETUI. It is important to inform us of your correct arrival and departure date.

Please note that in case of cancellation of participation 5 working days before the beginning of the course, no refund shall be granted (the total amount will be invoiced).

Travel costs

We kindly ask you to read carefully our new travel policy enclosed, the rules have changed.

Additional information

Should you need any additional information please do not hesitate to contact Tsela Ceulemans, tceulemans@etui.org.

Yours sincerely,

Anna Kostetska
Education officer

Enclosed: Draft programme

