Positive Change Makers

Positive Change Makers

Positive Change Makers (PCM) is a training and development program for young people that uses experiential strengths-based learning to develop the next generation of socially aware young leaders.

The PCM training modules are designed to help young people gain the valuable skills they need to become Positive Change-Makers. Delivered by experienced facilitators, the modules offer a range of engaging and practical activities to build the capacity of our future leaders and explore concepts of values-based leadership, team building, active citizenship, culture and allyship.

To further embed our youth development practice, each session will be co-delivered by a young person as part of a volunteering opportunity through CMY's Youth Leadership Team. The youth facilitator will bring an element of lived experience to the topics discussed and enable meaningful engagement with the content. As such, your booking also serves as an opportunity for young people to further develop their knowledge and skills in the planning, delivery and evaluation of youth training.

When you book a session with CMY, you are supporting us to continue our work in providing capacity-building programs for young people from refugee and migrant backgrounds. Thank you for helping us strive towards a more equal world.

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Pricing Structures

Our pricing structures are broken down into four categories, Community Organisations, Non For Profit Organisations, Schools, and Government/Corporate sector. Please see below the pricing structure of your organisation.

Audience	Session Length	Cost (ex GST)	Max Participants
Community	90 minutes	$100	60
	3 hours	$200	30
	Full Day (6 hours)	$400	30
NFP	90 minutes	$360	60
	3 hours	$480	30
	Full Day (6 hours)	$720	30
Schools	90 minutes	$540	60
	3 hours	$720	30
	Full Day (6 hours)	$1080	30
Government / Corporate	90 minutes	$720	60
	3 hours	$960	30
	Full Day (6 hours)	$1440	30

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Booking Information:

- A $100 cancellation fee will be charged in the event that the free session is cancelled or rescheduled with less than 72 hours' notice
- We recommend booking 6 weeks in advance to maximise availability
- A minimum of 10 participants are required for each session

* Please read our Booking Terms and Conditions for full details (link)

Session Requirements:

- A quiet room with moveable furniture and space to move around
- Chairs for all participants
- Internet access
- Audio-Visual equipment (projector, speakers)

* Please read our Booking Terms and Conditions for full details

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90 – Minute Modules

These introductory sessions have been designed to provide young people with a strong foundation to a range of topics related to leadership, culture and active citizenship. They are delivered in a presentation-style format accompanied by engaging group activities.

Intro to Leadership

This session explores leadership as an action that you take, rather than a role you hold, to make a positive change. We reflect on how we learn in times of challenge and how this motivates and influences our leadership in every day settings.

By participating in this workshop, young people will be able to:

- Define leadership and what it means to make positive change
- Differentiate between the Zones of Learning and recognise the feelings associated with stepping in and out of their comfort zone
- Identify and reflect on an opportunity where they can practice making positive change in their own lives

Session Overview:

What is Leadership?
Explores leadership as an active action we take to create positive change for ourselves and others in the community, and expands understanding of leadership as everyone's responsibility, not just those in positions of authority.

Zones of learning
Provides participants with a framework to understand leadership in ourselves and others, how our mind and body respond in times of challenge and how we learn and grow from those experiences.

Leadership pledge
Invites participants apply their learnings from the session to their regular life and make a pledge to create positive change where it's needed.

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Intro to Cultural Awareness

This session explores the visible and invisible parts of our culture, its impacts on our multiple identities and how our culture influences the way we perceive ourselves and others in the world.

By participating in this workshop, young people will be able to:

- Describe the elements of culture and distinguish between the parts that are visible and invisible
- Identify and reflect on the cultural elements that form their own personal identity
- Recognise and celebrate the different cultural identities of those around them

Session Overview:

Cultural Iceberg
Enables young people to explore the concept of culture, its fluid nature and understand the complex elements that are both seen and unseen

Individual Iceberg
Invites young people to explore the complexities of culture for themselves as individuals to identify where their own beliefs and behaviours come from

Understanding Difference

This session takes a deep dive into what it means to be different, focusing on the common experiences of those who aren't part of the 'mainstream'. Through engaging in a series of interactive scenarios and reflection, young people will build an understanding of culture, empathy and acceptance for others.

By participating in this workshop, young people will be able to:

- Describe social identity theory and explain the three stages that contribute to 'in-groups' and 'out-groups'
- Recognise and describe common experiences of minority groups that reinforce feelings of 'otherness'
- Acknowledge the diverse perspectives and experiences of others

Session Overview:

Culture and Difference

Enables young people to explore culture and concepts relating to Social Identity Theory and the idea that these can often unknowingly create an 'us versus them' mentality

The Hoodie
Invites young people to experience and reflect on a day in the life of someone who is different and addresses topics such as stereotypes, microagressions, assimilation, code-switching and representation.

