



PR4 TRAINING CURRICULUM FOR DIALOGICAL APPROACH TUTORS

Contents

1. Aim and Description of the Curriculum
2. Objectives of the Training Programme
3. Contents of the Training Programme
4. Dialogical Tutor in the Governance Group
5. Competencies of the Dialogical Tutor
6. Work Plan for the Training Modules

1. Aim and Description of the Curriculum

“The aim is to elaborate a training curriculum for Dialogical Approach Tutors to provide a valuable template for training tutors and to enhance the quality of multi- professional work throughout Europe.

Description: The curriculum will contain all information needed to organize training for tutors in a dialogical approach, taking into account the contents of the training, its structure and format, methods, and timing of realization. The device will explain how to acquire competencies identified in project result 2 and how to learn to use tools that emerged in project result 3. Starting from modules proposed for training activities, the curriculum will be done dialogically, which means thinking together, sharing ideas openly, early open cooperation and polyphonic position to find, collect, compare and extrapolate elements that will emerge from the practice in each setting.”

2. Objectives of the Training Programme

- to make it possible for the trainees to create a personal relationship with the dialogical approach
- to make it possible to become aware of the key competencies and how to develop them in own practice
- to learn to use dialogical tools in organizational and especially in governance group work
- to learn how to support governance group work and help to create basis for dialogical work in partner organization and inter-organisational node working

3. Contents of the Training Programme

- Theory of dialogical approach and anticipation dialogues

- dialogical tools: Taking Up One's Worries, Dialogical Learning Café, Dialogical panel discussion, Inner & outer circle -dialogue, Six Thinking Hats
- practicing dialogical skills: listening, interviewing, writing public notes and how to set up a dialogical meeting
- reflecting the key competencies and the framework of dialogical tutor work
- governance group working: the principles for dialogical collaboration

4. Dialogical Tutor in the Governance Group

From the PR1 document:

“The GG should have the necessary characteristics to influence what happens in the organization, to institutionalize and legitimize changes, the Governance Group should have a commitment by internal stakeholders.

Once it has been defined its first tasks are:

- *To receive training about dialogical work as necessary*
- *Where to implement change through dialogic work*
- *Define communication strategies in the organization about the dialogic work*
- *Choosing who to train as tutors*
- *Support the tutors in their tasks*
- *Monitor results and expand the dialogic approach in the organization as necessary”*

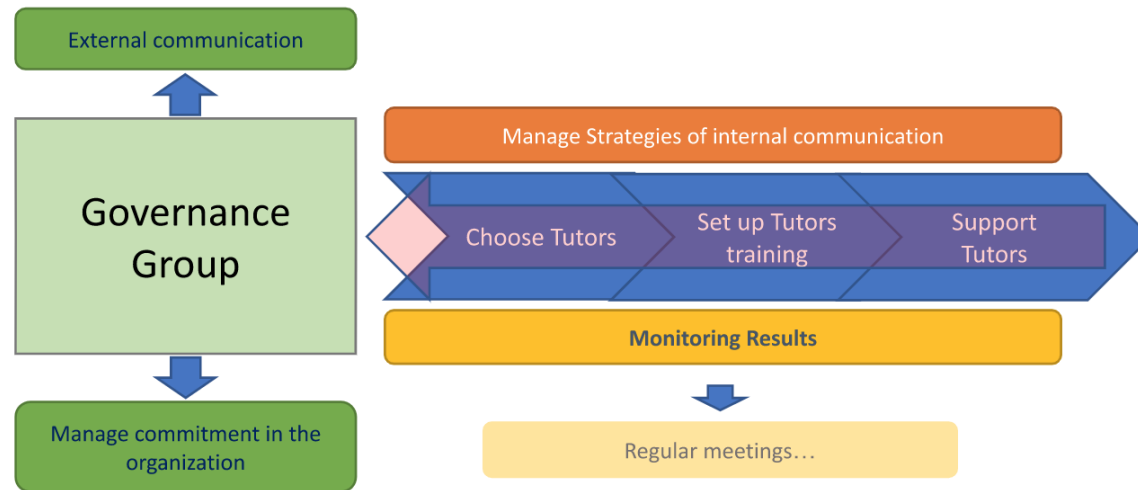


Figure 2: The activities of Governance Group

For the needs to set up Governance Group (GG) and help the group to work, in Orientation Course training and DT -training has been / will be done the following actions:

- nnn
- nnnn

5. Competencies of the Dialogical Tutor

From the PR2 document:

“The competences required for the Tutor are described below. This profile is about the following five competences:

- 1. Innovation driven*
- 2. Demand driven*
- 3. Collaborative working*
- 4. Interactive learning*
- 5. Knowledge creation”*

How to include competence thinking into the Dialogical Tutort Training (DTT)?

