



Working With Groups

Training Starter Template

Objectives: All participants in the training will be able to:

- Specify the benefits and challenges of having youth work in groups
- Give at least five examples of group norms for children and youth
- Create sample roles and responsibilities for group participants
- Describe roles of adult as facilitator of group work

Total Amount of Time: _____

Number of Participants: _____

Preparation: _____

Materials: _____

Training Opening

- Engage Participants _____ minutes
(Begin with icebreaker/warm-up activity related to the topic.)

- Introduce the Topic _____ minutes
(Motivate participants, show them why the topic is important, and share objectives and agenda.)

Training Middle _____ minutes

(Explain the topic in detail, demonstrate the concept and discuss it, and practice and apply the topic.)

- Discuss participants' previous experience working with youth in groups; elicit specific examples of successes and challenges and write them on a board or chart paper. You may wish to break participants into pairs or small groups to discuss successes and challenges before returning to the larger group to share out. The facilitator also may want to ask participants how they know whether a group discussion is successful- what specifically does success look like?
- Explain benefits of youth working in groups, both to encourage youth voice and choice in a project, and for developing 21st century skills such as collaboration and teamwork
- Create a list of potential group norms to use with staff or students. Mention that group norms help all members of a group come away with a positive experience, and help the group stay on track





Working With Groups

- Discuss the strategy of giving each member of a group a special role, such as timekeeper, facilitator, resource manager, etc. and the advantages of rotating roles. Break into teams of pairs or small groups and have each team outline 5-10 group roles with a short description. Come back together to compare.
- End by creating a plan to use group roles and group norms to strengthen group discussions and group work

Training Wrap-up and Closing

- Summarize and Consolidate _____ minutes
(Connect again to the objectives, check for understanding, discuss questions.)

- Plan Next Steps _____ minutes
(Be specific about application to immediate practice.)

- Closing Comments _____ minutes
(Acknowledge, motivate, and inspire.)

Post-training Assessment and Revision

- Check effectiveness of training through formal or informal assessment.
- Note changes to make.
- Note areas for additional training.