

KOOPERASYON AT KOORDINASYON SUSI SA TAGUMPAY NG ORGANISASYON

Report on: Team Building Workshop

Associations of the Filipino Workers in Northern Italy

Held at: Sede Missionari Comboniani, Via San Giovanni di Verdara, 139 Padova

Date: June 5th, 2022



In collaboration with:



About the Event

The event was organized by AFWNI – the Association of the Filipino Workers of Northern Italy, an established umbrella organization aiming at improving communication, cooperation and coordination of the activities initiated in the last decade by different regional community-based associations. Twenty-five representatives from different regional Associations such as Associazione Donne Filippine (ADF), United Filipino Association of Padova (UFAP), Filipino Association of Vicenza (ACF), PARDSS, Filipino Community of Pordenone, and Samahang Filipino sa Udine participated to this first meeting/team building in Padua - See complete list of participants in Annex 1. of this report.

This one-day workshop was facilitated by Manuela Prandini & Pier Paolo Ficarelli, Penso a Te APS core trainers, with the objective to start activating new synergies to increase overall positive impact of services to the advantage of Filipino workers, who are mostly women working in the care sector in Italy.

The team building started with an opening prayer led by Ms. Rosalie Olarte and the opening address by Ms. Cecilia Silva. Ms. Erlinda Shane Vergara, who has led the committee in charge of this event introduced the workshop facilitators and the Penso a Te APS founding members, Nonieta Adena and Mercedita “Dittz” de Jesus, as well as the Bologna-based trainers, Chris Zaldivar and Susane Biglete also attending the meeting.

Participants were first introduced to the Penso a Te APS history, rooted in the Philippines, and the training activities for women empowerment and financial education – more details about the Penso a Te APS can be found in Annex 2. The event program can be found in Annex 3 of this report.

Cooperative games were used to physically experience the challenges of working as a team and identify possible solutions to tackle them, such as the Hula Hoop game. The Queen the Tiger and Warrior game was used to physically explore the meaning of developing suitable strategies by each association at different levels: organizational – the Queens, the community – the Warriors and partnership development – the Tigers, part of the event photo documentation found in Annex 4.

The Johari windows, as briefly illustrated in Annex 5, was used to underscore the need of creating a culture of sharing and feedback amongst members and their leaders to increase trust in the association and membership base, as well as improved decision-making transparency by the associations. These in contrast to a culture of competition, position grabbing for personal prestige, and top-down management by the associations’ leaders, issues also raised during the workshop.

Executive recommendations

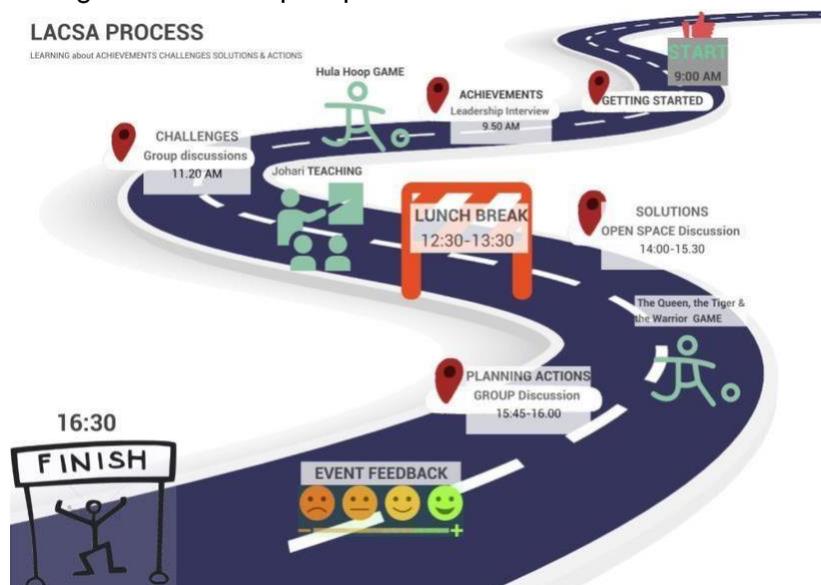
The AFWNI June 5th, 2022, meeting was a first and important step towards better coordination and cooperation amongst the Filipino regional Associations in Northern Italy. However, in a one-day workshop it was not possible to deepen and further analyze the capacity gaps and appreciate the mix of organizational histories and hindrances, which may hamper collective action and service effectiveness for the socio-economic empowerment of the Filipino migrant women in Italy. This action has been carried out with the end in mind of increasing AFWNI UO internal representativity of the regional associations and external liaisons with Italian local authorities and Filipino consulates.

