

# KA1 MOBILITY OF SCHOOL TEACHERS

**DURATION**  
6-DAYS PRACTICAL TRAINING

**DATE**  
JULY OR AUGUST

**LOCATION**  
VIENNA, AUSTRIA

**COACHING AND MENTORING FOR WHOLE-ORGANISATION DEVELOPMENT  
OF STUDENTS, TEACHERS, AND OTHER STAFF**

## COURSE DETAILS

## ESSENTIAL AND FIXED



Co-funded by  
the European Union

- **Duration:** 6-day Practical Training
- **Course Fee:** 480€ per participant
- **Included:** Cultural and evening activities & training materials
- **Administrative Cost:** 25€ per participant (preparation, logistics, & support)
- **Recognition:** Attendance Certificate (minimum 80% participation required)
- **Location:** Vienna, Austria
- **When:** July or August upon agreement (excluding travel days)

## Adds-on upon request and based on availability

- **Managerial Cost:** 25€ per participant (preparation, logistics, & support)
- **Individual Cost:** Accommodation and meals can be arranged directly by us (the hosting organisation) upon request, depending on the availability of our partner venue. If you are interested, please send us a written request with a booking commitment—meaning that if we secure availability, you agree to cover the cost and proceed with payment. Upon receiving your request, we will check with the venue and, if places are available, immediately reserve them on your behalf to ensure availability. If, however, we are unable to confirm the offer due to unavailability, we will inform you in a timely manner so that you can independently search for and book suitable accommodation and meals. In case of availability, the cost of our package is €100 per participant per day, fully covered by the Erasmus+ individual support flat rate for Austria (€120/day). This daily package includes accommodation in a shared double room at the training venue, daily breakfast including the departure day, buffet lunches and dinners during the training days (not on the arrival or departure day). This option offers a convenient, comfortable, and culturally enriching experience within the Erasmus+ budget. You can include your request when booking the course; please note that very early requests may take longer for the venue to confirm.

*\*Single Room Upgrade:* A single room can be arranged for an additional 40€ per day if needed.

*\*Public Transport:* To make the most of your stay in Vienna, we recommend purchasing the weekly public transport ticket, valid for unlimited travel on all buses, trams, metros, & underground lines for only 19,70€.

## COURSE DESCRIPTION

In today's fast-evolving educational landscape, schools are increasingly called upon to address complex challenges—ranging from student wellbeing and teacher motivation to inclusion, leadership, and systemic transformation. The Erasmus+ Programme provides a powerful framework for building collaborative, future-oriented, and resilient school communities.

One of the most impactful and sustainable approaches gaining ground in this context is the strategic use of coaching and mentoring as tools for individual empowerment and whole-organisation development. When embedded thoughtfully into school ecosystems, coaching and mentoring foster trust, motivation, emotional intelligence, and reflective practice—enabling both learners and educators to thrive.

This training course is designed to equip school teachers and staff with the mindset, tools, and experience to implement effective coaching and mentoring practices within their institutions. It empowers participants to:

- Explore how coaching can support inclusive learning environments and teacher development;
- Facilitate mentoring conversations that build trust, capacity, and confidence across school roles;
- Apply coaching tools and models (e.g. GROW, SCORES, Dilts Pyramid, Ikigai, Wheel of Life) for personal and professional growth;
- Co-create mentoring strategies and development plans that can be transferred to their schools or scaled into Erasmus+ projects.

A core component of this course is the use of Design Thinking and experiential coaching models—enabling participants to reflect deeply on school needs, connect with their purpose, and co-design relational, empowering solutions. From practising deep listening and powerful questioning to designing school-wide mentoring strategies, participants will go through a full cycle of reflection, application, feedback, and iteration.

Through hands-on coaching labs, immersive mentoring exercises, creative toolkits, and real-case simulations, participants will build confidence in:

- Using coaching to enhance collaboration, wellbeing, and performance;
- Embedding mentoring into teacher induction, student support, and leadership development;
- Connecting coaching practices with Erasmus+ values of inclusion, participation, and professional learning.

This course is not only about learning techniques—it is about transforming school culture through presence, empathy, and dialogue. Whether participants are new to mentoring or already practicing elements of coaching, they will leave with a robust toolkit, a peer-tested coaching plan, and a renewed vision for whole-organisation growth through relationships that matter.

The primary aim of this experiential training course is to equip school staff with the knowledge, skills, and confidence to apply coaching and mentoring practices as strategic tools for supporting individual growth, inclusive learning environments, and whole-school development. The course promotes reflective practice, relational leadership, and institutional transformation—aligned with the values and priorities of the Erasmus+ Programme.

