

TRAINING COURSE

LEVEL UP

Grow your Sustainable Organisation

17-28 April 2026
(including travel days)
Xiropigado, Arcadia, Greece



About The Project

This project is a follow-up of the New Sprouts: Start Your Sustainable Organisation, which took place in November 2023. Our aim with this project is to help youth workers grow their existing projects or organisations, overcome growth challenges and take them to the next level.

It allows them to reflect on their organisation, creates positive personal and organisational habits, and provides knowledge in sustainability, outreach (sales, proposal writing, and funding), and management. Goal objectives

This is a highly experiential and collaborative TC, where we will work with real organisations and tangible case studies. Each youth worker will bring a case study: their organisation, project, or a third-party organisation they work for, and the challenges connected to it. This will enable our youth workers to actively tackle the challenges related to their organisations, and make them more economically, socially, and environmentally sustainable



Do you have an NGO, a start-up, an organisation, a small business or a project for at least 6 months?

Have you been part of an NGO, a start-up, an organisation, a small business or a project for at least 6 months?

Do you want to take your organisation to the next level?

Do you want to work with real case studies with impact-oriented entrepreneurs?

Do you want to grow your organisation and start solving strategic problems which naturally arise along the way?

Do you work with youth and want to support them to grow and level up their projects?

Then this TC is for you.

What is it about then?

This is a highly practical Training Course, where we will work with real organisations and case studies. It will be an all-day demanding TC, so be prepared to work. You can travel around the extra days before or after the programme.



The project flows

Day 1	<i>Arrival</i>
Part 1:	<i>Connect with us and our why, the first picture of organisations</i>
Day 2	Introduction (digital detox)
Day 3	Self-awareness, Identity, Values, and Habits
Day 4	Presenting Case Studies (your organisations) and organisational challenges
Part 2:	<i>Input and sharing</i>
Day 5	Intro to Sustainability & systems change
Day 6	Intro to Entrepreneurship and Management
Day 7	Sustainable entrepreneurship around Korakovouni
Part 3:	<i>Action plans and the system change</i>
Day 8	Case studies & workshops
Day 9	Workshops on a particular challenge/topic/solution organised by youth workers*
Day 10	Developing a toolkit: overcoming challenges in organisations (video making).
Day 11	Closing
Day 12	<i>Departure</i>

**A section where the youth workers are required to ideate a workshop/presentation based on their experience, aiming to share best practices and possible solutions to common challenges (sustainability challenges, business, management, sales).*

Timeline of the project

Inspiration

Online assignment - 17 March- 17 April

You need to prepare the presentation on your sustainable/social organisation idea/project and share with us the challenges and the wins you have so far. You can do it by creating a presentation or a video or sth creative (drawing, theatre, etc.) so everyone can understand what you do.

Training course

Arrival day - 17 April 2026

You have to be able to reach Athens meeting point by 16:00.

At 17:00 there is a dedicated bus leaving for the venue. There is no other way to arrive at the venue, the last regional bus leaves at 16.00

TC -18 April- 27 April

Departure day - 28 April

The bus is leaving for Athens around 8-9.
The earliest flight you can catch is from 13:30 onwards.

Leave your mark and beyond (Follow-up)

28 April- 28 May

The idea is that youth workers will create an action plan on how to grow their sustainable organisations during the TC and videos to promote them within their circles. Apart from that you will organise as national teams follow-up local activities to share the knowledge and tools with youth and your local communities. You can create theme gatherings for sharing your experiences and raising awareness for sustainable entrepreneurship or create a video or whatever you feel relevant to share your learnings from the TC or level your organisation further on.

Share your follow-up

June 2026

You will receive an online form to share your follow-up activities and testimonials.

Follow up meeting with trainers

A follow-up meeting will be scheduled to monitor progress and provide guidance to action plans.



The programme

What will the days look like?

7.00 - 8.00: Wellness sessions (optional)

8.00 - 9.00: Breakfast

9.30 - 12.30: Morning activities

13.00 - 15.00: Lunch, siesta, free time

15.30 - 18.30: Afternoon activities

18.30 - 19.00: Reflection time

19.00: Dinner

20.00 - 21:30: Evening activities (optional)



Who is it for then?

This programme is for you if you are:

- 18+ years old from Italy, Bulgaria, Spain, Latvia, Romania, Greece, Portugal, Estonia, Lithuania, Hungary
- Already started their project/organisation (at least 6 months before the start of the training course).
- The drive to grow personally and professionally.
- A can-do attitude to take action towards their goals.
- The creativity to think of alternative ways of working together.
- The willingness to support other youth workers and youth to create change.
- Have participated in the New Sprouts project. We aim to have at least 20% of the previous youth workers, or 1 participant per country, to cover case studies from all.
- Have fewer opportunities to participate in these types of training courses.





What you can get out of the project



Under this context, you will have the chance to:

- Enhance your sustainability skills
- Boost your entrepreneurship knowledge
- Live and experience a sustainable community setting
- Be trained to support youth to level up their ideas
- Grow your digital and business development skills
- Be more self-aware of yourself as entrepreneur

The Practicals

Costs - Accommodation, food and training materials are provided through co-funding from the Erasmus+ programme.

Travel Reimbursement

Portugal	365.00 €
Spain	365.00 €
Estonia	365.00 €
Latvia	365.00 €
Lithuania	279.00 €
Italy	279.00 €
Hungary	279.00 €
Romania*	387.00 €
Bulgaria*	387.00 €
Greece*	255.00 €

Green travel

*We promote sustainable travel. We invite you to use more ecological means of transport such as bus and train to come. If it is not possible, and you take a flight to come, we invite you to think before coming about how we can offset/compensate the emissions while being in Xiropigado.

