

9-11 December 2025

8.12	Tuesday 9.12	Wednesday 10.12	Thursday 11.12
Arrival of the participants	09:00 Welcome from ETUI - Introduction, welcome, practical details - Personal presentation and icebreaker - Expected outcomes - Programme and objectives Understanding Team Development - The FORMING phase of a group - o <i>Brainstorming</i> - Identifying the role of a trainer in the FORMING phase - o <i>Discussion and debate</i>	09:00 Feedback and reflections Exploring emotions, behaviours and attitudes in training - Emotion mapping - Unpacking behaviours: linking emotions to behaviours and attitudes Navigating and managing conflict in TU training - Analysis of Case studies/scenarios - Exchange of strategies and solutions - Debate and reflections	09:00 Where are we: <i>Navigating the phases of the Group Life Cycle</i> The PERFORMING phase - Identifying and exploring tools to boost creativity and strengthen the learning process 13:30 The ADJOURNING phase - Overview of main characteristics - Implementation of group activities Conclusions and evaluations
	12:30 - LUNCH	12:30 - LUNCH	13:00 - LUNCH
	14:00 – Introduction to the Group Life-Cycle and Tuckman’s Model of Group Development - The STORMING phase - o Role definition within a team Identifying sources of tension and conflict - Role of multicultural and transnational context in sources of tension 17:30- End of the day	14:00 Second Debate on case study analysis - <i>Debate, wrap-up and key take-aways</i> Delving into the NORMING Phase - Overview and introduction of the GROW model - Q&A session: Discussing participants’ experiences In the participant’s shoes - Analysing working group dynamics: Debate 17:30- End of the day	Departure of participants after lunch
DINNER	GROUP DINNER	DINNER	

