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EDUCATION PROGRAM

"COMPETENCIES OF A SUCCESSFUL THERAPEUTIC TEAM"

within the HOPE4HEALTH project (Erasmus K210-ADU)

FIRST AND LAST NAME:

MODULE 1

Duration: 20 hours
Date: April 19 - April 21, 2024
Execusion: In person
Location: Zavod nazaj na konja, Starošince 37b, 2326 Cirkovce, Slovenia



MODULE 3

Duration: 17 hours
Date: September 13 - September 15, 2024
Execusion: In person
Lokacija: Udruga za terapiju i aktivnosti pomoću konja „Pegaz“, Put pod Rebar10, 51000 Rijeka Hrvatska



SHORT DESCRIPTION OF THE TRAINING PROGRAM:

Working in a team with and alongside horses is highly demanding as it requires mastering a wide range of specialized knowledge: knowledge about horses, professional expertise, communication and social skills for working with people, and the ability to collaborate within a team. It is crucial that all participants of the professional staff are well-trained, focused, and open to lifelong learning.

The training program is designed based on the identified needs of experienced horse intervention practitioners after strengthening key competencies. **The therapeutic team always functions as a team, so team capacities are crucial for success.**

The program is intended for adult participants who wish to gain new knowledge in the area of team competencies in conducting horse interventions.

The program offers 15 available spots for participants from Slovenia and Croatia.

The program lasts **40 pedagogical hours** and is delivered through lectures and workshops. It is divided into **3 different content modules**, which are conducted at **two different locations and through a virtual environment.**

Locations of implementation:



Zavod Nazaj na konja,
Starošince 37b,
2326 Cirkovce,
Slovenija



Udruga za terapiju i aktivnosti pomoću konja "Pegaz",
Put pod Rebar 10,
51000 Rijeka
Hrvaška



ZOOM

Udruga za terapiju i aktivnosti pomoću konja "Pegaz"

The "Pegaz" Association has been conducting therapy and horse-assisted activities for over 20 years for various target groups of users. The association encourages, develops, and promotes the education of professional staff and volunteers in the field of horse interventions. The association is a member of the HETI alliance and the Croatian Association for Horse-Assisted Interventions.

Website: https://www.pegaz-rijeka.hr/

Contact: pegaz.rijeka@gmail.com

Zavod Nazaj na konja

Zavod Nazaj na konja is a Slovenian non-governmental organization that promotes the systematic development of the field of horse-assisted interventions. Since 2008, it has been successfully educating professionals in the field of horse interventions in Slovenia, with the participation of various Slovenian and European instructors.

Website: https://nakonju.si/

Contact: info@nakonju.si

THE MAIN OBJECTIVES OF THE TRAINING ARE AS FOLLOWS:

- Improve the overall level of competence and skill of therapeutic team members working in the field of horse-assisted interventions.
- Define the key competencies needed for effective work within a therapeutic team.
- Provide fundamental knowledge about the impact and importance of good communication within a therapeutic team.
- Emphasize the importance of safety at work and appropriate responses to unexpected situations in the environment.
- Highlight the significance of psychological safety and resilience in interpersonal relationships.
- Analyze your therapeutic team and develop a strategy for the development of team competencies.
- Learn experiential exercises to improve team competencies.



CONTENT OF MODULE 1: KEY COMPETENCIES OF A THERAPEUTIC TEAM

- What is a team and how does it function?
- Key competencies of a successful team
- Team values and principles
- Elements of successful teamwork
- Verbal and non-verbal communication in teams
- Effective functioning of the therapeutic team, role division according to competencies
- Analysis of the state of your therapeutic team and developing action steps for the development of team competencies

WHAT IS A TEAM AND HOW DOES IT FUNCTION?

WHAT VALUES AND BEHAVIORAL PATTERNS DO WE OBSERVE IN A HERD?

WHAT CONNECTS THE HERD?

WHAT DESTROYS THE HERD?

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WHAT'S A TEAM AND HOW DOES IT FUNCTION?

WHAT IN MY TEAM IS FUNCTIONING AS A BONDING FACTOR?	WHAT IN MY TEAM IS FUNCTIONING AS A DIVISIVE FACTOR?

WHAT IS A TEAM AND HOW DOES IT FUNCTION?

