

Training with certification candidates from July, 25th to July, 31st in Nairobi

Trainers: Doris Schwab as assessor, Christiane Welk (from Kenya project), Kurt Schwab as assistant

Thursday, July 25th

We meet in „Our Lady Queen of Peace Church“, starting around 10 o'clock and waiting for the participants. Two of them came from Rusinga and arrived early in the morning, one came from Uganda, the others from Nairobi.

We started with an opening round:

Who am I?

What was my intention to learn NVC?

My vision?

What do I expect from this training?

Then we shared: What do I want to celebrate and what do I mourn?

This supported group connection and getting to know the others.

As the most important question for the participants was „everything about certification“ we dealt with that subject for the afternoon.

This brought much clarity for the participants and at the same time lots of pain and mourning: All our common attempts (Irmtraud, Christiane and me) to get that clarity before our training have been in vain, some of the participants believed, that they would be certified trainers after that training and the IIT! And they were ashamed to return without the certificate! So we started with some empathy already from the beginning.

The time left on the first day we spent to organize a workshop, that the seven participants wanted to offer for some U-turn people on Saturday and Sunday (U-Turn is an organization of young adults and youth in one of the Slums in Nairobi, founded to overcome violence and generate income for the members. Some of them already had trainings with Irmtraud and Christiane during the last years.)

Friday, July 26th

Short input on preparing a structure for trainings from us, then we continued to let the certification candidates prepare their training. One of them moderated the meeting, the others gave input.

Watching this gave us an opportunity to give the participants feedback on their collaboration.

In the afternoon we worked on the topic „giving and receiving feedback with NVC consciousness“, the participants first worked in groups, then we noticed some confusion about the word „feedback“ and tried to get clarity about this. English is not the mother tongue of all of us – so we tried to get clarity about feedback, sharing and comment.

Saturday, July 27th

The training was to start at 9am – and nobody was there – we are in Africa ;) At a quarter to ten the workshop started with welcoming the participants and with a prayer. The first trainer, Sa., offered a short introduction of NVC, because the group was mixed: There were beginners and advanced participants. The second workshop was offered by Ma., he started with action: He acted as if an animal would have been in his shirt and he tried to get it – this contributed to a very lively

start! He offered the topic of „observations“ and asked the people: What did you observe?

At lunchtime all participants were invited to go to lunch with us, some of them returned to the workshop after lunch, others not.

The third workshop was offered by Me., he offered a session on „feelings“. Me. invited the participants to drag the chairs in the room. That produced a lot of noise. He asked: How did you feel? Some people enjoyed this action and felt happy, others were suffering from that noise.

All (certification-candidates)- trainers asked the participants to get feedback and so they collected their first feedback-forms from participants! Celebrations!

The workshop ended at 3pm, the (certification-candidates)-trainers had a break and our team provided feedback for the candidates. We had written several pages of observations!

Then we met again: First we asked the candidates to give themselves mutual feedback, then we gave feedback on one candidate. This took us all of the remaining time, so the other ones had to wait till next day.

Sunday, July 28th

9 o'clock: nobody was there. Even the candidates as trainers were not there.

Waiting till 9.45, then all candidates were there. At 10.15 we started the workshop: four participants had arrived. Ja. offered a role play on anger: One person „was late“. The participants enjoyed the role play. Ja. gave input on anger, then they did the role play again, tried to use NVC and were supported by Ja.

After break Sa. offered an „energizer“: jackal and crocodile, a game. We had much fun doing that!

Then Jo. offered the anger dancefloor for a person, who had a live conflict concerning his arrival in the morning.

Then again lunch, offered to everybody.

The third workshop was on „empathy“ from St. He offered theory and asked the participants, to remember a painful situation in childhood. They worked in pairs and afterwards we guessed feelings and needs in the group. This contributed to connection between the participants and was also very lively.

Again a break for the candidates, and we provided feedback. This time we put the steps on the floor and asked the candidates to give feedback using the steps and remembering about the „40 words“. This was so much effective! All enjoyed this feedback much more than the other day, because it was easier to listen to! The candidates celebrated their learning!

Monday, July 29th

It took us the morning session to finish feedback for all of them: everybody has now clarity about his growing edges! The candidates enjoyed so much their feedback, although there was some mourning besides celebrations. But I think for the first time in their life they got feedback on their work in a way of respect and without judging! They appreciated the feedback in NVC consciousness very much and wanted to integrate this in their further NVC-way.

In the afternoon we worked on empathy: We completed the input of St. and then separated in groups, doing practical empathy.

Tuesday, July 30th

Last day: We went on working on empathy.

Then there were issues like: last questions, how to go on, how to work as a network in Kenya, how to go on with NVC in Uganda (we got an invitation from En!) and last but not least: to take a photo of the group. And finally the Good-bye!

During these days we had so much connection, that I am willing to go back there and to support the further learning of these candidates. All of them will be registered now and some day there will be an assessment in Kenya! We are full of joy, that all of them will take part in the IIT in August, this will certainly support them in their individual learning and also contribute to more connection as a group and hopefully avoid competition!

All candidates were grateful and confirmed, that they have made a „big step forward“ towards certification. And all of them are very energized to go on. We hope, that life will give them the opportunity to stay with NVC. Life in Africa is much more complex than in Europe, everything needs much more time. E.g. doing the laundry without washing machine, getting information without electricity on Rusinga, saving money for phone and internet beside caring for children or sick parents.

The candidates are in our hearts, we will go on, supporting them.

Doris, Christiane and Kurt

