



Living Values™
Education - India

Train the Educator Workshop

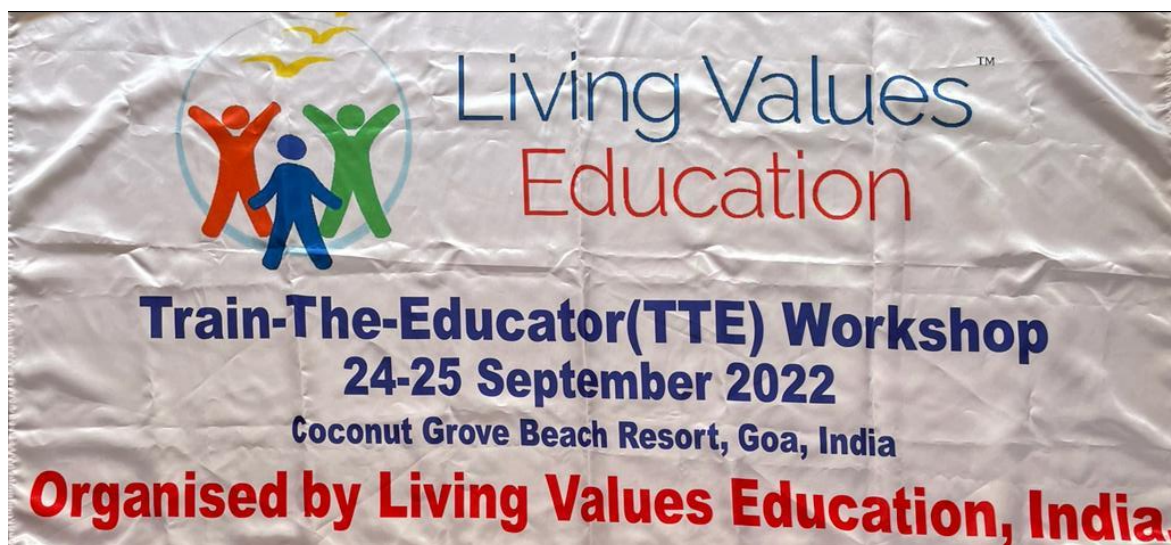
for teachers, consultants, NGO representatives

24-25th September 2022,

Conducted by: Living Values Education- India

Supported by: The Association for Living Values Education International (ALIVE)

Venue: Coconut Groove Beach Resort, Goa



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❖ Background

Living Values Education- India has been sustaining people, primarily educators having keen interest to work on values-based education since last 2 years. Due to mobility restriction during Covid, no offline workshop could be planned. ALIVE's distance facilitator course turned out to be a boon for people who wanted to do something meaningful during lockdown. After two years, it was now time for an exposure to an offline workshop and upgrade skills- from personal values to values delivery techniques.

About the trainer Ms. Taka Nudriana Gani

Taka Nudriana Gani is an experienced Living Values Education (LVE) Facilitator and Consultant. She embarked on her LVE journey in 2002 when she attended the TTT in oxford UK. She has since conducted numerous trainings for educators and trainers. She is the National Coordinator of LVE in Indonesia and leads Karuna Bali foundation, an associate of ALIVE International.

Ms. Indu Gupta is focal point India for ALIVE International.

Profile of Participants

A total of 17 participants attended the training –women of age group 24-52. They included:

- Teachers in Montessori school and other private schools
- College Lecturers
- Trainers and counsellors
- NGO representatives
- Business women
- Student

Objectives

The objectives of the training

- To create values Awareness- Values development in Self
- To understand LVE theoretical model
- To impart skills to create a Values based Atmosphere

Methodology

Explore, experience, express – through:

- Reflection
- Visualization
- Group work
- Discussion/dialogue
- Energizers/ice-breakers/quiet moments
- Creative expression (through drama, poetry, song, dance, drawing, games)

WORKSHOP PROCEEDINGS

Day 1

✚ Welcome and Inaugural by Ms. Indu Gupta, Focal Point India

Ms. Indu Gupta welcomed all participants and trainer and gave a brief introduction of the trainer, **Taka Nurdiana Gani**. The inaugural of the training was done with lightening of the lamp. The owner of the hotel Mr. Piyush Patel attended the inaugural session.

