



Module 6: Ways of collaboration among the different professionals



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Module Overview

Duration: approximately **3–4 hours** (adaptable to training needs)

Target group: **sports coaches, trainers, social workers**, and professionals working with **victims of trafficking**

Delivery mode: **face-to-face or blended**

Methodology: **Constructive Alignment** – learning outcomes, methods, and assessments are fully integrated

Aim: to identify **ways of collaboration among the different professionals.**

Learning Objectives

By the end of this module, participants will be able to:

1. **Understand** the value of interdisciplinary collaboration,
2. **Learn** how to work with social workers, psychologists, and legal professionals,
3. **Co-creation** with Local Stakeholders and Survivors.

Unit 1 - ROLES OF OTHER PROFESSIONALS IN RECOVERY

Within this unit, we want you to learn more about:

- The roles of the various professionals involved in a sports-based recovery and integration initiative
- How to identify the professionals who may need to be involved in a sports-based recovery and integration initiative

Theoretical

Every professional is a vital piece of the puzzle, no one works alone.

To achieve positive outcomes, everyone must be informed, connected, and aligned.



Each professional contributes a unique and essential part of the solution.

The key to success lies in integrating skills and respecting professional boundaries.

Which piece are you?

	Main Role	Limits of Action
Sports Coach	Promotes self-esteem, social integration, physical and mental health.	Referral for specialized support.
Social Worker	Assesses global needs, activates social resources and networks.	Does not act in psychological or legal areas.
Psychologist	Provides emotional health and trauma treatment.	Does not replace legal guidance.
Legal Professional	Protects rights, provides guidance on legal processes, protects the victim's identity and integrity.	Does not intervene in mental or physical health.
Health Professional	Conducts diagnosis and physical follow-up.	Refers to other areas when necessary.

The Puzzle Flow – A Coordinated Process

Recovery is a step-by-step assembly process, it's about how the pieces fit together.



The Frame (Starting Point)

Initial Assessment: Someone must look at the big picture and organize the pieces to start creating the frame of the puzzle.

QUESTION: Who leads first?

The one who performs the global assessment.



The Assembly Path (Coordinated Flow)

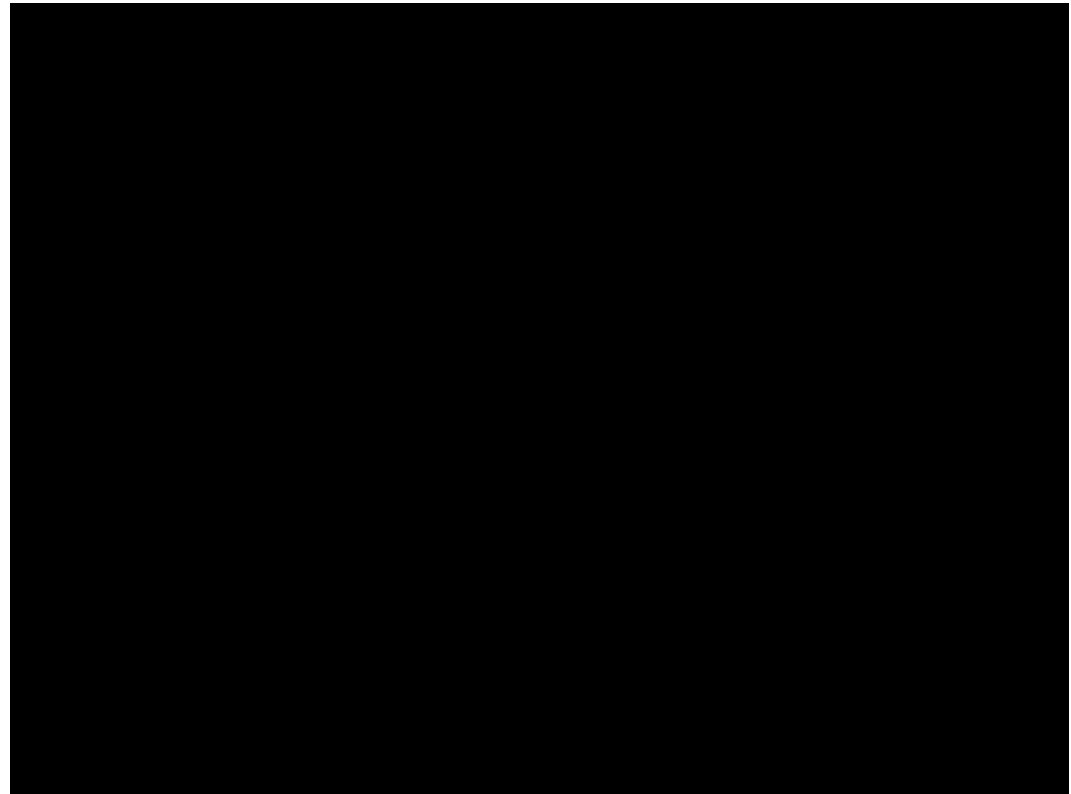
Every professional is piece.