## KNOWLEDGE

- A clear understanding of the principles, approaches, and boundaries of coaching and mentoring in school settings.
- Familiarity with core coaching models and tools (e.g. GROW, SCORES, KAIZEN, Dilts Pyramid, Wheel of Life, Ikigai).
- Awareness of the psychological foundations of effective communication, emotional intelligence, and motivational coaching.
- Insight into how coaching and mentoring support staff wellbeing, learner empowerment, and school-wide inclusion strategies.

## SKILLS

- Ability to conduct coaching and mentoring conversations, including contracting, active listening, and powerful questioning.
- Capacity to apply structured models and creative tools for reflection, goal-setting, and action planning with staff and students.
- Skills to facilitate peer coaching, mentoring cycles, and feedback exchanges across school teams.
- Confidence in integrating coaching into teacher development, induction, student support, and leadership practices.
- Ability to design school-based coaching strategies, aligned with whole-organisation development and Erasmus+ opportunities.

## ATTITUDES

- A growth-oriented mindset toward continuous learning, collaboration, and reflective practice.
- A commitment to equity, empathy, and inclusive relationships in school communities.
- A readiness to lead change from within, using coaching to build trust, motivation, and a culture of shared responsibility.
- An appreciation for cross-sectoral and international exchange, aligning local efforts with European values and school innovation.

# TRAINING METHODOLOGY

## HANDS-ON APPROACH

This course is designed to be highly practical and skill-oriented, enabling participants to learn by doing. Rather than relying on theory-heavy lectures, every session involves active participation in real coaching and mentoring practices—including contracting, structured conversation models (like GROW or SCORES), reflective exercises, and live coaching labs. Participants will engage in real coaching conversations, explore development tools, and leave with a toolkit of tested models and strategies ready to implement in their schools. Each activity is followed by guided debriefs to reinforce learning and ensure direct applicability.

## EXPERIENTIAL LEARNING

Rooted in the principles of learning through reflection on experience, this course places participants in the shoes of both mentor and mentee. Participants explore challenges drawn from real educational environments, engage in simulations, feedback loops, and live mentoring practices, and reflect deeply on the outcomes. By coaching and being coached, they gain first-hand insights into how these tools function within dynamic school settings. This approach enhances emotional intelligence, interpersonal awareness, and long-term retention of learning.

## NON-FORMAL EDUCATION

The course integrates non-formal and learner-centered methodologies, using a blend of storytelling, peer feedback, metaphor work, coaching cards, visual tools, and structured group reflection. These inclusive approaches support participation across all levels of experience and school roles. By encouraging collaboration, creativity, and voluntary engagement, the training fosters a safe, supportive, and non-judgmental space where educators can grow, share, and stretch beyond their comfort zones.

## IMMERSIVE EXPERIENCE

This course is more than a training—it is an immersive coaching journey. Participants are invited to step into authentic roles as coaches and mentors for their peers, apply tools like Ikigai, Dilts Pyramid, and the Wheel of Life, and create action strategies for school-wide implementation. Over the six days, they will experience a transformational blend of deep self-reflection, professional growth, and collective learning. Through peer coaching labs, metaphor-based exercises (e.g., Walt Disney Method, Dixit Cards), and system-level planning sessions, they will build both confidence and competence to lead coaching and mentoring in their school environments.

Each day includes 4 sessions of 90 minutes, blending experiential learning, Design Thinking, and non-formal methods.

## DAY 1: FOUNDATIONS OF COACHING & MENTORING IN SCHOOLS

SESSION	TITLE	SESSION OBJECTIVES	LEARNING METHODS
1	<b>Welcome &amp; Framing the Week</b>	<ul style="list-style-type: none"> <li>• Connect participants and set expectations</li> <li>• Introduce the purpose and goals of the training</li> <li>• Explore personal and institutional experiences with coaching/mentoring</li> </ul>	Icebreakers, visual agenda, storytelling
2	<b>Understanding Coaching and Mentoring</b>	<ul style="list-style-type: none"> <li>• Define coaching and mentoring in educational contexts</li> <li>• Explore differences, similarities, and application areas</li> <li>• Reflect on roles of mentors and coaches in whole-school development</li> </ul>	Group brainstorming, comparison mapping, case examples
3	<b>Coaching Contract &amp; Boundaries</b>	<ul style="list-style-type: none"> <li>• Explore contracting in school-based coaching                             <ul style="list-style-type: none"> <li>• Define ethical boundaries</li> </ul> </li> <li>• Set the tone for trust and confidentiality</li> </ul>	Scenario work, group reflection, ethics compass
4	<b>Action Learning Set (ALS)</b>	<ul style="list-style-type: none"> <li>• Learn ALS principles</li> <li>• Practise questioning and solution-free dialogue</li> <li>• Explore group coaching formats</li> </ul>	ALS round, role assignment, debrief