It is therefore recommended to continue the process of women organization development by:

- Reviewing the AFWNI action plans developed on June 5th on a quarterly basis to monitor progress.
- Enhancing AFWNI leadership and facilitation skills through experiential learning and coaching to clarify role, responsibility, and relationships (3Rs) of an umbrella organization (UO) and improve its internal and external representativity.
- Strengthening on-demand individual associations to help them improve their mission & vision and its alignment with AFWNI intents.
- Engaging regional communities in attending Penso a Te APS Self-Manage course to increase women financial capability and self-determined choices for their life plans through:
 - Learning about saving, investing for the future, or starting a small business
 - Reconsidering the relationship with money and remittances to families in the Philippines
 - Creating a women support group engaged in personal and financial management change.

Team Building Steps

The facilitators introduced the LACSA process – Learning about Achievements Challenges Solutions and Actions, guiding the following main workshop steps:



1. Achievements

The first activity was aimed at eliciting from the leadership current achievements and impact on the communities of the different Associations to highlight differences and identify common ground for joint actions. What was reported by the different leaders has been summarized in the table below:

Leadership views

Association Name	Start year	No. of Members	Impact on the community	How to increase such impact?
ADF	2010	10	Pinoy Joy Ride / helping poor students especially Mangyan Tribe in the Philippines	
UFAP	2014	45	Volunteered in helping the Filipino Community in the Phil and in Padova	Cooperation and increased community engagement
ACF	2010	500 of which XX active	Cultural promotion, sport & support services to Filipinos in Vicenza links with consular services	More participations and activities
PARDSS Veneto Chapter	2012	18	Replication of a Filipino Organization. Bridge for the other associations with regards to Consular Services	More active leaders, better problem-solving
FilCom Pordenone	2012	12 families	Increasing visibility of the Filipino community in Pordenone. Providing financial support to the Philippines during emergencies.	More patience in listening to the community and a clear vision and mission
SFSU	2014	20	Conservation and communication of the Filipino culture heritage and traditions	Clearer objectives & more effective organization; better communication & consultation with other associations, better use of social media
AFWNI	2015	5 (?)	Umbrella organization of the different associations working together hand in hand.	Improve communication amongst associations, leadership skills training, better networking, increase outreach, to inspire motivation

2. Challenges & Objectives to Increase Community Impact

After listening to the views of the Associations’ leaders participants were grouped along their organization affiliation to identify the challenges each association has encountered. Challenges presented were subsequently clustered into main issues/problem headings and then into three main objectives, as shown in the table below:

Objectives	Identified challenges to increase community impacts
1) Active engagement of the community and service relevance	<ul style="list-style-type: none"> - Limited commitment - Limited interest and participation due to lack of motivation - Limited time availability for collective action - Peer pressure & competition
2) Cohesive, inclusive & respectful organizations	<ul style="list-style-type: none"> - Lack of respect - Crab mentality - Competition within the organization - Lack of unity within the community - Lack of confidence and trust in the association - Judgmental attitude
3) Efficient and effective organizations with clear roles	<ul style="list-style-type: none"> - Poor organizational management and strategies - Lack of skills by the officers with unclear roles - Limited resources - Lack of coordination among the members and officers - No implementation of the by-laws - Unsuccessful use of communication channels & social media

3. Looking for Solutions

By adapting the “Open Space” methodology and rules to the workshop context, participants were asked to further elaborate on the workshop “theme” of improved *Coordination and Cooperation* among regional Associations. Meeting “convener” volunteered to lead discussion around the topics developed in the previous workshop steps. No other more pressing topic emerged during the Open Space session.

The results of the discussions have been summarized in the tables below, based on convener’s reports.

Objective	Issues/Challenges	Solution
Efficient and Effective Organizational Management	Poor organizational management and strategies	<ul style="list-style-type: none"> - Conduct year-end general meeting - Be transparent - Annual activity/plan
	Lack of skills/strategy/unclear roles	<ul style="list-style-type: none"> - Conduct seminars regarding one's skills, workshops, and trainings
	Unsuccessful use of communication channels & negative attitudes	<ul style="list-style-type: none"> - Sharing and giving feedbacks and accepting constructive criticism - Sharing of one's talent by volunteering to the organization
	Limited resources	<ul style="list-style-type: none"> - Organize fund raising events
	No implementation of by-laws	<ul style="list-style-type: none"> - Refreshing by-laws from time to time (monthly meetings to review and re-agree by-laws)