✚ Introduction of the participants

Taka Gani began the training asking for introduction of the participants. Participants stood in a circle telling their name and purpose of attending the training.

✚ Overview of LVE

Taka gave a presentation sharing

- About LVE and birth of LVE, presence of LVE in 40 countries
- Purpose of education, four pillars of education
- Formation of ALIVE International, its vision & mission
- Exploring and developing universal values for a better world.
- Purpose and aim of LVE
- LVE books

✚ Warm up – Concentration

The participants counted their number and every time 3,5, 6 came they clapped.

Values awareness session – Our Values, Values Development in self

✚ Reflective Exercise

Participants were divided into 6 groups of 3 each and discuss about

- Person who has influenced you in a positive way
- What values or qualities you see in that person that makes a difference to you?
- If everyone in the world has that quality or value, would the world be different?

The objective of the exercise was to make participants reflect and explore their own values and the importance of values in their own lives. Some of the participants felt that it was easy to share in small groups. They feel affirmed. The small group work reflected following values:

Tolerance, Peace, Respect, Responsibility, Humility, Happiness, Understanding, Compassion, Patience, Integrity, Truth, Joyfulness, Cooperation, Communication, Passion, Calmness, Good listener, Balance, Faithful,



grateful, acceptance, Non-judgmental, Simplicity, Freedom, Unity, Courage, Trust, Collaboration, Clarity, Nationality.

- ✚ **Tell the adults of the world activity** – for a few minutes, I would like you all to pretend you are five years old and tell the adults of the world what would you like them to do and how you would like them to treat you.

Participants response

- Help me to be good
- Be with my pace
- Be friendly to each other
- Please be there and listen
- Give me time and Love
- Trust me
- Play with me
- Listen to me
- Don't criticize me in front of others
- Allow me to speak
- Respect me
- Be patient and tolerant with me
- Respect me for who I am
- Guide me
- Understand me
- Help me
- Show me how to do it

The session was ended with a dance on children-creation LVE song *'Aaram sha sha, Aaram sha Sha, Gully Gully Gully Gully ram Sha Sha, Amore'*.

Participants felt soothing, connected and gentle after the warm up.



Creating Values -Based Atmosphere (VBA): Rekindling the Dream

Taka did a guided visualization with the participants. Participants closed their eyes and took a dream ride on a magical vehicle.

Participants experience of the visualization exercise

- 1) I want to have a center with pool of lotus flowers where people think of others and develop themselves.
- 2) Vehicle is magical, I feel transformed when I was in magical vehicle. I did not see any resistance. It gave confidence, you can ask what you want. It already worked even before you do anything. There was a feeling of empowerment.
- 3) My vehicle did not take me to any noisy place. I reached a place where there was peace, happiness and joy among all the people. They were sharing all eatables. Their smiling faces made me feel peaceful.
- 4) There was no raising of voices. I am feeling happy, peaceful, accomplished, understanding.
- 5) Lots of love was given. They gave me warm welcome, ready to listen that made me feel loved.
- 6) I felt a sense of achievement and confidence. I could feel this way because I could create the atmosphere I want.
- 7) I feel Successful- sincerity and dedication made me feel successful. The staff was coming on time, their punctuality, serving the customers, love and harmony amongst the staff.
- 8) There was trust and confidence of the people.



The values reflected in the rekindling exercises:

Love, Tolerance, Peace, Respect, Responsibility, Humility, Happiness, Understanding, Compassion, Patience, Integrity, Truth, Joyfulness, Faithful, Joyfulness, Grateful, acceptance, non-judgmental, Simplicity, Freedom, Unity, Courage, Trust, Clarity, Nationality, Cooperation, Communication, Passion, Calmness, Good Listener, Balance

Out of all the above values it was explored that there are 6 important fundamental values.

Taka explained:

In relation to feelings a child/individual needs to feel

- Loved
- Understood
- Valued

- Respected
- Safe

Participants were divided into 5 groups. Each group was assigned one of the five feelings to the discuss what action can help to fulfill the basic emotion in the classroom/school/organization.