## DAY 2: COMMUNICATION, LISTENING & EMOTIONAL INTELLIGENCE

SESSION	TITLE	SESSION OBJECTIVES	LEARNING METHODS
1	<b>Deep Listening &amp; Presence</b>	<ul style="list-style-type: none"> <li>• Understand different levels of listening</li> <li>• Practise active and empathic listening                             <ul style="list-style-type: none"> <li>• Apply in staff/student contexts</li> </ul> </li> </ul>	Triads, presence meter, fishbowl demo
2	<b>Powerful Questioning Skills</b>	<ul style="list-style-type: none"> <li>• Explore question typologies</li> <li>• Craft open-ended, reflective, and outcome-oriented questions</li> <li>• Use coaching cards</li> </ul>	Question design, coaching card exercise
3	<b>Working with Emotions and Body</b>	<ul style="list-style-type: none"> <li>• Connect to somatic coaching</li> <li>• Increase awareness of emotional cues in sessions                             <ul style="list-style-type: none"> <li>• Use body anchors</li> </ul> </li> </ul>	Movement mapping, body scan journaling
4	<b>Non-Violent Communication (NVC)</b>	<ul style="list-style-type: none"> <li>• Learn core components of NVC</li> <li>• Practice expressing needs and feedback non-violently                             <ul style="list-style-type: none"> <li>• Apply in mentoring conversations</li> </ul> </li> </ul>	NVC role play, needs vocabulary wall

Each day includes 4 sessions of 90 minutes, blending experiential learning, Design Thinking, and non-formal methods.

## DAY 3: MODELS, TOOLS & PRACTICE

SESSION	TITLE	SESSION OBJECTIVES	LEARNING METHODS
1	<b>Exploring the GROW Model</b>	<ul style="list-style-type: none"> <li>• Understand and use the GROW model</li> <li>• Guide coaching conversations from Goal to Will</li> <li>• Apply in peer coaching</li> </ul>	GROW case study, coaching dyads
2	<b>SCORES &amp; KAIZEN Tools</b>	<ul style="list-style-type: none"> <li>• Use SCORES to explore systemic coaching layers</li> <li>• Apply KAIZEN for incremental progress</li> <li>• Build habits of change</li> </ul>	Model analysis, individual coaching map
3	<b>The Dilts Pyramid</b>	<ul style="list-style-type: none"> <li>• Understand logical levels of change</li> <li>• Use pyramid to guide deep coaching insight</li> <li>• Reflect on school-level applications</li> </ul>	Pyramid canvas, team reflection
4	<b>Wheel of Life &amp; Perfect Day Tools</b>	<ul style="list-style-type: none"> <li>• Use visuals to reflect on life balance</li> <li>• Create visions of success</li> <li>• Build narrative mentoring</li> </ul>	Wheel template, guided visualisation

## DAY 4: STRENGTHS, BELIEFS & IMAGINATION-BASED TOOLS

SESSION	TITLE	SESSION OBJECTIVES	LEARNING METHODS
1	<b>Strengths-Based Mentoring</b>	<ul style="list-style-type: none"> <li>• Discover individual talents and use them in mentoring</li> <li>• Empower through positive psychology</li> <li>• Apply "Success Stories" tool</li> </ul>	VIA strengths quiz, pair coaching
2	<b>Working with Limiting Beliefs</b>	<ul style="list-style-type: none"> <li>• Identify thought patterns and cognitive distortions</li> <li>• Reframe with "5 Rules for Healthy Thinking"</li> <li>• Build belief-to-action pathways</li> </ul>	Belief iceberg, reframing carousel
3	<b>Decision Coaching Tools</b>	<ul style="list-style-type: none"> <li>• Use decision charts and motivation models</li> <li>• Support others in structured choices</li> <li>• Explore resistance</li> </ul>	Decision tree game, coaching simulation
4	<b>Ikigai: Purpose and Motivation</b>	<ul style="list-style-type: none"> <li>• Discover life/work purpose with Ikigai</li> <li>• Apply to personal/professional vision</li> <li>• Coach others in mission discovery</li> </ul>	Ikigai quadrant, guided peer coaching

Each day includes 4 sessions of 90 minutes, blending experiential learning, Design Thinking, and non-formal methods.

