



## NARRATIVE REPORT

- **Name of the Organization:** “Different & Equal.”
- **Reporting period:** December, 2015.
- **Project Director:** Mariana Meshi
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### **Summary**

This report summarises the activities realised with the support of RENATE funding for the project on supporting D&E staff. Through the support of this project, D&E organised one retreat activity outside of Tirana for all D&E team and one Party at the end of the year for the celebration of the hard work done during the year and getting the enthusiasm for the continuation. These were two important activities for all D&E team.

#### *1. Retreat activity for D&E staff*

The retreat activity was realised on December 10-11, 2015 in Montenegro. It was preceded by a consultation session with all D&E team to discuss the details of the activity like dates, place, program and logistics. All D&E team decided to organise the retreat activity in a relaxing environment outside of Tirana, in Montenegro. The program of the retreat was a combination of relaxing activities, team building and activities on the reflection of better strategies for staff development. A detailed agenda is attached to this report. There were 22 staff members participating in this important activity.

The retreat activity was fully enjoyed by all the D&E staff, which had the opportunity to stay together, reinforce the team building and get to know each other in a pleasant context. Although most of the D&E staff work together from a long time the retreat is a valuable opportunity to get to know each other as colleagues on a personal level aspect that considering the daily work flow is impossible.

## 2. Annual Party for Christmas

The annual Party was organized on December 29<sup>th</sup>, 2015 in a restaurant of Tirana with the participation of 20 staff members of D&E. The annual party was an opportunity to thank D&E staff members for their contribution over the past year and a chance for everyone to relax and enjoy the holiday season.

The party was as well a great opportunity to celebrate recent team and organizational accomplishments.

All D&E team enjoyed very much the funny time spend together with delicious food, music and dancing, giving warm wishes to each-other for the New Year.

### **The results of the project**

- 22 staff members improved the psychological wellbeing from the retreat activity.
- D&E team is strengthened and team spirit is improved.
- 20 staff members enjoyed annual party.
- D&E team got new energies for the continuation of the hard work with victims of trafficking.

### **Staff' retreat Agenda**

#### **First day**

<b>Time</b>	<b>Activity</b>	<b>Responsible</b>
8.00	Departure from Tirana	All group
12:00 12:30	Arrivals and accommodation in hotel	All group
12:30- 14:00	Lunch break	
14:00 – 14:30	Welcoming and opening game (Interview to our colleagues- in pairs )	Egla Lula
14:30 – 16:00	Fish Pool –Discussing on the Strategic Objective 6 of the D&E Strategic plan 2014-2016	M.Meshi

	“Support staff development”	
16:00- 16:30	Coffee break	
16:30- 17:00	Plenary session – summary of the discussion	From a member of the group
17:00-17:30	Closing game (change direction)	Egla Lula
17:30 - 18:00	Evaluation of the day	From a member of the group
18.00 – 20.00	Free time, Sight seeing	
20.00	Dinner	

### Second Day

<b>Time</b>	<b>Activity</b>	<b>Responsible</b>
09:00- 09:30	Welcoming and opening game (the faith toward our colleagues with blind eyes)	Egla Lula
09:30- 11:00	Knowing better each other Debriefing session Entertainment games	Mariana Meshi Egla Lula
11:00-11:30	Coffee break	
11:30- 13:00	Helping each other Debriefing session	M.Meshi/One member of the team
13:00- 14:30	Lunch break	
14:30- 15:00	Closing game	Egla Lula
15:00-15:30	Evaluation of the day	From a member of the group
15:30	The departure	

End.