Presentation

Feeling Loved

Feeling of trust

- Make another person feel safe
- Non-Judgmental
- Open and Friendly
- Sharing

Active Listening

- Empathizing with other's feeling
- Be present in the moment

Sense of belongingness

- Feeling wanted
- Attention
- Time
- Good energy and wishes

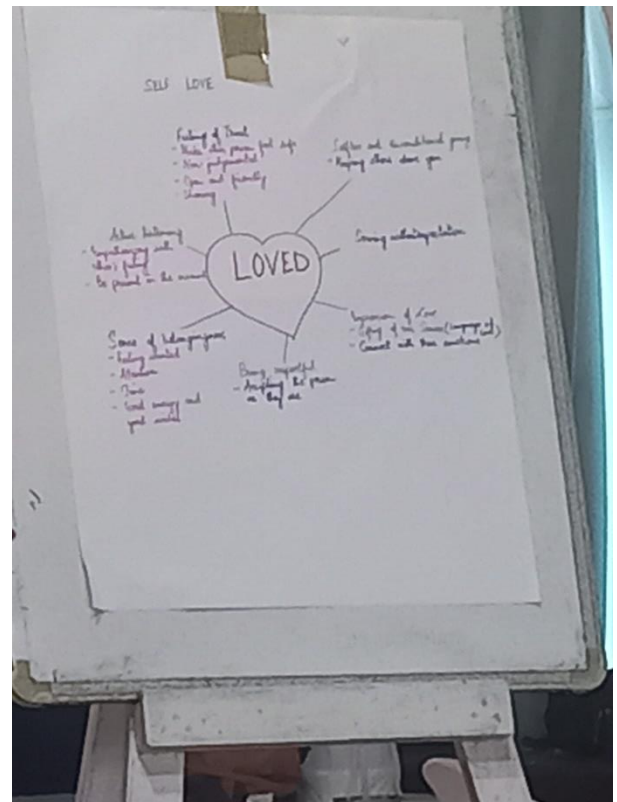
Selfless and Unconditional giving

- Keeping others above you

Serving without expectation

Expression of love

- Giving of our senses (Language of love)
- Connect to their emotions



Feeling Understood

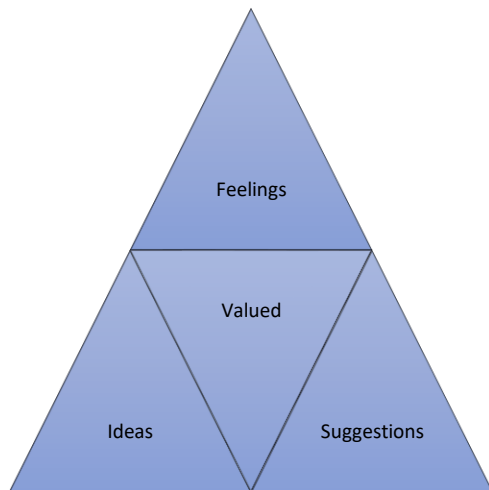
-Don't Judge -Don't React Don't get angry	-Listen -empathize -Reach out -Support -Observe	- Kind - Communicate - Giving time - Harmony - Just be there	- Accept - Be peaceful with Self - Eye Contact - Understanding -feedback to the person -Feel secure - Express yourself
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Feeling Valued

Giver

Receiver



- Happiness
- Loved
- -Appreciation
- Understood
- Respected

Feeling Respected

- Accept as they are
- Greet with humility
- Be gentle
- Be a good listener
- Value other's opinion
- Do not differentiate based on caste, class and religion
- Avoid harsh words
- Be polite



Feeling Safe

- Love and acceptance
- Understood
- Respect
- Gentle Speech
- Empathy
- Hug'
- Smile
- Listen



LUNCH BREAK

LVE Theoretical Model

Educator's personal Values

Taka gave presentation of a few slides of LVE theoretical model which was followed with a peace relaxation exercise.

The questions and participant's responses after peace relaxation exercise:

- 1) How do you feel when you are peaceful?
 - Happy
 - Joyful
 - Content, Stable, Powerful
 - Empathetic, Perspective changes

2) What makes you feel at loss of peace?