Objective	Issues/Challenges	Solution
Active Engagement of the Community and Service Relevance	Lack of motivation	<ul style="list-style-type: none"> - Lead by good example - Conduct seminars and workshops - Give - Incentives as prizes and/or appreciation
	Limited interest	<ul style="list-style-type: none"> - Expand community interests based on an analysis of their abilities and skills gaps - Conduct exposure programs
	Limited participation	<ul style="list-style-type: none"> - Conduct regular community activities - Expand members base through better networking - Give tasks to members according to their capacities and interests
	No time availability	<ul style="list-style-type: none"> - Discuss prioritization of activities - Organize schedules in advance - Good planning

Objective	Issues/Challenges	Solution
<p>Cohesive, Inclusive and Respectful Organizations</p>	<p>Lack of respect and equality</p>	<ul style="list-style-type: none"> - Respect should start with the leaders towards members, and they should also be open-minded - Organizing relevant social activities i.e., outing, parties to increase members' trust in the organization - Ask feedback from the community - Give responsibilities to each member to make them feel that they are also part of the organization. - Coordination among leaders should be first to get better results and members engagement - Learn to accept criticism - Learn to value the "word of honor" to gain respect from everybody - Service of the organization should be at the service of the people to build cohesive, inclusive, and respectful organizations

4. Taking Action

Participants and AFWNI leaders were finally asked to develop a joint action plan to start implementing and taking forward some of the many workshop suggestions, while using the team building report to provide feedback also to the different associations' constituencies in the various provinces on the issues discussed on 5h June workshop.

The agreed AFWNI action plan is reported in the table below.

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What should be done?	Who should do it?	By when should it be done?
Make the report of the team building available to participants	Secretary or person in-charge	June 25, 2022
Organize team building exercise in all associations *	AFWNI, as umbrella organization	To be scheduled based on demand
Identify active members of the associations and give them responsibilities or roles to play in support to the community	All association leaders	June 10, 2022
Organize a workshop a follow up meeting to develop additional actions, based on what has emerged during the Team building Workshop	AFWNI President	Mid-September 2022

* With the support of Penso a Te APS, this action may be required before training of the AFWNI Umbrella Organization members to enable them to organize and facilitate similar team building events for the associations.

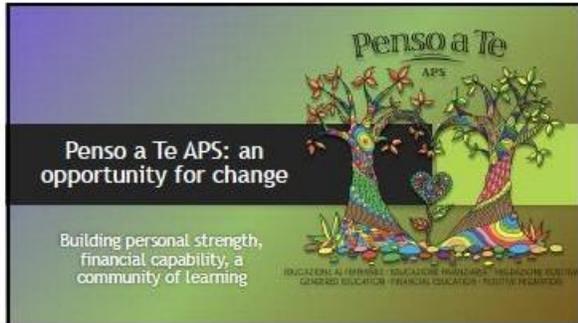
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Annex 1.

List of participants

No.	Organization	Community	Name
1	ACF	Vicenza	Cora Taganayon
2	ACF	Vicenza	Sally M.
3	UFAP	Padova	Helen
4	UFAP	Padova	Tadeo
5	UFAP	Padova	Josephine I.
6	UFAP	Padova	Lovely Pascion
7	UFAP	Padova	Reggie Tecson
8	UFAP	Padova	Jean Arida
9	UFAP	Padova	Aurea A.
10	ADF	Padova	Angie Barba
11	ADF	Padova	Matet Natividad
12	ADF	Padova	Jo Logon
13	ADF	Padova	Cecilia Silva
14	PARDSS	Treviso	Erlinda Shane Vergara
15	SFSU	Udine	Arlene
16	SFSU	Udine	French
17	SFSU	Udine	Mitchie Ijan
18	SFSU	Udine	Floyd Ramirez
19	Fil.Com. di Pordenone	Pordenone	Cecilia H.
20	Fil.Com. di Pordenone	Pordenone	Ma. Shirley
21	Penso a Te APS	Genova	Nonieta Adena
22	Penso a Te APS	Bologna	Dittz De Jesus
23	Penso a Te APS	Bologna	Gene De Jesus
24	Penso a Te APS	Bologna	Susan Biglete
25	Penso a Te APS	Bologna	Cris Zaldivar
26	Penso a Te APS	Reggio E.	Manuela Prandini Event facilitator
27	Penso a Te APS	Reggio E.	Pier Paolo Ficarelli Event co-facilitator

Annex 2. Penso a Te APS in Brief



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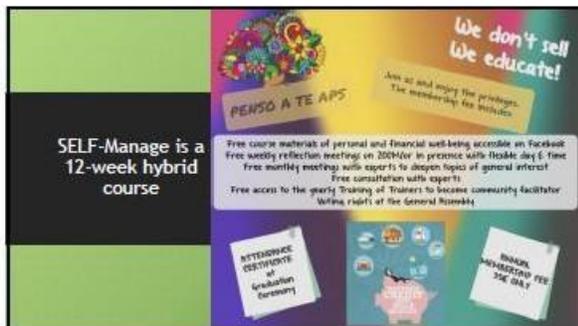
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Annex 3. Team Building Program



