

LEARNING PROGRAMME

Team Building for Teachers and Educators in Schools and Educational Organisations

5-DAY COURSE

25 learning hours | Course programme

Team Building for Teachers and Educators in Schools and Educational Organisations – 5-Day Course

Introduction and Description

This intensive five-day programme offers a theoretically rigorous and experientially rich examination of team building as a foundational dimension of organisational learning, collaborative professionalism and staff wellbeing in educational settings. Grounded in interdisciplinary scholarship from organisational psychology, educational leadership, socio-cultural theory and experiential learning research, the course conceptualises team building as a complex, multi-layered process through which educators develop shared meaning, mutual trust and a collective capacity for action. Rather than viewing team building solely as a set of discrete activities, the course situates it within the broader ecology of school culture, professional relationships and institutional development.

Participants engage critically with theoretical frameworks that illuminate how teams evolve, how relational dynamics influence learning and communication, and how leadership structures interact with interpersonal processes to shape the functioning of staff communities. Particular emphasis is placed on understanding schools as dynamic social systems where collaboration is simultaneously shaped by underlying assumptions, cultural norms, emotional climates and structural constraints.

A central pedagogical feature of the programme is the inclusion of two intensive outdoor learning days, which serve as authentic and embodied laboratories for exploring group dynamics in real time. Outdoor environments—unpredictable, multisensory and less constrained than institutional settings—bring relational patterns, leadership behaviours and communication tendencies to the fore with striking clarity. These experiences allow participants to witness and reflect on how trust is negotiated, how roles emerge, how groups self-organise and how collective problem-solving unfolds under conditions of novelty, ambiguity and shared challenge. Such contexts underscore the theoretical argument that meaningful team development requires movement beyond habitual professional routines into spaces that invite openness, cooperation and adaptive thinking.

Indoor sessions complement these outdoor experiences by offering analytic tools, conceptual frameworks and structured opportunities to examine the pedagogical, socio-emotional and organisational value of a diverse repertoire of team-building practices. Participants explore facilitation techniques, reflective debriefing models and inclusive approaches that are sensitive to differing interpersonal styles and staff compositions.

Throughout the course, they engage in iterative design processes, applying theoretical insights and experiential understanding to conceptualise team-building interventions that align with the cultural, developmental and strategic goals of their educational institutions.

By the end of the programme, participants develop a contextually grounded and pedagogically robust team-building plan that integrates indoor and outdoor methodologies, supports sustainable collaboration and contributes to cultivating resilient, communicative and professionally cohesive school environments. The course thus positions team building not as an isolated set of activities but as a strategic, ongoing organisational process capable of strengthening the social infrastructure of education.

Methodology and Assessment

The course uses experiential, participatory and reflective methodologies, combining indoor workshops, demonstrations, facilitated discussions and two full outdoor learning days. Outdoor sessions provide authentic contexts for trust-building, collaborative problem-solving and observing leadership dynamics. Indoor activities include analytical work, facilitation exercises, collaborative planning and peer feedback. Assessment is formative and continuous, based on active participation, reflective dialogue, collaborative tasks and the development of a school-specific team-building plan integrating indoor and outdoor approaches. Final presentations allow participants to demonstrate learning transfer and articulate how their designs will enhance teamwork within their institution.

Learning Objectives

By the end of the course, participants will be able to:

Understanding Team Building & Organisational Contexts

• Analyse theoretical foundations of team development, cohesion and interpersonal communication in educational settings.
• Evaluate how school culture, leadership structures and relational dynamics shape teamwork and collaboration.

Facilitation & Group Dynamics

• Interpret group processes, recognise team roles and apply facilitation techniques that promote trust, psychological safety and constructive communication.
• Identify barriers to effective teamwork and implement strategies for managing conflict and interpersonal differences in indoor and outdoor contexts.

Outdoor Experiential Learning & Embodied Collaboration

• Explain the pedagogical value of outdoor experiential learning for strengthening teamwork, leadership, resilience and collective problem-solving.
• Facilitate and adapt outdoor team-building activities that foster cooperation, shared responsibility and reflective practice.

Designing Team-Building Interventions

• Critically evaluate a wide range of team-building methodologies and articulate their relevance for staff development.
• Design context-appropriate team-building activities and multi-step sequences aligned with institutional needs and staff diversity.

