
2019-2022

PHASE II PROPOSAL



Music
Inclusion
Transformation

UNDER THE HIGH PATRONAGE OF THE PRESIDENT OF THE REPUBLIC OF TUNISIA

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A. EXECUTIVE SUMMARY



Tunisia88 inspires transformation through social inclusion and music. As of March 1, 2018 Tunisia88 has performed 60 interactive, educational concerts in 60 Tunisian high schools for more than 7000 teenagers across 20 of Tunisia's 24 governorates, in particular reaching out to remote and less developed regions of Tunisia.

Directly following each concert, Tunisia88 launches student-led, mentor-assisted music clubs, engaging school administration, faculty, and students in the possibilities of such a club. The clubs then meet weekly, rehearse music, initiate, produce, and perform in events in their local communities (schools, hospitals, youth clubs, cultural centers, retirement homes, etc.) while composing songs, and developing their creativity, leadership, and cooperation skills.

Within short order of the club creation, clubs from across the nation gather in a major Tunisian city for an intense 3 to 4 days of music and leadership workshops. To date, after 24 months of execution, there are more than 700 active club members participating in the 60 music clubs. Through social media, joint events, and workshops they have formed a dynamic community across the whole country. By December 1, 2018, Tunisia88 will have covered 74 high schools, including at least 3 high schools in each of Tunisia's 24 governorates ("Phase I"). The remaining 14 Tunisia88 concerts so as to reach the number "88" (there are 88 keys on a piano), will have been either in larger venues bringing various clubs together for a joint event, or other venues, private and public.

To answer to the explicit requests of Tunisia's youth, our sponsors, the musicians, the Ministry of Education and the President of the Republic of Tunisia, **Tunisia88 is ready to enter a second phase of the project ("Phase II"), to bring music clubs to all remaining 551 high schools in Tunisia.**

Core Beliefs of Tunisia88

Music cultivates respect for differences.

Musicians can be global citizens.

Excellence inspires excellence.

In Tunisia, wonderful things are possible.

Tunisia is a leader in the arts in North Africa.

AN OVERVIEW

PHASE I IN NUMBERS (2016-2019)

88

CONCERTS

74 School Concerts
10 Public Concerts
4 Private Concerts

74

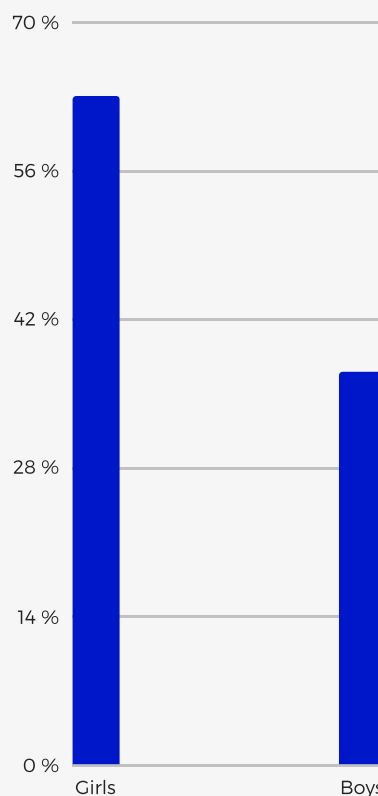
MUSIC
CLUBS

800+

CLUB
MEMBERS

9250

STUDENTS REACHED



“ When I speak about the project, I feel like I am speaking about "Magic"... Tunisia88 makes everything possible! ”

~ Ghofrane Bouzaiene - Club Lycée l'Indépendance, Manouba

B. THE PSYCHOLOGY OF TUNISIA88: MUSIC, INCLUSION, TRANSFORMATION

The transformational power of Tunisia88 centers around 3 main experiential and psychological processes that reinforce each other: Music, Inclusion, and Transformation. It starts with the notion of music as a universal language and therefore an acceptance of a wide range of musical genres. Tunisia88 concerts regularly present classical music, jazz, opera, traditional Tunisian music, original compositions, and improvisations.

Music:

In the context of these educational concerts, and in introducing music to new audiences, performers engage audiences through activities before asking them to listen to a piece of music they may not have heard before. These activities or "entry points" are based on key elements of the piece of music at hand and will naturally inspire listeners to increase their engagement. Activities can be based on the rhythm, the melody, the instrument, the instrument family, the name of the piece of music, or the harmony and could include singing, clapping, drawing, talking, dancing etc.