- Lack of patience
- Change of place, people
- When there is lots to do
- When criticized, complained or gossiped
- Expectation from self and others
- When I am not heard
- Unwanted/needless desires
- When angry
- Peace is a calm and relaxed state of mind.
- Whatever is happening will pass
- More creative and productive helps things move faster.
- This too shall pass. This takes me through difficult times and give inner peace.
- I prioritize- near and dear one's health disturbs my peace.
- Comparing with other's situation.
- Peace is a state of mind- just know who you are. When we don't know what we want we lose peace.



Activity- Express through Art when you feel peaceful.

Majority of the participants expressed peace through drawing. One participant, Anisha Rodrigues wrote a poem on Peace

The world with peace is something I don't want to cease,

Instead, the world with peace is something I want to live in forever;

But for you, me and for many it might seem,

Like never, until we understand the storms in our minds can pass over.

The world with peace is something we all look forward to,

But do we understand there is a lot inside me I need to do?

When we get together and grow within and amongst each other,

There is a world of Peace, we all can desire.

Taka again got back to the presentation on **developing values schematic** by linking it to the values activity.

After the presentation a few questions were welcomed from the participants. Some participants said that developing values schematic is only a flow chart for them until they experience it themselves while others had a few technical questions related to circles and squares in the flow chart.

Skills to create Values based activity- Acknowledgement, encouragement and positively building behaviour.

Taka explained how to help individuals grow in which she presented few simple rules to create a values-based atmosphere

- give believable praise,
- make it specific,
- give specific praise and name the quality,
- be genuine (appreciate and love)
- descriptive and genuine appreciation is different
- praise and encouragement always leave a positive feeling in the receiving person
- when a new behavior is first beginning, praise it immediately.

Group work: Participants were asked to pair with someone they are sitting close to and share their observation and thoughts about them, mentioning one or more descriptive positives and one or more qualities.

In the large group, the participants shared their feelings of the small group work.

- Sharing and caring
- Happy and nice
- Surprised to know partner's quality

- Feel connected, relationship has blossomed
- Got to know each other deeply, appreciate an enterprising woman
- Feel elevated, spoke truthfully about herself. It requires effort to be appreciative but this happens.



Question and answers- Closing of day one

The participants shared their experience at the end of day one.

- Feeling intoxicated, nice to discuss with the stranger
- My daughter has the ability of asking for acknowledgement and feeling good about it. It is good to acknowledge. (Rekha)
- When we encourage genuinely, they start trusting us, feel safe. I have seen even if a child has done something wrong, he will say 'teacher, teacher, I have done this wrong'. When encouraged genuinely. They feel safe in your presence. (Ramola)
- It is a reward to be here, taking time to appreciate is something we are losing. (Jackie)
- I got a compliment from a friend that you are very daring that you would be sharing room with someone you don't even know, you never met. I have been associated with LVE for 2 years and because of this I feel safe, trusted. (Debshree)
- I feel fortunate to be here. I am more and more aware about myself
- When we experienced the exercise, it opened lot of thoughts. This discussion helped me understand values deeper.
- LVE should be for parents also. (Anna)

- It is important to work with the teachers in the school. (Lizel)
- Young Indians (a Club) works with the schools in Goa. We can collaborate with young Indians to spread the work. (Ambika)
- Today, I found a platform where I could speak my feelings. It is like a dream come true. (Standy)

In the end, Taka gave a value card to each participant and asked to reflect on it at home.

Day 2

Day 2 began with circle time wherein participants shared reflection of value cards they were given at the end of day 1.

- 1) Transforming my mind, it gives me self-ability to think and focus what I am supposed to do. The world from the Bible keeps me going. (Ramola)
- 2) It is very close to me after I have become mother. Flexibility is what I have learnt after I became mother. (Anisha)
- 3) I feel as a teacher I teach truth to my students. I like truth. If you are true to yourself, there is lot of gain. Truth is alive in my heart.

After sharing of the reflection of value card, the participants sang a motivational song as a part of warm exercise.

Session: Skills to create Values Based Atmosphere- Active Listening

Participants were asked what is active listening? The following responses were recorded:

- Empathizing
- Be there
- Listening without judgment
- Complete attention
- Feeling connected
- Listen to understand
- Someone to be there

There was another question from the trainer to the participants, what would stop you from sharing?

