

# Participatory management

## Switching perspective!

Welcome to this tutorial on participatory management!

Participatory management means switching from the top-down to the bottom-up perspective. It is about getting young people actively involved in the conceptualisation phase and in a continuous dialogue with both you and amongst themselves. This allows you to create a project which combines different interests and needs, and it makes it easier to detect problems and adjust dynamics.



## Make young people happy to engage

The following strategies will make young people happy to engage in your project from start to finish!



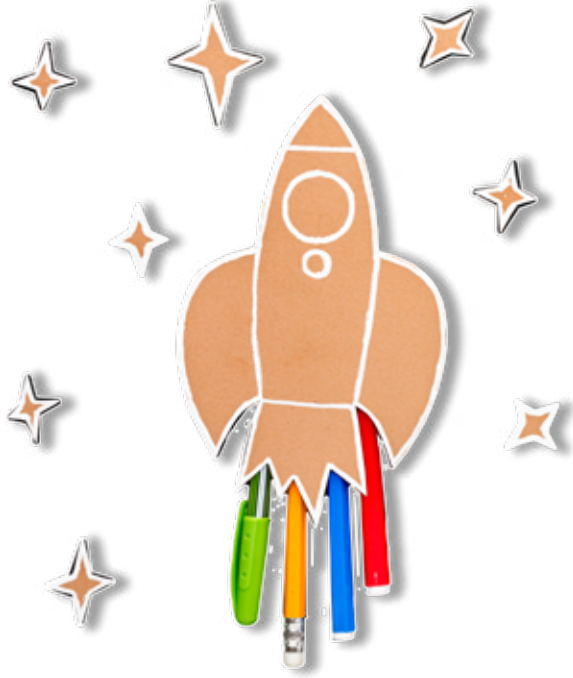
1. Make sure the project's structure and objectives fit your group, its content is meaningful, and its benefits are clear. It needs to be efficiently organized and moderated so young people don't get the feeling that their resources are wasted.

2. Take them seriously and make them feel comfortable with each other, heard and appreciated. Let the team spirit arise!

3. Give them a feeling of freedom and independence. However, their actions should still be coordinated and synergetic.

4. Boost their self-confidence and make them feel competent and comfortable in their roles.





### Get to know them

When your young people become co-creators of the project and take on other roles and responsibilities, you will get to know them in a different light, and they will develop key skills for life.

### Take it step by step

Though participation is a variable you can control, you can freely decide what degree of participation is suitable in a certain group. Don't rush, take it step by step, just in case your young people or you yourself are not familiar with this approach.

Indeed, participatory settings require dialogic competence: while the participants can just develop them by doing, you need to know at least the basics beforehand.

So, read the next tutorial on dialogic facilitation!