HOW DO I CONTRIBUTE TO CONNECTING THE TEAM?	HOW DO I INFLUENCE THE TEAM IN A DESTRUCTIVE WAY?

KEY COMPETENCIES OF A SUCCESSFUL TEAM

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TEAM VALUES AND PRINCIPLES

PRESENTATION OF COLLABORATING TEAMS.
Write down the name and organization the participant is from!
What will you remember about each participant and their team?

TEAM VALUES AND PRINCIPLES

THINK AND DEFINE THE VALUES THAT WILL GUIDE YOUR TEAM!
CREATE A POSTER THAT YOU CAN SHARE WITH OTHER COLLABORATORS!

VERBAL AND NONVERBAL COMMUNICATION WITHIN THE THERAPY TEAM

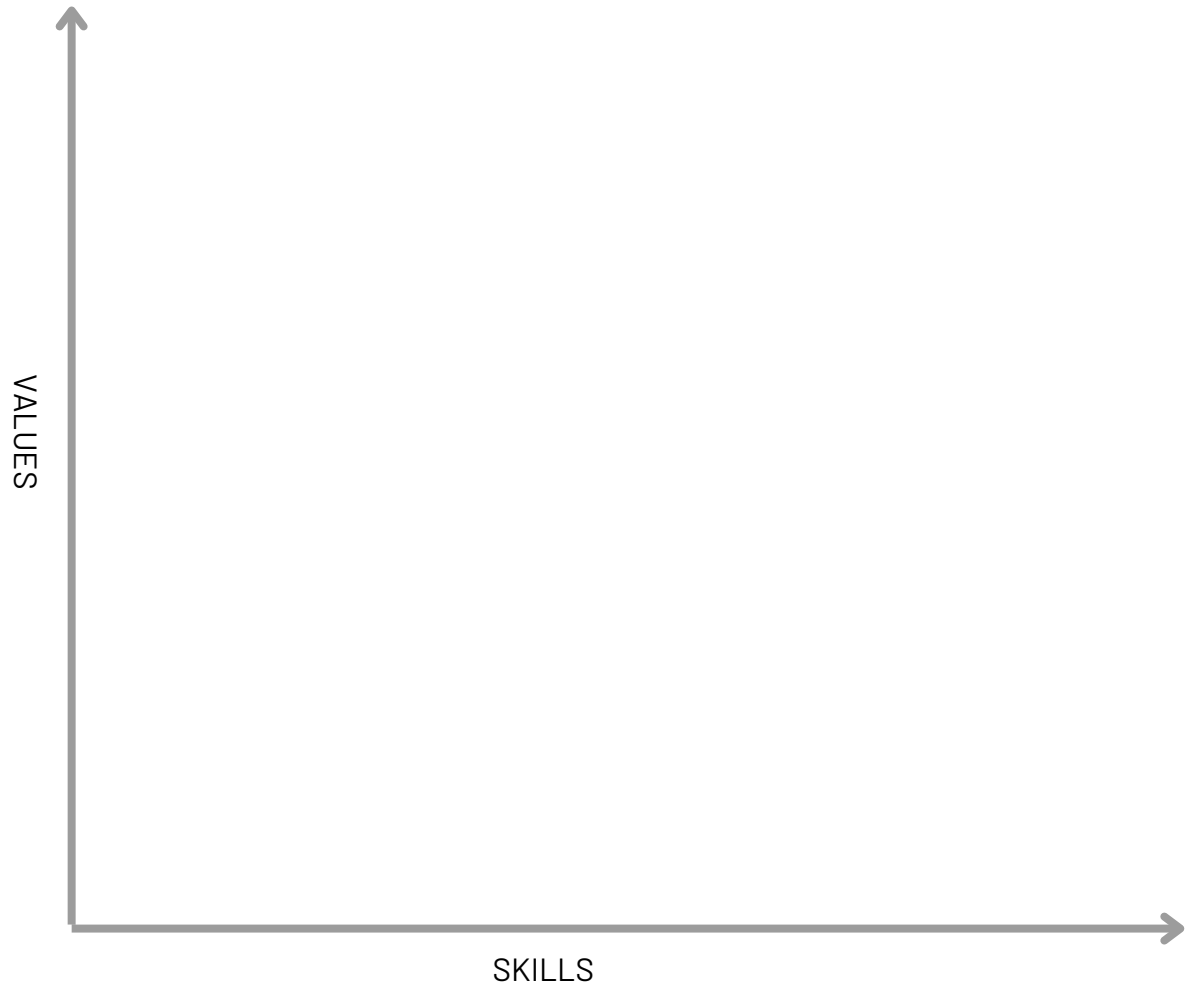
WHAT DID YOU REMEMBER DURING THE EXERCISES?

