



# **2 Week Cohort Onboarding**

*DRAFT 2025 Working Agenda*

# Week 1 Goals - Becoming Ecogenia Active Climate Citizens

1. Get oriented to Ecogenia's vision, mission and what it means to be a cohort members. Understand expectations and service project workplan.
  - *We want cohort members to walk away from the first week being an informed and enthusiastic Ecogenia cohort member - prepared to be an ambassador and representative of the program*
2. Understand what being an "active climate citizen" means and how to apply the mindset in daily life - as a cohort member and beyond
  - *Ecogenia's short and long-term goal is to create active climate citizens that embody our values and take the long-term ripple effects of this mindset/outlook/work ethic seriously*
3. Understand climate change and sustainable development 101, the science based solutions needed to get us out of this crisis, and an intro to the impact focus areas related to their upcoming service project
  - *All Ecogenia cohort members should understand the basic science so the whole team has a solid foundation for the rest of the program and prof dev days*

# Week 2 Goals - Becoming an Ecogenia Cohort Member: Upskilling and preparing for your service project

1. Understand the daily work plan, service project goals
  - *Cohort members need to understand what their service project will entail on a daily, weekly, and full-project (14 week) basis and how their individual roles fit into that.*
2. Receive necessary training and upskilling to start working on their service project
  - *Cohort members receive basic trail building, buffer zone, etc.*
3. Meeting critical stakeholders for the region
  - *Fire Department, Alpine Club, Forestry Office*

# Training Philosophy

1. Avoid classroom lecture style
2. Setting up the room in an informal learning environment is important (to avoid feeling like a classroom)
3. Training days (and work days) should start with 15 min orientation and 15 min debrief, **every day**
4. Include a mix of Activity Types every day
5. Sessions should ideally be designed as 45 min max with 15 min buffers built in for discussions as they arise - so 1 hour allotted in total, per session
6. Facilitators should aim to speak as little as possible and rely on group discussion/participation with only key moments of intervention or information sharing
7. Facilitators and speakers should set timers for themselves and be strict with sticking to time
8. Every activity agenda needs to be set up in advance using the [template provided](#)

# Activity Types

1. **Orientation:** 15 min introduction to an activity, day of training, etc. This is an opportunity to get participants ready and prepared for the day ahead and to ask questions.
2. **Icebreaker:** Short activity (15 min max) to get conversation going
3. **Energizer:** Short activity (15 min max) to get bodies and minds active, best used after a break or to start a day
4. **Team Building Activity:** Longer activity (15-60 min) with the goal of creating team cohesion, increasing communication and team as well as individual leadership skills
5. **Presentation:** An information sharing opportunity that should not be longer than 30-45 min without a break in between - and ideally should be no more than 20-25 min wherever possible. The goal is to increase knowledge/awareness on a topic. This activity is ideally paired with a workshop or group activity.
6. **Workshop:** An opportunity to work through something towards a desired end goal or to uncover a solution. This can be done individually, collectively, or some combination of the two. The facilitator plays a key role in walking participants through the workshop (i.e. think climate fresk as an example)
7. **Group Activity:** The entire group works on a project together
8. **Small Group Activity:** The entire group is broken out into smaller groups to work on a project together
9. **Shareback:** After group activities a shareback of key takeaways from the activity should be done.
10. **Debrief:** 15 min closing to each day to share highlights, key takeaways, and anything else. \*we should come up with a standard way of running these as I see this as a big part of our culture - and it should mimic how we end each workday, with an opportunity for reflection and debrief\* +add a note about bike rack
11. **Culture Moment: 15-30 min activity to infuse Ecogenia culture**
12. **Off site:** Something to occur offsite, a site visit, tour, etc.