6. Work Plan for the Training Modules

PR4 TRAINING CURRICULUM FOR DIALOGICAL APPROACH TUTORS / Work Plan: training modules

MODULE	DAY	CONTENTS	METHODS / TOOLS / MATERIALS	NOTES
M1: 26–27 January 2023 <i>Orientation course (OC) 1</i>	Thursday	Theory of Dialogical Approach. My personal approach to dialogues. Dialogical spaces as a tool for Governance Group and tutor. Good Future dialogue on DTT and GG good future in practice.	Slideshow 'Dialogical Approach' flipchart papers, pens, tape	the use of ethnographic diaries
	Friday	Listening rehearsals. Taking Up One'S Worries -tool & zone of worries The meaning of dialogical feedback for enhancing one's own dialogic understanding: how to respond dialogically to feedback? Intermediate task introduction: how to recognize the needs for dialogues in everyday work (meetings, cooperation with co-workers)?	flipchart papers, pens, tape	
M2: 16–17 March 2023 <i>Orientation course (OC) 2</i>	Thursday	Perceptions during the intermediate task. Theory lecture: "Anticipation dialogues". Practicing notes writing in dialogical meetings: how to write without interpretations?	Slideshow about 'Anticipation dialogues' flipchart papers, pens, tape	

	Friday	<p>Practices on making questions and dialogical interviewing: 'Circle of Listening and Questioning'</p> <p>Implementation plan of DA integration into my own organization on the basis of January's good future dialogue.</p>	flipchart papers, pens, tape	
M1: 18–19 May 2023 <i>Dialogical Tutor Training (DTT)</i>	Thursday	<p>Talking up One's Worries -tool: rehearsals and reforming the preparing form for everyone's own context and organization.</p> <p>Revision of the theory.</p>	flipchart papers, pens, tape	
	Friday	<p>Dialogues on Tutor's role, competencies and tasks: how? where? with whom?</p> <p>Making the tutor's role framework (in a peer learning process).</p> <p>Planning the process of experiments in the tutor's role.</p> <p>Intermediate task: experiments and testing the learned tools in own work practice</p>	flipchart papers, pens, tape	
M2: 3–4 July 2023 <i>Dialogical Tutor Training (DTT)</i>	Monday	<p>Reflection of the intermediate tasks.</p> <p>How to create dialogical spaces into events and meetings together with the participants?</p> <p>Competence profiles in dialogical approach and dialogical approach in competence profiles.</p>	flipchart papers, pens, tape	
	Tuesday	<p>Developing the tutor's role framework (in a peer learning process).</p> <p>Planning the process of experiments in the tutor's role.</p> <p>Testing the operations together with the peer trainees (rehearsal)</p> <p>Intermediate task: experiments and testing the learned tools in own work practice</p>	flipchart papers, pens, tape	

M3: 21–22 September 2023 <i>Dialogical Tutor Training (DTT)</i>	Thursday	Reflection of the intermediate tasks. How to use brainstorming tools: learning cafe dialogically Practicing dialogical meeting and event tools: dialogical panel discussion, inner & outer circle -dialogue	flipchart papers, pens, tape	
	Friday	Developing the tutor’s role framework (in a peer learning process). Planning the process of experiments in the tutor's role. Intermediate task: experiments and testing the learned tools in own work practice	flipchart papers, pens, tape	
M4: 20–21 November 2023 <i>Dialogical Tutor Training (DTT)</i>	Monday	Reflection of the intermediate tasks. Practicing the dialogical tool ‘Six thinking hats’ Planning how to present DA. Sharing the ideas and produced materials. <ul style="list-style-type: none"> - information to one person - information to group of workers - information in seminar - ... 	flipchart papers, pens, tape	
	Tuesday	Developing the information materials Revision and feedback of the training process. Closing dialogue: with what thoughts I’m continuing to the next steps.	flipchart papers, pens, tape	