Allyship

Through a series of interactive videos, powerful discussions and honest reflection, this module will explore Allyship and help you understand what it is, why it's necessary and how you can do it well.

By participating in this workshop, young people will be able to:

- Define allyship and explain why it is needed
- Recognise key actions of being an ally
- Practice safe and responsible allyship

Session Overview:

Implicit Bias
Enables young people to understand and safely reflect on their own biases and consider the unintended implications these can have.

Power and Privilege
Addresses the systems of oppression and privilege that exist in society that can lead to disempowerment and the need for allyship.

Allyship
Navigates the do's/don'ts for being a good ally and includes practical strategies for handling a range of different situations we may find ourselves in as allies.

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Intro into Active Citizenship

This session provides participants with an introductory understanding of the concept of active citizenship. It explores both informal and formal active citizenship on a spectrum from voting on Election Day to volunteering and online advocacy tools, highlighting the importance of young people's voices in public discussions.

By participating in this workshop, young people will be able to:

- Define active citizenship in the context of leadership and explain why it is important
- Analyse the consequences of not having diversity in public forums
- Differentiate between formal and informal types of active citizenship

Session Overview:

What is Active Citizenship?

Develops an understanding of leadership and positive change and invites young people to explore Active Citizenship as an extension of this.

Why is my voice important?

Explores the importance of diverse experiences in public discussions, particularly from minority groups, and highlights the risks of a 'single story'.

How can I be an Active Citizen?

Explores the concepts of formal and informal active citizenship through practical and interactive activities and highlights that anyone can be an active citizen to create positive change for themselves and the community.

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Three Hour Sessions

These sessions have been designed to build on the information presented in the 90-minute sessions and use experiential learning, circle work and group discussion to provide young people with an in-depth look at the skills and behaviours needed to make positive change in the world.

Values-Based Leadership

This session explores leadership as being an action you take to make positive change and the values that help drive this action using a combination of interactive games and insightful reflections.

By participating in this workshop, young people will be able to:

- Define leadership and what it means to make positive change
- Name their personal values and describe how these values influence their actions
- Practice self-reflection

Session Overview:

Defining Leadership
Explores leadership as an action we take to create positive change for ourselves and others in the community, and expands understanding of leadership as everyone's responsibility, not just those in positions of authority.

Individual Values
While we know that values help drive our actions, actually knowing what are values isn't always that easy. Through a reflection of goals, moments, people and places that are special in their lives, young people will discover the things that are most important to them.

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Building Team Culture

This session explores the importance of understanding our values, and how they play out in building a positive culture in a team.

By participating in this workshop, young people will be able to:

- Identify their strengths and values
- Actively reflect on the strengths and values of others
- Understand how to keep those values front of mind whilst achieving a collective purpose

Session Overview:

Strengths Recognition

A powerful reflective activity that uses individual strengths recognition to boost group cohesion and positivity, helps people relate more effectively to one another and leads to higher engagement and performance.

Strengths Culture and Team values

These activities outline the importance of team culture, identify what our own values are, and how they can be reflected in the team.

Building Team Trust

This session explores the importance of trust in high performing teams and uses a range of fun, insightful and reflective activities to help people develop meaningful connections with their fellow team members.

By participating in this workshop, young people will be able to:

- Describe why trust is an important part of teamwork
- Demonstrate their ability to work collaboratively and supportively in a team
- Identify strengths in themselves and others

Session Overview:

Trust and Vulnerability

Explores the importance of trust in teams through a range of videos and experiences designed to encourage people to step out of their comfort zones, lean into vulnerability, build connection and place their trust in the people around them.

Strengths Recognition

A powerful reflective activity that uses individual strengths recognition to boost group cohesion and positivity, helps people relate more effectively to one another and leads to higher engagement and performance.

Public Speaking

This session explores public speaking as a leadership action and advocacy tool as well as provides participants practical strategies about how to develop and perform a presentation including body language, tone of voice, understanding the needs of your audience and plenty of time for practice and feedback.

By participating in this workshop, young people will be able to:

- Describe why public speaking is an important part of leadership
- Identify key presentation and communication techniques that support effective public speaking
- Build confidence in public speaking

Session Overview:

The Power of a Presentation

Explores how public speaking can be an act of leadership and influence positive change.

What Makes a Good Presentation?
Explores the integral components of good public speaking and provides them with practical strategies for preparing, performing and effective audience engagement.

Practice Makes Perfect!
Enables participants to put their learnings to practice through role-plays and scenarios such as being an emcee, on a panel, or delivering a keynote and receive feedback from their peers.