Keep in Mind

that we already keep 30€ from your travel amount in order to pay for the bus to the venue. Thus you will have no costs between Athens venue and back. You can arrive earlier or leave later: + - 2 days, but you will have to cover your own costs (accommodation and food) for those days.



The trainers

Athanasia Karamerou: sustainability focus

Sustainability Expert and Trainer with experience in project management in business and NGOs. She holds a Bsc in Business Administration from the University of Piraeus, an MSc in Sustainability (Business, Environment & Corporate Sustainability) from the University of Leeds (UK). She has 14 years of experience in Corporate Social Responsibility (CSR) and environment and she has supported more than 30 projects with more than 5000 beneficiaries. She has 9 years of experience as a trainer in European and local projects, in writing and Project Management of European Erasmus+ in the field of sustainability with more than 1000 participants. She is the co-founder of Roes Cooperativa and after New sprouts she open up here new NGO, RooTerra focusing mainly in sustainability. She coordinates Zero Waste Athens, she is a coach and a mentor of the Leeds School of Earth and Environment, and she is part of the pull of trainers of the Greek National Agency and an EU Climate Pact Ambassador.



Riccardo Pezzuolo: entrepreneurship focus

Riccardo is an Entrepreneurship expert as well as active in the creative industries in Europe and the UK. He has a BA in storytelling and Cinema, and a MA in Creativity Management at Kingston University London. He works as a manager in the advertising agency he co-founded in London seven years ago and he is responsible for the strategic planning that is needed now to stay relevant in this fast-paced economy. He taught entrepreneurship skills at Kingston University and mentored university students in entrepreneurship, management, and advertising. He won awards in Storytelling, Entrepreneurship, and Education for his organisation's 'Outstanding Contribution to Kingston University Students'. He worked as a business consultant in Milan, helping companies evolve and digitalise. He has co-facilitated two TC on sustainability and entrepreneurship in Hopeland. He believes firmly in the profound impact of non-formal education and he is happy to bring his practical business experience and positive energy to this project.



Bogdan Hanganu: personal development focus

Projects and volunteers coordinator at Tram 21 Association. Long-term volunteer in 5 different countries and facilitator of local and international activities and workshops with different target groups: children, teenagers, young adults, and seniors, mainly regarding teamwork, personal development, community spirit or cultural empowerment.

Lover of nature and its elements and cycles, curious for learning different life forms, barefoot and barehanded. Currently developing competencies in the field of permaculture and regenerative systems. Interested in peace-making, animal care, and Ego management. He will bring his extensive experience in non-formal education and personal development to the project.



Roes Cooperativa

Roes Cooperativa is a social cooperative enterprise of the '20s created by professional trainers, social workers, project managers and informal groups aiming to create an alliance that hosts innovative, experiential and non-formal education approaches. Roes Cooperativa was created with the need to bring innovation in non-formal learning in order to create an open world where everyone has learning opportunities to develop and grow. Their Goal is to redefine experiential learning by offering fresh and professional educational programs through customized methods and approaches working with: Meraki, Cooperation, Sustainability, Effectivity, Creativity.



the Sunset hotel

the venue

The Sunset hotel has been a family business for over 100 years. A century ago, it was a small inn, "Mountzourogianous Inn". And now it is a 3-star hotel, and the owners are managing it themselves. The venue has all the necessary amenities. We thought it was a nice idea to level up the organisation and support a local business for this project.

It is a coastal hotel next to the sea. The visitors can gaze at the Argolic gulf, and on the horizon can see Nafplion and the castle of Palamidi. It is located in the village of Xiropigado (the meaning is dry wheel), 2,5 hours from Athens in South East Peloponnese.

The village has some small cafes, a pharmacy, etc, but if you need sth important, bring it with you. We will mainly stay there, apart from Day 7, when we will visit a small village 15 minutes away, Korakovouni, to visit some local businesses.

More info here: <https://www.hotel-sunset.gr/>



Accommodation

Accommodation will be done in rooms of 4 or more, depending on the setting of the room. It will be separated by gender but mixed in nationalities. The housekeeping will be every 3 days to minimise our footprint.

Food and practicals

Sunset will cook for programme. Food is strictly **vegetarian**, because of the sustainability focus of the project and this is the most effective way to minimize our footprint. We consider any specific diets of the participants, food intolerances and allergies. The food will be locally sourced whenever possible or produced around the area.



We are a sustainable consumption of alcohol and **drug-free** training. We appreciate though not bringing any alcohol before coming (the first days will be digital and general detox) and we invite anyone to be **alcohol-free** to focus on the project and ourselves without any substances. The days 2-3 of the **digital detox** expect not to have access to your phones.



the Partners

Country	Organisation	e-mail
Greece	Roes Cooperativa	levelup@roes.coop
Latvia	XPAND	info@expand-ngo.eu
Portugal	Associacao Quinta Das Relvas	international@quintadasrelvas.pt
Bulgaria	Sdruzhenie Re-Act	contact@re-act.bg
Estonia	Monada MTU	monadamtu@gmail.com
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Romania	Asociatia Tao	contact@asociatiatao.ro
Lithuania	Et Cetera	etceteraltu@gmail.com

Are you ready to level up your organisation?



For more info, write us at levelup@roes.coop

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