

Borderland Workshop in Tbilisi, 8-14.11. 2013

Evaluation questionnaire synthesis

workshop leaders: *Nathalie Bolgert and Krzysztof Czyżewski*

synthesized by Agnieszka Podpora

1. Overall assessment of the workshop.

a) Expectations and personal objectives of the participants regarding the workshop:

- to broaden the knowledge about project management techniques and to get relevant skills
- to actively work in order to improve/develop their existing projects step-by step, to look at them from a different perspective, get new ideas
- to work in detail on the application to the Borderland School small grant contest
- to receive feedback on their projects
- networking and inspiration/new ideas

In general the participants described their expectations as fully met, only one person described them as partly met.

b) As the most interesting/innovative elements of the workshop the participants indicated:

- the meeting and discussion with Krzysztof Czyżewski
- techniques of easy solving of complicated questions about the project (the activities exercise)
- feedback on what are the strong and weak points of the presented projects and on the possible ways to improve them
- working with real projects of theirs and others, not imaginary ones

The things indicated as new were:

- different ways of thinking about the project and the goals of own activity
- the structure of the workshop concentrating in detail on different elements of a successful project
- the importance of clear objectives formulation and the techniques to do that
- presenting the project of other person

Among the things missing the participants indicated:

- real case studies and examples of realized projects that could be examples of good/bad practices
- innovative, more diversified methods of instruction
- charisma of the leader and dynamism in the work
- more interaction between the trainer and the participants
- detailed work on each of the projects

2. Detailed assessment of the workshop:

a) structure

The majority of the respondents liked the structure of the workshop and assessed it as good. (One respondent wrote it could have been better). As the most useful element of the workshop, the respondents named the questions and answers session with Krzysztof and the planning activities/timing exercises by Nathalie.

One respondent described the structure of the workshop as too condensed and tiring.

b) content and the extent to which the participants may use it in their practice

In the most part the respondents described the content in very general terms, as interesting and useful, motivating for further work. Almost all of them declared they are going to use it when planning and realizing their projects, but they did not indicate how exactly.

The strongest reservations concerning the content were raised regarding the lack of examples from real projects that were implemented – the examples of the trainer were described as irrelevant and abstract.

Sections indicated as most useful: planning of activities (good tips how to do that easily), diagnostic tools,

Suggestions of improvements:

- more discussions, like with Krzysztof Czyżewski
- the goals and objectives section was too long
- lack of discussion and trainer's feedback

c) methods

The methods and methodological solutions most appreciated were:

- group work on other people's projects – peer to peer learning experience
- discussing examples from participants practice
- the manner of presenting diagnostic tools through brainstorming
- visuals by Nathalie
- Krzysztof's questions and answers session where he gave concrete advice to everyone

Nonetheless, many respondents criticized the overload of theoretical, frontal way of training – they would wished for more active work in every section.

d) expertise and attitude of the workshop leaders

The majority of the respondents spoke highly of the competences and expertise of both Nathalie and Krzysztof – they were described as experienced professionals and knowledgeable practitioners.

In general, the majority of the respondents praised the relaxed atmosphere during the workshop and friendly, open attitude of the trainers toward the participants. At the same time their way of work was described as serious and work-inducing.

All of the respondents assessed well the attitude of the workshop leaders towards the participants. They described it as polite, friendly, encouraging and partner-like.

The planning skills of the trainers, as well as their work-organization and timing was deemed good to high level by all the respondents.

3. Overall assessment of the workshop experience – its usefulness in further practice

In general the workshops were described as useful for the participants' further work. The respondents praised diversity and the ability to network with others and get their feedback, hear their ideas. Krzysztof's workshop was described as inspiring – changing participants views on the social and cultural work.

Suggestions for improvements:

- more activating exercises, more energizers, role plays
- more individual feedback from the trainer
- more real case studies and examples of successful of failing projects
- extending the duration of the workshop
- one person suggested working on the actual application form for the grant competition