# **Week 1 Training**

# Wk 1 Day 1: Ecogenia Orientation Day

Time	Activity Type	Activity Name	Goal
8:00-8:15	Orientation	Intro to the day	Understand what to expect from the day
8:15-9:00	2-3 Icebreakers/ Energizers	<i>tbc</i>	Get to know one another
9:00-10:00	Presentation + Discussion	<a href="#">Ecogenia Orientation</a>	Mission, Vision, Values, History
10:00-11:00	Group Activity	Why Tree	Understand indiv missions
11:00-11:15	Culture Moment +	Resource Board and Bike Rack intro	Create a place to store ideas
11:15-11:30	Break		
11:30-11:45	<a href="#">CM Promise 1st sentence</a>	Reflection + Share-back	
11:45-12:45	Presentation	Cohort Manual + Cohort Roles	Understand expectations and HR.
12:45-13:45	Lunch break		

# Wk 1 Day 1: Ecogenia Orientation Day (cont'd)

Time	Activity Type	Activity Name	Goal
13:45-14:00	Icebreaker and Energizer	<i>Whose Story is it?</i> <i>Musical chairs</i>	Ice breaker / energizer
14:00-15:30	Presentation + Municipality Speakers	Why Litochoro / Olympus	Understand why the service project is happening here - the need we are meeting in the community
15:30-16:30	Off site	Litochoro Walk	Get a bit oriented to the town through Vasilis eyes
16:30-16:45	Presentation	Looking Ahead	Understand the week ahead
16:45-17:00	Debrief	Daily Debrief	Introduce the debrief concept and debrief from day



# Wk 1 Day 2: Active Citizenship

Time	Activity Type	Activity Name	Goal
8:00-8:15	Orientation	Intro to the day	Understand what to expect from the day
8:15-9:00	Team Building	tbc	Enhance team cohesion and collaboration skills
9:00-10:15	Presentation + Workshop	<a href="#">Service and Citizenship</a>	Define what this means as a group and to Ecogenia   To foster a sense of responsibility and commitment.
10:15-10:30	Break		
10:30-11:30	Workshop	Citizenship as a Greek + YEUF	Explore the role of active citizenship within the Greek context, connecting global citizenship concepts with local action and responsibilities.
11:30-11:45	EU election sign up		
11:45-12:00	<a href="#">Culture Moment</a>	2nd line of CM promise	To immerse participants in Ecogenia's culture, instilling core values and principles
12:00-12:30	Workshop	CM Agreements	CM come up with team agreements

# Wk 1 Day 2: Active Citizenship (cont'd)

Time	Activity Type	Activity Name	Goal
12:30-13:30	Lunch break		
13:30-14:00	Ice breaker/	TBC	
14:00-14:20	Presentation	Misinformation	Raise awareness about the challenges of misinformation, particularly in the context of citizenship and climate change
14:20-15:00	Group Activity	Misinformation	To enable participants to apply critical thinking and develop strategies for identifying and combating misinformation in their advocacy and communication efforts.
15:00-15:15	Break		
15:15-16:00	Presentation + Group Activity	Individual Action vs. Collective Action	To examine the relative impacts of individual versus collective actions in social or environmental citizen movements, encouraging a shift towards collaborative community efforts.
16:00-16:45	Presentation + Guest Speaker	Power of Community Initiatives	To inspire participants through real-world examples of successful community-led environmental initiatives
16:45-17:00	Debrief		To reflect on the day's learning and activities

# Wk 1 Day 3: The Climate Mandate

Time	Activity Type	Activity Name	Goal
8:00-8:15	Orientation	Intro to the day	Understand what to expect from the day
8:15-9:00	Team Building	TBC	Strengthen team dynamics through activities that emphasize collaborative solutions to environmental challenges
9:00-10:00	Facilitated Discussion	<a href="#">The Climate Crisis</a>	Understanding Climate Change/crisis –To provide a comprehensive overview of climate change, including its causes, effects, and global impact.
10:00-11:00	Presentation + Group Activity	<a href="#">The Solutions to the climate crisis</a>	Explore various solutions to the climate crisis, Zoom in on what's happening in Greece
11:00-11:15	Break		
11:15-11:30	Guest speaker	Climate Change in Litochoro	Introduction to Michalis and impacts of climate change in Litochoro - teaser for in person workshop