EFFECTIVE FUNCTIONING OF THE THERAPY TEAM, ROLE DISTRIBUTION, AND SKILLS

DEFINE MORE PRECISELY EACH AREA OF WORK THAT YOUR TEAM ENCOUNTERS!
WHO IS RESPONSIBLE FOR EACH SPECIFIC AREA?

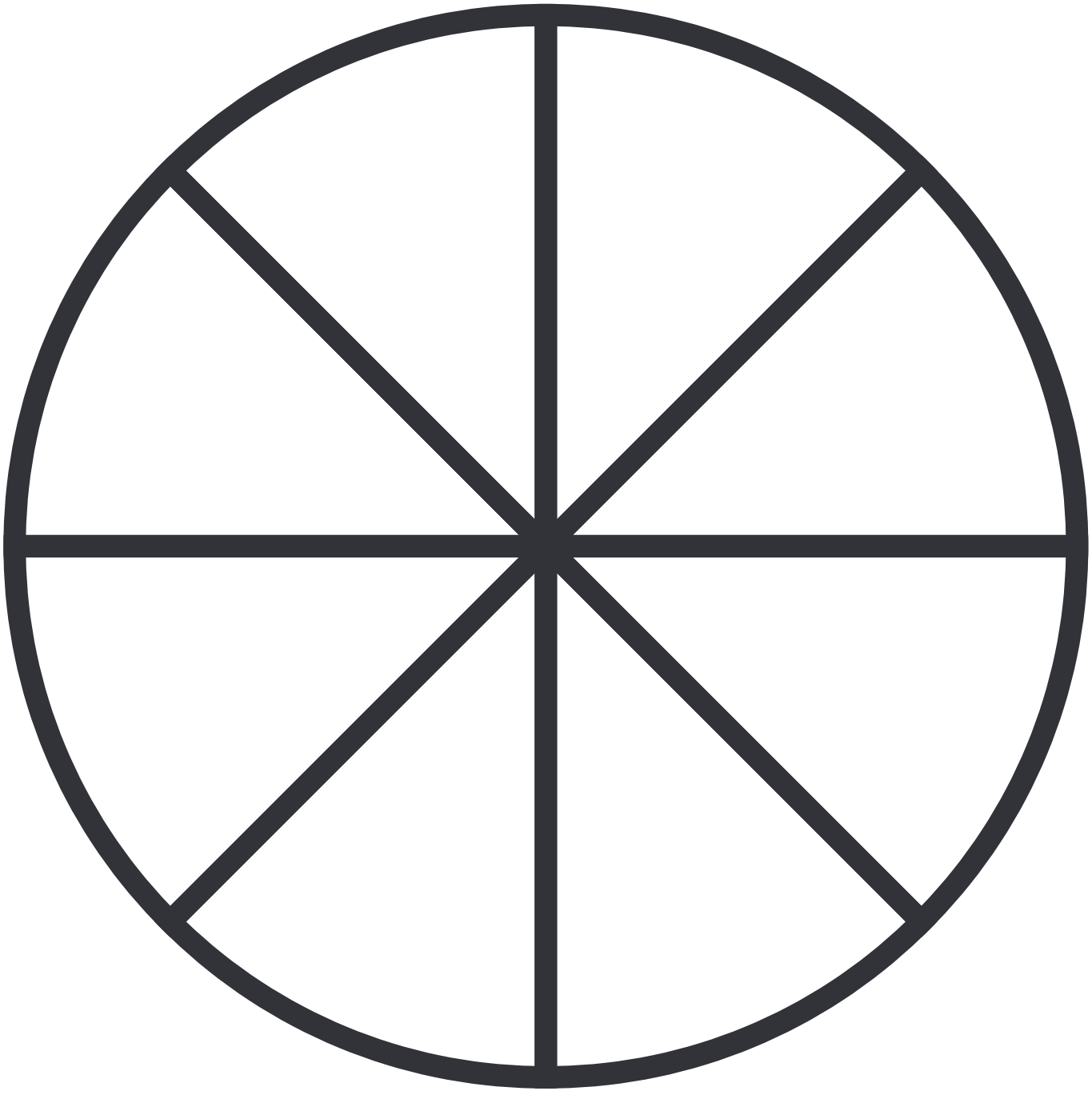
ARE THERE WORK AREAS THAT YOUR TEAM IS NOT YET COVERING BUT YOU BELIEVE SHOULD NOT BE IGNORED? LIST THEM!
HOW COULD WE COVER THESE AREAS WITH THE AVAILABLE STAFFING RESOURCES? WHO IN YOUR TEAM DO YOU CONSIDER COMPETENT FOR THIS ROLE?