Professional Reflection & Institutional Application

• Develop a coherent team-building plan integrating indoor and outdoor elements to strengthen communication and collegiality.
• Reflect critically on facilitator identity and the long-term sustainability of team-building initiatives within their educational organisation.

Preparation

After registration participants will receive pre-course questionnaire which will be used by the trainer to learn about participants' teaching backgrounds and to assess their exact needs. Before the beginning of the course a basic reading list will be suggested to participants to prepare for the training. Participants will also be asked to prepare a presentation about themselves, their professional context and their culture. The presentation will be presented on the first day of the course to facilitate networking opportunities. Participants will receive information about the country they are going to visit in order to prepare them for their cultural experience.

Follow up

After the course participants will be asked to share what they have learned with the rest of the staff in their schools. Further books and articles to deepen the topic and contacts with some other practitioners all over Europe and in the world will be suggested by the trainer. The methods shared and explored and the bibliography given will allow the participants to complete and improve their educational path.

Certificate

Certificate complies with the guidelines of the Erasmus+ programme and includes the topic, number of didactic hours, dates and location of the course. We can list the record of learning outcomes on the Europass Mobility Document on request of participants. In case a participant requires a specific format of certificate we can accommodate that if requested at least one week before the start of the course. It is necessary to attend at least 80% of the hours in order to receive the certificate.

Accommodation

We do not directly offer accommodation and subsistence and participants are responsible for organizing it by themselves.

Paperwork

We also provide all the support with paperwork you might need for your Erasmus+ project documentation such as mobility agreement and registration letter.

Fee: 400 €

Cancelation policy

We have a flexible cancellation policy in force at the moment and you can cancel your registration up to 30 days before the course and receive a full refund. In case you don't cancel the registration more than 30 days before you will not receive any refunds, but you will be able to choose to attend any other confirmed course session later (within 6 months) without any additional costs. In case you are not able to travel, your school can send someone else to take instead of you and you can change the details of the participant any time before the start of the course at no additional cost.

TENTATIVE PROGRAMME (25 didactic hours - 5*45min per day) Monday to Friday	
Day 1	Foundations of Team Building & Understanding Group Dynamics
09.00 - 09.45	Introductions & Icebreakers
09.45 - 10.30	Course Overview & Learning Agreement
10.30 - 11.15	Group formation activities
11.15 - 11.30	Break
11.30 - 12.15	Introduction to team building in educational organisations
12.15 - 13.00	Understanding group dynamics
Day 2	Experiential Trust-Building, Collaboration & Communication
09.00 - 09.45	Outdoor learning orientation
09.45 - 10.30	Trust- and rapport-building activities in open spaces
10.30 - 11.15	Group problem-solving challenges
11.15 - 11.30	Break
11.30 - 12.15	Creative outdoor tasks
12.15 - 13.00	Structured debrief
Day 3	Team-Building Techniques, Activity Typologies & Facilitation Skills
09.00 - 09.45	Overview of indoor team-building activity categories
09.45 - 10.30	Anatomy of an effective activity
10.30 - 11.15	Demonstrations of warm-up, trust and communication-enhancing activities

11.15 - 11.30	Break
11.30 - 12.15	The role of the facilitator and facilitation techniques
12.15 - 13.00	Facilitation identity, strengths and areas for growth
Day 4	Leadership, Collaboration & Complex Challenges
09.00 - 09.45	Activation session
09.45 - 10.30	Long-format collaborative mission
10.30 - 11.15	Rotating leadership tasks and observation of team dynamics in action
11.15 - 11.30	Break
11.30 - 12.15	Creative and reflective outdoor challenges encouraging collective meaning-making
12.15 - 13.00	Final debrief of outdoor experiences
Day 5	Designing Team-Building Interventions & Presenting Outcomes
09.00 - 09.45	Developing a team-building session or mini-programme
09.45 - 10.30	Preparing the final presentations and individual support
10.30 - 11.15	Final presentations and feedback
11.15 - 11.30	Break
11.30 - 12.15	Evaluation & Reflection
12.15 - 13.00	Validation of learning outcomes and certification

*This is only a tentative timetable. The exact hours or the course might differ and will be announced for each session 2 weeks before the start. However, there will always be a total of 5 didactic hours per day and all will be in line with the Erasmus+ quality standards. The trainer might slightly modify the content in response to the needs of the group.

**Cultural and social programmes will be organized in addition to the academic programme. The exact cultural and social programme depends on the location, season, weather, etc.