QUESTION: What happens if the wrong piece goes first?

Example: If the Psychologist intervenes before the Social Worker - The piece doesn't fit. Therapy fails because the foundation of stability is missing. Results in frustration, dropout, or incomplete recovery

Benefits of interdisciplinary collaboration

The story of the "long-handled spoons" is a parable that illustrates the benefits of cooperation.



Ethical Pillars

01

Confidentiality

Protect the survivor's story with the highest level of care and discretion. **Share** personal information **only when absolutely necessary** for safety or professional coordination – and **always** within legal and ethical boundaries.

02

Informed and Empowered Consent

Survivors must have **control** over their information. **Clearly explain** what will be shared, with whom, and for what purpose – and ensure **they fully understand and agree** before any information is exchanged. Empowerment begins with choice and transparency.

03

Professional Respect and Collaboration

Recognize your role and limits, and respect the expertise of others involved – from law enforcement to health care and social services. Seeking input or referring a survivor to another professional is a sign of ethical responsibility and teamwork, not weakness.

Unit 2 – LEARN HOW TO WORK WITH OTHER PROFESSIONALS

Within this unit, we want you to learn more about:

- Identifying concrete strategies to build and sustain effective networks and partnerships among different stakeholders
- Developing simple, structured plans for cooperation, with defined shared goals, roles, and follow-up actions

Theoretical

Complex social challenges require joint action across sectors.

Effective partnerships rely on:

- Shared purpose
- Interdependence
- Mutual accountability

Strong networks are built on:

- Trust and communication
- Complementary expertise

When collaboration is structured and continuously nurtured, impact for beneficiaries increases **significantly**.

Key principles for building a strong partnership

- **Shared purpose:** Partners align around a common vision and clearly defined goals.
- **Trust and transparency:** Open, honest, and consistent communication builds credibility.
- **Complementary roles:** Each partner contributes unique skills and resources.
- **Clear governance:** Decision-making, information flows, and responsibilities are explicit.
- **Mutual benefit and accountability:** Everyone gains value and shares responsibility for results.

Steps for establishing a strong partnership

1. **Identify your needs:** Before starting a partnership, clarify your goals, identify your existing strengths and resources, and determine what you need from others to create real added value.
2. **Select your potential partners:** After you have everything set up, analyse who can answer to what you need. For example, if you need someone connected with the sports area, look for people or organisations that work in that area. Review the work developed, the expertise areas, and understand if they bring added value.
3. **Get in touch:** Set up a meeting with your potential partners, to present your organisation, your project/initiative goals, and what would their expected engagement and role would be. Understand their vision, their potential for engagement, as well as their expectations. This is a very important phase: having a good partner can make a massive difference of the outcomes of your Project.
4. **Coordinate and sustain collaboration:** Once the partnership is confirmed, agree on a clear work plan, with defined roles, responsibilities and timelines. Establish regular follow-up meetings to discuss progress, solve challenges, and celebrate achievements. Keep communication open and transparent throughout the process to ensure everyone stays aligned and engaged.

Note: If there is an associated budget, discuss it openly from the beginning, ensuring clarity on cost sharing, eligible expenses and financial responsibilities.

Activity

You'll have now the opportunity to simulate the creation of an interdisciplinary network. Proceed accordingly your current position (a sports coach, someone from the organisation structure, or a professional from a social area).

Imagine you want to start a new Project, where you want to create a social team targeting different cultural backgrounds, where you'll want to engage VoT's, to promote social inclusion and recovery. You want to develop a 12-month project, and you choose to do multi-sport activities, 2 times per week. You expect to target at least 30 participants.

Develop an action plan, where you'll define:

- What do you have & what do you need (human resources, materials, facilities, etc.)
- Which persons/organisations you have in your community/country that might be interesting to involve
- How can they specifically contribute to the Project
- Define expected tasks, timeline, Project outputs to share with the persons/organisations that you'll get in touch.
- When and how you'll get in touch (define a timeline for getting in touch)

Unit 3 - CO-CREATION WITH LOCAL STAKEHOLDERS AND SURVIVORS

Within this unit, we want you to learn more about:

- Identifying the key steps to effectively use a network of local partners, ensuring collaboration that is tailored to the specific needs and circumstances of each case
- Recognizing strategies to engage different stakeholders including survivors of trafficking in the co-creation of responses, promoting active and informed participation from all those involved
- Applying principles of co-creation in practical scenarios, developing integrated, ethical, and context-appropriate responses that address both individual and community realities

Co-creation with Local Stakeholders and Survivors

Engaging local stakeholders and survivors or, indeed, any group or person affected by a programme is at the heart of meaningful and lasting social impact.