# Wk 1 Day 3: The Climate Mandate (cont'd)

Time	Activity Type	Activity Name	Goal
11:30-13:30	Offsite + Team Building	Scavenger Hunt	Participants to work together it will be ideal, communicate effectively, and collaborate in order to solve clues and complete challenges. This will promote teamwork and improve team cohesion and communication
13:30-14:00	Debrief		Reflect and debrief on scavenger hunt
14:00-15:00	Break	Lunch	
15:00-16:00	Workshop	Leadership skills	Develop leadership skills with an emphasis on guiding teams in climate initiatives, leveraging experiences from the scavenger hunt.
16:00-16:30	<a href="#">Culture Moment + 3rd line of CM promise</a>	Culture Moment	Reinforce Ecogenia's cultural values, focusing on sustainability and active citizenship in the context of climate action.
16:45-17:00	Debrief		Conclude the day with reflections on learnings and activities, setting the stage for the next day's sessions.

# Wk 1 Day 4: Sustainable Development

Time	Activity Type	Activity Name	Goal
8:00-8:15	Orientation	Intro to the day	Understand what to expect from the day
8:15-8:30	Energizer		Energize participants for a lively start of the day!
8:30- 9:30	Presentation + Group Activity	<a href="#">SDG Intro + Challenge Activity</a>	Understand what SDGs are and how they are related but different to climate change Introduce the Sustainable Development Goals (SDGs) and explore their relevance and differences from climate change initiatives. Engage participants in identifying and discussing SDGs related to the day's focus.
9:30-10:30	Group Activity	SDG Pictionary	Enhance participants' understanding of the Sustainable Development Goals (SDGs) through drawing and guessing, fostering teamwork and innovative communication about complex sustainability concepts.
10:30-10:45	Break		
10:45-11:30	Presentation + Group Activity	SDG National Progress	Understand how Greece is doing in Europe and global SDG progress, understand VNR process for nations

# Wk 1 Day 4: Sustainable Development (cont'd)

Time	Activity Type	Activity Name	Goal
11:30-12:00	<a href="#">Culture Moment + 4th line of CM promise</a>	Sustainability in Our Daily Lives	Reflect on how Ecogenia's cultural values and sustainability practices can be integrated into personal and professional life.
12:00-12:30	Workshop	Team Sustainability Agreements + CM agreements	
12:30-1:30	Lunch break		
1:30-140	Energiser		
1:40-2:30	Presentation + discussion	Sustainability Initiatives led at the local level	Inform and inspire cohort members with locally led initiatives and examples
2:30-3:30	Workshop	Identifying opportunity gaps	Workshop where cohort member identify what they see as the biggest opportunities for improvement in Greece (related to SDGs and climate crisis)
3:30-4:45	Small Group Activity	Implementing a new SDG Initiative	
4:45-5:00	Debrief		Conclude the day with a reflection session,

# Wk 1 Day 5: Active Climate Citizen (Bringing it all together)

Time	Activity Type	Activity Name	Goal
8:00-8:15	Orientation	Intro to the day	Understand what to expect from the day
8:15-9:00	Team Building	TBC	Conduct a team-building exercise that reinforces the collaborative spirit
9:00-10:00	Presentation + Discussion	<a href="#">Climate Advocacy</a>	Explore the role of individuals and communities in climate advocacy, discussing strategies for effective engagement and impact.
10:00-10:15	Break		
10:15-11:15	Workshop	Crafting Your Climate Action Plan - Finding your climate superpower	Guide participants in developing their own climate action plans, utilizing the knowledge gained throughout the week
11:15-12:00	Presentation	Presentation   Among	Introduce design thinking and community engagement
12:00-13:00	Lunch break		

# Wk 1 Day 5: Active Climate Citizen (cont'd)

Time	Activity Type	Activity Name	Goal
1:00-1:30	<a href="#">Ecogenia CM promise 5th line</a>		
1:30-2:00	Group activity	Ideathon Project Preparation	Generate ideas on how to best use the kiosk for community engagement - and to local climate/SDG needs
2:00-3:00	Small group activity	Ideathon Project Work	
3:00-3:45	Presentation	Ideathon Project Presentations	
3:45-4:00	Debrief		Reflect on the week's journey ,key learnings, and commitments to climate action. discuss next steps in their journey as active climate citizens.