TEAM BUILDING PADOVA



KOOPERASYON AT KOORDINASYON: Susi sa Tagumpay ng Organisasyon

An event organized by:

The United Filipino Association of Padova, Associazione Donne Filippine & the Association of Filipino Workers in Northern Italy

facilitated by PENSO A TE - Educazione Finanziaria al Femminile – APS, Reggio Emilia

Sunday, June 5th, 09:00 – 16:30

Venue: MARIANUM, Via Giotto 33 Padova

Program of the Day



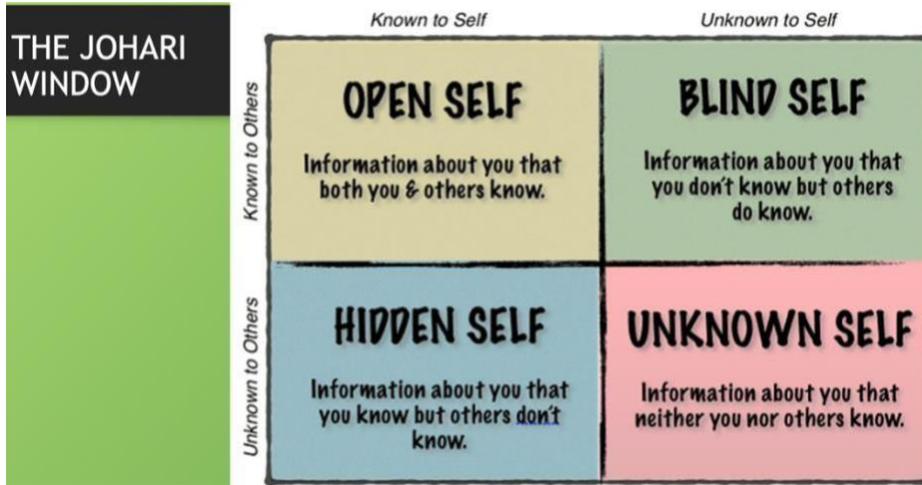
Schedule	Activities	Actors
Morning		
8:30-8:55	<ul style="list-style-type: none"> Arrival and registration 	Welcome coffee/tea/refreshments
<u>Session One</u>		
9:00 - 9:10	<ul style="list-style-type: none"> Opening & Welcoming 	Ms/Cecilia Silva & Ms Vergara
9:10 - 9:50	<ul style="list-style-type: none"> Getting started 	Group activities with Manuela & Paolo
9:50 - 10:40	<ul style="list-style-type: none"> What have we achieved up to now? 	Leadership interview (ADF, UFAP, AFW-NI) & Fishbowls discussion
10:40-11:00	Networking Break	In house
<u>Session Two</u>		
11:00-12:30	<ul style="list-style-type: none"> The Hula Hoop team challenge 	Group activities with Manuela & Paolo
	<ul style="list-style-type: none"> What is slowing us down? 	Participants groups discussions
	<ul style="list-style-type: none"> Johari windows-Sharing & Feedback 	Interactive presentation by Manuela & Paolo
12:30-13:30	Lunch Break	In house
<u>Session Three</u>		
13:30-15:30	<ul style="list-style-type: none"> What could be done better? 	Interactive presentation by Manuela & Paolo
	<ul style="list-style-type: none"> Solutions & opportunities for impact 	"Open Space" discussions by participants
	<ul style="list-style-type: none"> Conveners' reporting 	Plenary discussion with Manuela & Paolo
15:30-15:45	High tea pause	In house
<u>Session Four</u>		
15:45-16:30	<ul style="list-style-type: none"> The queen, the tiger & the warrior 	Team game as energizer
	<ul style="list-style-type: none"> Planning actions for impact 	Participants groups discussions
	<ul style="list-style-type: none"> Sharing plans & event feedback 	Plenary discussion with Manuela & Paolo
	<ul style="list-style-type: none"> Closing and departing 	Closing by Ms. Mitchie - secretary

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Annex 4.
Team building photos



Annex 5.
Johari Windows



THESE ARE WAYS TO OPEN WINDOWS TO INCREASE ORGANIZATIONAL EFFECTIVENESS



IS A WAY OF OPENING OURSELVES TO OTHERS TO GET TO KNOW EACH OTHER BETTER



IS HOW OTHERS CAN HELP US SEE WHAT WE DO NOT SEE ABOUT OURSELVES