- If someone starts giving suggestions
- Previous experiences with the person
- If someone says come after 5 minutes, ignores you
- Tone of the voice of the person
- Attitude of the person
- Frequency of question/open ended question

- Can be different for different people, depends on the relationship with the person you are sharing.

Trainer then shared **blockers and stoppers** in active listening

- Accusing
- Blaming
- Distracting
- Giving solution
- Judging
- Moralizing
- Punishing
- Sympathizing

The how's of active listening

It is about accepting another's feelings with understanding and compassion. It is not agreeing

- Reflecting back some of the content
- Reflecting back some of the emotion that another person is communicating without sounding like a parrot
- Listen with your heart.

There was a small group work of 3 person each.

Person 1 Talker

Person 2 Listener

Person 3 Observer

Talker is to share something positive that happened to her. The listener is to actively listen. The observer is to make sure the listener is not using Blockers and Stoppers, asking questions, or responding with their own experiences.



The participants were asked their experience when they shared their story?

- It is very nice to listen, to connect, to relate to someone even if you are not related.
- Other person feels relaxed that someone is listening to her pain.
- There is a feel of being connected
- The listener was having full eye contact. When I finished, she appreciated how I handled situation. I had tears in my eyes that someone listened to me.

Listener's experience.

- As a listener I felt happy that I could give time to someone.
- I felt it was a very big responsibility. I felt very nervous because she was already feeling brittle and I did not know how to make her feel better. It was very challenging.
- She put some negative event of her life in a positive way. Then I felt why could not I do it. It was about death of her parents. Something that had stocked in her mind. I feel privileged that I was listener.
- As a listener, I found that when the person herself knows how she gets peace, I found it difficult to restore peace by distracting. She gave example that just observe and see what is bothering you. Then she reads and restores her peace. She knows how to process it.

Observer's experience

- Actually, as an observer it was tough. Probably I like to connect to both observer and listener. I was observing body language of talker and listener. There are moments listener starts thinking that what should I say. She is listening to respond but not understand.
- An additional responsibility of helicopter view over you. Observer plays a very important role- look at the situation but gives no suggestions.
- As an observer it took me a little while to adjust. In the initial stage I was disconnected but then I had to focus. It took me a while to connect to both but then I started connecting. I was connecting to both the talker and listener.
- Treat your mind like your child. Stop, talk to yourself, very soon the pain will go away.

Trainer's comment

Being an observer trains us to focus. All of you have observed body language, eye contact, sitting posture- it should be comfortable.

Conflict Resolution

A role play was enacted by two participants with trainer as mediator and all other participants were observers. They were fighting over food choice and their mother favoring one over another.



Observation of participants over mediator's role:

- You were neutral
- Listening to both sides and resolve
- You asked them to repeat each other's words
- Both were accepting you
- It was getting tough for you to resolve the conflict but your patience helped them to.
- You were not suggesting but you were bringing up their issue to help them understand better.
- Good strategy by repeating what other wants. You repeated and they trusted you because you were neutral.

Trainer's comment

Being loving and firm is a creative way to resolve a conflict.

What would have been the blockers and stopper in resolving the conflict?

- Taking sides
- Giving solution
- Giving interpretation rather than reflecting
- Realization
- Words that trigger the conflict
- Judging one person to other immediately
- Listening separately

Steps as mediator to resolve a conflict

Ask both

1. Please tell me what happened
2. How did you feel when that happened?

3. What would you like to stop/not to happen again?
4. What would you like him/her to do instead?
5. Can you do that?

There was small group work again on conflict resolution. Two participants started the conflict, one acted as mediator and another as an observer.



Challenges of the mediator faced during conflict resolution

- It was tough.
- It is not easy to get two partners to agree. You require lot of effort to balance and come to a solution.
- Requires concentration
- Requires lot of patience
- I knew I had a solution but I wanted them to reach a solution but that was tough.
- It is difficult to get both of them together.
- You need to be in commanding position. You can make both of them sit and resolve the conflict.

LUNCH BREAK

Post lunch a warm up exercise was done. This was a light & bit funny moment for all, interesting enough to not invite afternoon nap after lunch.