Intro to Project Management

This session provides participants with practical tools and strategies through interactive activities to explore the five stages of project management – scoping, planning, promotion, delivery and evaluation.

By participating in this workshop, young people will be able to:

- Explain the purpose of project management
- Describe the 5 stages of project management and the key elements of each

Session Overview:

What makes a good project?
Provides participants with an introductory understanding of what a project is and the key components of effective project management.

Practices makes perfect
Enables participants to put their learnings into practice and apply the five stages of project management in real-life scenarios.

Community Based Active Citizenship

This session takes young people on a journey of positive change by analyzing the components of what makes an effective community project and drawing inspiration from other young people around the world, before using creative mapping techniques to identify and connect with their own communities and develop a vision for the future.

By participating in this workshop, young people will be able to:

- Define the concepts of leadership and active citizenship
- Explore key elements of communities and identify gaps/issues
- Demonstrate their ability to work collaboratively and supportively in a group

Session Overview:

Active Citizenship

Explores the themes of active citizenship and community through a range of thought-provoking games and discussion.

Active Citizenship Case Studies
Analyses a range of youth-led community projects from across the globe to help young people understand the key components and find inspiration from real examples of positive change.

Community Mapping
Uses a range of creative materials and resources to build a physical representation of the community and supports young people to familiarize themselves with their community, gain insights into the assets and needs and identify areas for potential projects.

Vision Building
Supports the group to develop a shared vision of what their community could look like based on potential projects that were identified through the mapping activity.

Civic Leadership

This session explores the concept of civic leadership through active citizenship and how it can be used to make positive change. It takes a deep dive into the formal avenues of active citizenship on a spectrum from enrolling to vote, to running for office, to highlighting the importance of young people's voices in public discussions.

By participating in this workshop, young people will be able to:

- Define civic leadership and active citizenship
- Identify formal ways people can be active citizens
- Recognise the importance of having your voice heard

Session Overview:

Leadership to Active Citizenship

Provides an understanding of leadership to include a broad scope of actions for positive change that everyone can be responsible for, rather than limited to positions of authority, and

invites young people to explore Active Citizenship as an extension of leadership and something everyone can achieve.

Why is my voice important?

Explores the importance of diverse experiences in public discussions, particularly from minority groups, and highlight the risks of a 'single story'.

How can I be an Active Citizen?

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Develops an understanding of the official channels of being an active citizen and performing our civic duties through practical and interactive activities.

Cultural Awareness

This session explores the visible and invisible parts of our culture and how they influence the way we see ourselves and others in the world. Taking a deep dive into what it means to be different, focusing on the common experiences of those who aren't part of the 'mainstream', it aims to build an understanding of culture, empathy and acceptance for others.

By participating in this workshop, young people will be able to:

- Define culture, describe its elements and distinguish between the parts that are visible and invisible
- Recognise and describe common experiences of minority groups that reinforce feelings of 'otherness'
- Acknowledge the diverse perspectives and experiences of others

Session Overview:

What is Culture?
Explores the concept of culture, its fluid nature, its visible and invisible elements and invites the participants to identify to explore the complexities of culture for themselves as individuals to identify where some of their own beliefs and behaviours come from.

Culture and Difference
Provides an understanding of the Group Identity Theory and the idea that these can often unknowingly create an 'us versus them' mentality. Through reflective and interactive activities, it invites participants to explore and understand the impacts of stereotypes, microagressions, assimilation, code-switching and representation.

Antiracism and Allyship

By creating a safe space, this session takes participants on a journey to develop an understanding of racism and explore what being an effective ally means. Through a series of interactive activities, powerful discussions and honest reflections, it explores what it means to be different, focusing on the common experiences of those who aren't part of the 'mainstream' and builds an understanding of culture, empathy and acceptance for others.

By participating in this workshop, young people will be able to:

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- Recognise and identify group patterns and social identity theory
- Define implicit bias and privilege
- Define allyship and explain why it is needed

Session Overview:

Culture and Difference
Provides an understanding of the Social Identity Theory and the idea that these can often unknowingly create an 'us versus them' mentality. Through reflective and interactive activities, it invites participants to explore and understand the impacts of stereotypes, microagressions, assimilation, code-switching and representation.

Bias to Discrimination
Explores how our implicit biases can lead to discriminatory behaviour towards some members of our community, if left unchecked, and provides strategies to identify and address our biases and build a sense of accountability.

Privilege and Allyship
Addresses the systems of oppression and privilege in society and the need for allyship and provides practical strategies on being a good ally and handling a range of different situations we may find ourselves in as allies.

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Full day sessions

These sessions combine theory and practice in fun and reflective ways to provide participants with an immersive experience that will leave them feeling more connected to themselves, their teams and their call to action.

