



EMPOWERED CITIZENS – RESILIENT SOCIETIES

GREENPEACE & CIVIL RIGHTS DEFENDERS



IN A WORLD WHERE DEMOCRATIC SPACE IS SHRINKING AND THE CLIMATE IS UNDER THREAT, GREENPEACE & CIVIL RIGHTS DEFENDERS HAVE PARTNERED TO EMPOWER EUROPEAN YOUTH TO TAKE LEADERSHIP FOR SHAPING THEIR FUTURE

CONTEXT & OBJECTIVE



ONLINE TOOLKIT  
EUROPEAN & NATIONAL CAMPS  
NETWORKING  
COMMUNITIES OF PRACTICE / COMMUNITY TRAININGS  
ONLINE COURSES

HOW

# "COMMON CHALLENGES IN PARTNERSHIPS"

HOW TO DEAL WITH PARTNERS' EXPECTATIONS

HOW TO KEEP A TEAM MOTIVATED OVER TIME

HOW TO CREATE A PARTNERSHIP ON EQUAL TERMS

COORDINATION & STRUCTURE OF PARTNERSHIP

CONTINUATION OR THE DAY AFTER

HOW DO WE DEAL WITH THESE CHALLENGES?

# Different group phases

## 1) Inception

### > Early adopters

- No shared vision
- People don't know each other well
- Lot's of ideas
- Asking for guidance

## 2) Establishment

### > More diverse group

- Groups norms, culture and identity
- More distributed leadership
- Using expertise and skills
- Shared activities/projects

## 3) Sustainable Development

### > Balanced mature group

- Ambition
- Shared vision and ownership
- Sense of purpose
- Ready to grow more

Q1:Where is your group?

Q2:How to get to the next phase?



# GUIDING STATEMENTS

## INCEPTION:

- WHEN GETTING TOGETHER, WE HAVE LOTS OF IDEAS
- MOST PEOPLE DON'T KNOW EACH OTHER YET
- WE DON'T HAVE SHARED GOALS OR VISION
- I DON'T KNOW WHO TO ASK FOR SPECIFIC TASKS
- IF I DON'T TAKE INITIATIVE, I WORRY NOT MUCH WILL HAPPEN

## ESTABLISHMENT:

- MOST MEMBERS OF MY GROUP KNOW EACH OTHER
- MEMBERS OF MY GROUP HAVE SHARED IMPORTANT EVENTS, LIKE FESTIVALS, CELEBRATIONS, DISASTERS
- I FEEL I CAN TRUST PEOPLE IN THIS GROUP
- IF THERE IS A PROBLEM IN THIS GROUP, MEMBERS CAN GET IT SOLVED
- WE KNOW ABOUT OTHER MEMBERS' PREFERENCES AND SKILLS

## SUSTAINABLE

## DEVELOPMENT:

- OUR GROUP HAS EXPERIENCED LEADERS
- PEOPLE IN THIS GROUP HAVE SIMILAR PRIORITIES AND GOALS
- WE MAKE THINGS HAPPEN, IDEAS ARE GETTING CONCRETE AND PURSUED
- IT'S NOT SO DIFFICULT TO FIND PEOPLE TO PARTICIPATE IN OUR ACTIVITIES
- THE GROUP FEELS LIKE A SAFE ENVIRONMENT



- HOW DID WE REACH THIS POINT?
- HOW DO YOU DEAL WITH THE SITUATION?
- DO YOU HAVE SIMILAR EXPERIENCES? HOW DID YOU DEAL OR HOW WOULD YOU DEAL WITH IT?

## CASE STUDY - QUESTIONS



EUROPEANCHANGEMAKERS.ORG

ONLINE COURSE (MOOC) ON CAMPAIGN STRATEGY:  
UNDER DEVELOPMENT

TOOLKIT & ONLINE COURSE





THANKS!