# **Week 2 Training**

# Wk 2 Day 1: BLS Training in Katerini

Time	Activity Type	Activity Name	Goal
7:30-8:00	Orientation	Meeting at the office and drive to Katerini	
08:00-10:00	Workshop	BLS/AED training	For cohort members to train and learn for the First Aid
10:00-10:30	BREAK		
10:30-14:00	Workshop	BLS/AED training	Practical exercise for our cohort members to feel safe and confident with this knowledge.
14:00-15:00	Workshop	BLS/AED training	Extra informations and training for the field and how to be react
15:00-15:20		Travel back to Litochoro	
15:20-15:40	Culture moment + CM promise 6th line		
15:00-16:00	Debrief		

# Wk 2 Day 2: Trail Building

Time	Activity Type	Activity Name	Goal
8:00-8:15	Orientation	Intro to the day	Understand what to expect from the day
8:15-9:00	Energizer + Icebreaker	Energizer with the rope	Start building a team and bondings
9:00-10:15	Presentation	Overview of all service project goals + Intro to trail building theory and manual	
11:00-11:15	BREAK		
11:15-12:15	<a href="#">Cultural Moment + CM promise 7th line</a>	Safety and Inclusion	Session focusing on creating a safe and inclusive environment for community projects
12:15-13:45	Guest Speaker from Olympus Marathon + Discussion	Project details	Know what is an event like that, how we can help. How many events we will support and to know and understand where we will work around the mountain
13:45-14:45	Lunch BREAK		
14:45-16:30	Workshop	Creating the calendar + weekly goals	Key dates, information share
16:30-17:00	Debrief		

# Wk 2 Day 3: Disaster Management

Time	Activity Type	Activity Name	Goal
8:00-8:15	Orientation	Intro to the day	Understand what to expect from the day
8:15-8:45	Energizer + Icebreaker	Human Knot	troubleshooting and team building
8:45-9:45	Presentation	Intro to Disaster Management	Introduce the disaster management cycle, highlighting prevention and preparedness, and discussing the focus on these aspects in our expansion plans.
9:45-10:00	Break		
10:00-13:00	Workshop	Anthi training Natural disasters: Earthquakes and floods	Ways of how phenomena are created, their impact on the environment, relation to the climate crisis.
13:00-14:00	Lunch Break		
14:00-16:30	Workshop + Discussion + site visit	Disasters in Greece and their implications	Use interactive tools to showcase the implications of disaster in Greece
16:30-17:00	<a href="#">Debrief + CM promise 8th Line</a>		

# Wk 2 Day 4: Local Partner Training

Time	Activity Type	Activity Name	Goal
8:00-8:15	Orientation	Intro to the day	Understand what to expect from the day
8:15-8:45	Energizer		
8:45-13:00	Disaster Management	Visit the Fire Department at Litchoro	What is Wildfire and how we help FD
13:00-13:45	Break		
13:45-15:30	Disaster Management	Forest Department guest Trail Building training and what is fuel reduction & fire prevention	Wildfire Preparedness and Prevention
15:30-16:00	<a href="#">Debrief + CM promise 9th line</a>		

# Wk 2 Day 5: Skills for the field

Time	Activity Type	Activity Name	Goal
8:00-8:15	Orientation	Intro to the day	Understand what to expect from the day
8:15-8:45	Energizer		
8:45-9:45	<a href="#">Culture moment + Discussion</a>	Discuss the CM promise now that it's finalized	Orient the CMs on how these values align with our work and their importance
9:45-10:00	Cm Roles	Distribute roles	
10:00-10:30	Presentation	PPE need	
10:30-11:00	Presentation	Tools and supplies	How we use them with safety
11:30-12:00	Group activity	Working scenario in the field	Hike and carry tools in the field
12:00-13:00	Group Activity	Working scenario in the field	Using tools and safety protocols
13:00-14:00	BREAK		
14:00-15:00	Presentation	Mapping and Trail App Orientation	Know how to use the app for personal safety and how to provide us information