## DAY 5: METAPHOR-BASED & CREATIVE COACHING

SESSION	TITLE	SESSION OBJECTIVES	LEARNING METHODS
1	<b>Map of Dreams &amp; Walt Disney Method</b>	<ul style="list-style-type: none"> <li>• Visualise goals and paths using metaphor</li> <li>• Use creative role switching for planning</li> <li>• Link to school vision</li> </ul>	Dream map sketching, Disney triads
2	<b>Dixit Cards in Coaching</b>	<ul style="list-style-type: none"> <li>• Explore symbolic/metaphorical coaching</li> <li>• Use visuals to open reflective dialogue</li> <li>• Deepen empathy through image work</li> </ul>	Dixit card practice, journaling
3	<b>Coaching Through Change</b>	<ul style="list-style-type: none"> <li>• Understand change models (e.g. Bridges or ADKAR)</li> <li>• Support coaching during transitions</li> <li>• Plan follow-up</li> </ul>	Change curve analysis, role play
4	<b>Peer Coaching Lab – Advanced</b>	<ul style="list-style-type: none"> <li>• Apply full toolkit in real-life case</li> <li>• Give/receive structured feedback</li> <li>• Strengthen confidence</li> </ul>	Full coaching sessions, feedback carousel

## DAY 6: INTEGRATION, STRATEGY, AND SCALING UP

SESSION	TITLE	SESSION OBJECTIVES	LEARNING METHODS
1	<b>Coaching Culture in Schools</b>	<ul style="list-style-type: none"> <li>• Explore system-level mentoring strategy</li> <li>• Identify roles, rituals, and responsibilities</li> <li>• Build sustainable structures</li> </ul>	Strategy mapping, poster creation
2	<b>Action Planning for My School</b>	<ul style="list-style-type: none"> <li>• Translate tools into concrete actions</li> <li>• Design a pilot mentoring/coaching initiative</li> <li>• Receive trainer feedback</li> </ul>	Action canvas, commitment drafting
3	<b>Linking to Erasmus+ &amp; Whole-School Development</b>	<ul style="list-style-type: none"> <li>• Explore Erasmus+ funding for scaling coaching</li> <li>• Align project ideas to EU education priorities</li> </ul>	Project ideation lab, partner search
4	<b>Learning Celebration &amp; Certification</b>	<ul style="list-style-type: none"> <li>• Reflect on growth</li> <li>• Share peer recognitions</li> <li>• Celebrate closure</li> </ul>	Circle, coaching awards, photo & certificate ceremony



# ABOUT COURSE PROVIDER

## CONTACTS

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## WEBSITE

[WWW.ACCELERAS.IO](http://WWW.ACCELERAS.IO)

## LOCATION

VIENNA, AUSTRIA

**ACCELERAS** is a Vienna-based social enterprise dedicated to accelerating upskilling and reskilling pathways for adults, youth, and disadvantaged groups. Established in 2023, it evolved from a successful startup into a dynamic training and consulting organization that blends social impact with systemic innovation. With a diverse team of educators, project managers, researchers, and digital experts, **ACCELERAS** specializes in non-formal education, career development, and the advancement of digital, entrepreneurial, and green skills.

At the heart of **ACCELERAS'** mission is the empowerment of educators and trainers through cutting-edge methodologies and continuous professional development. The organization designs and delivers educator training programs using innovative formats such as gamification, microlearning, challenge-based learning, immersive theatre, and augmented reality. These methods are particularly effective in working with learners facing educational barriers, such as NEETs, single mothers, refugees, and long-term unemployed individuals.

**ACCELERAS** provides tailored Train-the-Trainer programs, curriculum development services, and practical teaching tools to enhance the capacity of educators across sectors. Their flagship initiative, "Purposeful Fun," equips educators with non-formal tools to promote inclusive and flexible learning experiences. In collaboration with national and international partners, **ACCELERAS** also implements Erasmus+ projects focusing on digital education for immigrant women, emerging skills in the youth sector, and competence development in healthcare and VET.

With an expanding network of over 25 partners and over 700 individuals reached annually, **ACCELERAS** continues to lead in training innovation by integrating digital transformation, sustainable development, and civic engagement into the learning journeys of educators and their learners.

### UPSKILLING & RESKILLING PATHWAYS

- Adult learning strategies
- Competence-based education
- Support for low-skilled and unemployed individuals

### EDUCATOR CAPACITY BUILDING

- Train-the-Trainer programs
- Curriculum co-creation and design thinking
- Competence development for trainers in VET, adult learning, and youth work

### NON-FORMAL EDUCATION METHODS

- Gamification & challenge-based learning
- Microlearning and bite-sized content
- Experiential and immersive learning