Co-creation goes beyond consultation; it is a shared process of listening, shaping, and acting together, where each participant contributes their perspective, experience, and creativity.




When communities are invited to design solutions with practitioners, the result is not only more relevant and effective, it also builds ownership, trust, and accountability.

For survivors or for any group or person, being part of the creation process helps rebuild confidence, purpose, and belonging. It turns people from recipients of aid into co-authors of change, empowering them to lead their own path toward recovery and participation.

A genuine sense of belonging is one of the most powerful human needs. Feeling part of something bigger something we helped to build nurtures motivation, pride, and commitment, all of which are essential for the success and sustainability of any project.

“Alone we can do so little; together we can do so much.”

From Plans to Action

 1. Preparation	 2. Co-Design Using Participatory Methods	 3. Create Safe and Inclusive Spaces
<ul style="list-style-type: none"> • Schedule introductory meetings with all stakeholders ,survivors, coaches, and other staff. • Hold meetings in an informal, welcoming environment where participants feel comfortable sharing ideas. • Create a communication channel (WhatsApp group) to share meeting dates, activity schedules, photos, and key information. 	<ul style="list-style-type: none"> • Collaboratively map out activities of interest with survivors. • Develop a flexible program with pre-defined dates and times, offering at least two schedule options per activity. • Offer training or mentoring to enable active roles (peer facilitators). • Organize varied events where stakeholders and survivors participate together. 	<ul style="list-style-type: none"> • Use neutral venues (e.g., community centres) to ensure comfort, inclusion, and cost-efficiency. • Make sure all spaces are welcoming, accessible, and safe for survivors. • Offer single-gender sessions when requested.

From Plans to Action

4. Pilot Implementation

- Launch a pilot program with a certain number of participants (depending on the activity).
- Involve community members when survivors are open and available.
- Provide transportation and materials as needed.
- Assign a facilitator to lead activities.
- Announce all upcoming activities in the WhatsApp group.
- Collect data on attendance, wellbeing, and feedback.

5. Empower Survivors' Voices

- Support survivors to become leaders and mentors (e.g., assistant coaches or warm-up facilitators).
- Recognize survivors as experts by experience and provide fair compensation.
- Encourage survivors to suggest and lead new or alternative activities within the program.

6. Continuous Engagement & Monitoring

- Maintain learning, engagement, and accountability through monthly reflection meetings.
- Share updates, progress, and achievements regularly.
- Use the WhatsApp group for coordination, motivation, and community connection.

Activity - Co-Creating a Community Sports Initiative with a Survivor

Goal: Practice how to involve a survivor of trafficking and local stakeholders in co-creating a sports-based reintegration initiative.

Scenario: A survivor of trafficking has recently returned to her community and wants to use football as a way to rebuild confidence, improve well-being, and reconnect socially. She is interested in joining a local team or co-creating a safe space for women to play. However, there are challenges: limited resources, persistent stigma, and weak coordination among local actors (municipality, NGOs, social services, and the local football club). Stakeholders are willing to help but unsure of their roles, and the club has no experience with trauma-sensitive sport settings. The survivor wants to be actively involved in shaping the initiative rather than only receiving support.

Your task is to design a way to bring actors together and identify the first steps toward co-creating a safe, inclusive, and sustainable sports-based reintegration initiative.

Instructions:

Stakeholder Mapping Identify at least 5 local actors who could support this initiative. Think about:

- Sports clubs or coaches
- Local government or municipality
- NGOs working on reintegration
- Health professionals (e.g., physiotherapists, psychologists)
- Survivor-led organizations or peer mentors

Survivor Participation Define with the survivor how will she be involved in planning and decision-making.

- What role will she play?
- How will her voice be heard and respected?
- What support does she need to feel safe and empowered?

Instructions:

Response Design Co-create a basic plan for the sports initiative:

- What activities will be offered?
- Where will they take place?
- How will safety and inclusion be ensured?
- What ethical considerations must be addressed?

Visualize the Network Draw a simple diagram showing how each stakeholder connects to the initiative and to the survivor.



Congratulations for finalizing Module 6!



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