Session - Evaluation in LVE

The participants shared their two days experience and also enquired into process of project evaluation.

Anisha – By doing activity on value 'Love', I found out that there is a change in understanding and realization. What I used to think about love missed out my love for environment and animals.

Ambika- I feel powerful.

Vani Janaki- A transformation is taking place in me for last two days. I realize if I transform, I would be able to change people around me.

Quiet time, reflection & visualization makes me feel powerful internally.

Standy- I feel I know myself a little better. I feel good.

Debshree- Especially in visualization, it gives you hope and faith because you are reaffirming it.

Vani Janaki- What are the parameters of evaluation?

Jackie- What we are doing today is beginning of a journey. To make it a living experience is a practice. But how do we do that?

What Next

Before going for tea break, trainer probed with the group about what should be the next step.

The following comments came from the participants

- 1) How do we take it to the schools?
- 2) What do we say to the management of the school?
- 3) How do we handle a big group?
- 4) How this group can be connected more often?
- 5) How can we practice when we talk to others?
- 6) How do we work with children?
- 7) Do I have to create a template or how can we engage parents?
- 8) How can we engage all groups?
- 9) Is there any presentation for the schools to orient them?
- 10) What are the techniques?
- 11) Can we spread the work through word of mouth?

There was a tea break. The participants were divided into 3 groups and asked to choose a value and perform an act on that value. During the tea break the participants also prepared their act.

After the tea break, the trainer got back to What Next and prioritized the most important question of all that had been asked before tea break. After hearing from the participants what should be the next strategy, trainer identified **Staying connected** to be the most important question that had been asked.

- 1) It was decided that the group should meet on the fourth week of the month or once in a month.
- 2) First meeting would be within 15 days of the training.
- 3) The meeting on 9th October 2020 at 2-4 pm was fixed. Further discussion would be through WhatsApp group. Agenda will be shared by Indu Gupta.

After the presentation and discussion on what next, the groups performed on each value they were supposed to prepare an act on. Their act brought up all other interrelated values. It was heart comforting performance by all the groups.

Closing & Vote of thanks

There was again a circle time and the participants shared their feedback and experiences of two days.

Eleanor Viegas, one of the contributors in LVE books welcomed all to peace cottage where she stays, for further assistance. Then few other participants gave their feedback and shared their gratitude. Participants also shared their views to spread LVE in society. There was a request to come forward and stay connected and grow in our values.

In the end, Focal point Indu Gupta shared how with a feeling of unity and everyone's cooperation, this workshop could be planned and conducted. She thanked Eleanor Viegas and Anisha Rodrigues for their support and cooperation for the event. She thanked trainer, Taka Nurdiana Gani for taking out time and come all the way from Indonesia despite a busy schedule. Lastly, she thanked all the participants for their energy and enthusiasm for the event. The workshop could be planned only because there were so many people who wanted an exposure to this training because they have the passion to work on Values based living.

Taka ended the training again with dance on Italian song '*Aaram sha sha, Aaram sha Sha, Gully Gully Gully ram Sha Sha, Amore*'.

Certificate distribution

Sarpanch Mr. Anthony and Deputy Sarpanch Mrs. Niola Pacheco of Betalbatim panchayat were invited to distribute certificates to the participants. They gave certificate to all the participants. Deputy Sarpanch spoke a few words in the end. She said she is pleased to see such event being organized and, in the future, they are ready to extend all kind of help for such events.

Participants List

- 1) Anisha Rodrigues – Teacher trainer
- 2) Debshree Laikangbam- Business woman
- 3) Jennifer Brenda d Cruz- Teacher

- 4) Anjescia Rodrigues- Student
- 5) Jacqueline fernandes- R & D
- 6) Suparna Mukherjee- Teacher
- 7) Ami hathi- Professional
- 8) Rekha Vaghela- Professional
- 9) Vani Janaki- Professional
- 10) Jennifer Naik- Teacher
- 11) Larnina Cardozo- Home maker
- 12) Lizel Carvalho- Teacher
- 13) Ambika Praveen- Teacher/entrepreneur
- 14) Renu Chopra- Educator
- 15) Anna pereira- Teacher
- 16) Ramola Lourenco- Teacher
- 17) Standy Braganza- Teacher