Youth Facilitation

Aimed at both young people and those working in the youth sector, this session provides a combination of theory and practical activities to build participants skills and confidence to facilitate engaging workshops and training with young people.

By participating in this workshop, young people will be able to:

- Recognise and respond to changing group dynamics
- Apply a range of skills and strategies to facilitate group conversation and outcomes
- Build confidence in facilitation

Session Overview:

5 Stages of Group Development
Explores group development theory and provides practical strategies to support groups through each phase as they learn to work together effectively as a team.

The Diamond of Participation
Explores a framework designed to create spaces for conversation and decision-making where groups move through the phases of divergent, emergent and convergent thinking.

Facilitation Practice
An opportunity to put your new skills into practice in a safe and supported group activity.

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Youth Led Project Kickstarter

This session offers groups a range of practical and hands-on scoping and planning activities to get a youth-led project up and running. By the end of the session the group will have a clear understanding of the issue they want to address, their project strategy and a timeline of key actions to ensure they can deliver their project on time.

By participating in this workshop, young people will be able to:

- Describe the 5 stages of project management and the key elements of each
- Analyse a community issue and design a project to support it
- Apply strategies to develop a clear plan and timeline to deliver a youth-led project
- Demonstrate their ability to work collaboratively and supportively in a group

Session Overview:

Team Building
A fun activity for the team to bond and get to know each other, build cohesion and motivation.

Overview of Project Management
Explores the fundamentals of project management, taking an in-depth look at each of the 5 phases.

Scoping
Participants will gain a strong understanding of what their project is and why there is a need for it through a range of insightful, hands-on activities.

Planning
Participants will complete a comprehensive timeline of key actions to give them a clear plan of how to deliver this project

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Being a Positive Change Maker

This session is designed to spark positive change by exploring responsive leadership and active citizenship through a range of thought-provoking, experiential activities.

By participating in this workshop, young people will be able to:

- Define leadership, active citizenship and what it means to make positive change
- Name their personal values and describe how these values influence their actions
- Explore key elements of communities and identify gaps/issues
- Demonstrate their ability to work collaboratively and supportively in a group

Session Overview:

Self
A range of self-reflective activities will help you discover the values that drive your behaviour and how you can use these to guide your leadership journey.

Others
Understand more about your community and how you can make a practical difference through active citizenship

Antiracism and Allyship

This session aims to create a safe space for groups to explore concepts of culture and its influence on our beliefs and behaviours towards others, racism and effective allyship. Through reflective and interactive activities, it seeks to develop values of empathy, acceptance and welcome of others.

By participating in this workshop, young people will be able to:

- Define culture, describe its elements and distinguish between the parts that are visible and invisible
- Recognise and identify group patterns and social identity theory
- Define implicit bias and privilege
- Define allyship and explain why it is needed

Session Overview:

Culture and Difference
Provides an understanding of the Group Identity Theory and the idea that these can often unknowingly create an 'us versus them' mentality. Through reflective and interactive activities, it invites participants to explore and understand the impacts of stereotypes, microaggressions, assimilation, code-switching and representation.

Bias and Discrimination
Explores how our biases can lead to discriminatory behaviour towards some members of our community, if left unchecked, and provides strategies to identify and address our biases and build a sense of accountability.

Privilege and Allyship
Addresses the systems of oppression and privilege in society and the need for allyship and provides practical strategies on being a good ally and handling a range of different situations we may find ourselves in as allies.

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Team Building

This session will help teams understand their values, culture and commitment by using a range of fun, insightful and reflective activities to explore the strengths they bring as individuals and as a collective.

Learning Outcomes
By participating in this workshop, young people will be able to:

- Describe why trust is an important part of teamwork
- Identify strengths in themselves and others
- Explain how team culture is formed through the interrelationship between values and behaviours
- Identify shared team values and justify why they are important
- Demonstrate commitment to upholding team culture
- Demonstrate their ability to work collaboratively and supportively in a team

Session Overview:

Trust and Vulnerability
Explores the importance of trust in teams through a range of videos and experiences designed to encourage people to step out of their comfort zones, lean into vulnerability, build connection and place their trust in the people around them.

Strengths Recognition
A powerful reflective activity that uses individual strengths recognition to boost group cohesion and positivity, helps people relate more effectively to one another and leads to higher engagement and performance.

Culture
Enables teams to understand the importance of having a clear sense of purpose and positive team culture.

Values
Having clearly identified values can have a lasting positive impact on a team and its culture. In this highly collaborative activity, teams will identify the values that are most important to their group.

Dream work
They say team work makes the dream work, but what does this actually look like? Through a range of reflective activities and team commitment, groups will have a clear idea of how to operationalise their values so they can make the dream a reality.