EFFECTIVE FUNCTIONING OF THE THERAPY TEAM, ROLE DISTRIBUTION, AND SKILLS



ELEMENTS OF EXCELLENCE WITHIN THE TEAM

TALKING CIRCLE



ANALYSIS OF THE STATUS OF YOUR OWN THERAPY TEAM

FORMULATING ACTION STEPS FOR THE DEVELOPMENT OF TEAM COMPETENCIES

WHAT DO YOU WANT TO ACHIEVE? (List 5 specific goals that you can influence!)	WHO WILL BE INVOLVED? WHO WILL TAKE RESPONSIBILITY?	WHEN WILL YOU ACHIEVE THIS GOAL?

INSTRUCTIONS FOR THE PROJECT PRESENTATION - PREPARATION FOR MODULE 2

MODULE 2: VIRTUAL MEETING AND PRESENTATION OF TEAM CHALLENGE RESULTS

Duration: 3 andragogical hours
Date: May 22nd, 2024
IFormat: Virtual meeting, Zoom online platform



- Presentation of developed strategies for the development of team competencies
- Exchange of examples of good team practices among education participants
- Formation of a 'team discussion circle' - debate

INSTRUCTIONS:

WITH YOUR TEAM, DEFINE TEAM VALUES AND HOLD A DISCUSSION CIRCLE.
BASED ON THE INSIGHTS AND AGREEMENTS, COLLECTIVELY FORMULATE ACTION STEPS FOR THE DEVELOPMENT OF COMPETENCIES WITHIN YOUR TEAM!

AT THE NEXT MEETING, YOU WILL PRESENT HOW SUCCESSFUL YOU HAVE BEEN.
YOU CAN USE VARIOUS METHODS FOR THE PRESENTATION (DEMONSTRATION / EXPLANATION / POWERPOINT PRESENTATION / PRESENTATION OF PREPARED MATERIALS).

WISHING YOU MUCH SUCCESS IN CREATING A GREAT TEAM!

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CONTENT OF MODULE 3: SAFETY AT WORK

- The impact of the environment and unexpected situations on the response of the therapeutic team
- Challenges and issues that arise in team collaboration
- The importance of psychological safety and resilience in interpersonal relationships
- The impact of team communication on the well-being of the user
- Communication with parents and professional workers

IMPACT OF THE ENVIRONMENT AND UNEXPECTED SITUATIONS ON THE REACTIONS OF THE THERAPY TEAM

Briefly describe the space in which you work, identify the 'critical points,' and the measures that should be taken to address them:

THE IMPACT OF THE ENVIRONMENT AND UNEXPECTED SITUATIONS ON THE REACTIONS OF THE THERAPY TEAM

List the safety rules to follow when working with horses:

NEVER:	ALWAYS:

THE IMPACT OF THE ENVIRONMENT AND UNEXPECTED SITUATIONS ON THE REACTIONS OF THE THERAPY TEAM

LIST SOME OF THE SAFETY CONCLUSIONS THAT YOU CONSIDER THE MOST IMPORTANT:

1.

2.

3.

4.

5.

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IMPACT OF THERAPY TEAM COMMUNICATION ON THE USER'S FEELINGS COMMUNICATION WITH PARENTS AND PROFESSIONALS

CHALLENGES AND DIFFICULTIES IN TEAM COLLABORATION