Inclusion:

Music and Tunisia88 clubs provide the possibility for participation by all, regardless of available resources, background, religion, gender, or age. For adolescents, belonging to an accepting and inclusive peer community is fundamental for personal development and growth. **Sharing the common objectives of expressing themselves and their aspirations and hopes through music**, while developing artistic talent and communication and leadership skills binds clubs together in a **joint journey of discovery and growth**.

Tunisia88 clubs also unite around their capacity for social impact, creating events in their communities in places like orphanages, other schools, hospitals or retirement homes. Participation in and organization of these events cultivate a sense of citizenship by increasing awareness of one's social environment and one's responsibilities to others.

Transformation: Personal transformation then follows when club members realize and embrace their ability to have a positive impact on others through their musical and organizational skills. Tunisia88 channels youth energy in these directions.

Today, we are witnessing an increasing number of remarkable examples (club members winning scholarships, setting examples of civic-mindedness in their communities, etc.) of how Tunisia88 clubs members have grown and matured into responsible global citizens.



C. THE TUNISIA88 FAMILY

Tunisia88 currently has a team of 28 mostly volunteer members including an Executive Committee, consisting of a President, a Chief Strategist, and an Executive Director. We have a Musical Director of Operations, a Director of Music Clubs, several Regional Representatives, Musicians, Club Coordinators, Trainers and a Documentary Film Director, a Photographer, a Reports Manager, an Accountant, an Administrative Assistant and many others.

Experience tells us now, that in the Tunisian education environment, projects succeed when they work simultaneously on multiple levels (top-down as well as bottom-up) of the education system, while maintaining relationships with media and sponsors. A diverse team is necessary to navigate a wide variety of repeated obstacles and challenges.

For successful collaboration in the education system, one must not only have the support, cooperation and non-objection of the Minister of Education and his regional commissioners and school directors, but also a minimum of tacit-support from the teachers' unions. To manage these diverse stakeholders in various regions of the country, a project needs a personalized communication strategy and a separate narrative for teachers, for parents, for students, and for school directors.

For example, it is not sufficient just to have the approval signature of the Minister, one must, one-by-one, earn the cooperation of relevant teachers and students. One-on-one communication strategies must be coupled with media strategies, at an appropriate pace, to move the project forward. Parents, especially of girls, must be convinced one-by-one to find trust in the project, for example, in order to receive parental consent to let their off-spring spend three nights in the far away capital of Tunis for a leadership and creativity workshop; this individual buy-in is needed, regardless of any formal agreements otherwise received.

With the Tunisia88 team, we have been able to achieve such a multi-pronged approach: Every team member is essential and plays a unique role. We have been able to establish and maintain access to key decision makers, including the President of Tunisia, the successive Education Ministers, the diplomatic and business community, but also thanks to our regional representatives and club coordinators continuous access to an exchange with regional champions (education commissioners, school directors, and most importantly parents and students. **The Tunisia88 team has become almost like a “family.”**



C1. ORGANIC DEVELOPMENT



In Tunisia88, we believe in an organic development model. We believe that students have enormous untapped potential with the resources they already possess. In other words, we believe and now have evidence that it is frequently **not** a lack of resources that blocks the realization of their potential. Therefore, we seek to create and encourage social cohesion and inclusion around music, before even introducing more musical instruments and teachers. Indeed, in order to learn to play music one needs musical instruments, instrument maintenance and repair know-how, discipline in practicing, parental and school system support, and quality teachers.

However, transformational success through music is much more than a matter of instrument donations. In fact, it requires the creation of entire ecosystems containing all of these elements. Therefore, instead of beginning the process with these costly elements, we begin instead by asking music clubs to generate impact in their local communities with their currently available resources, placing priority on leadership skills, group work, event creation and musical composition.

We believe these priorities can influence communities to recognize the importance of music. Once this belief grows, desire for musical instruments grows, understanding for instrument maintenance grows, and respect for teachers and their purpose grows as well. At that point in time, Tunisia88 has started to “donate” and continues to do so – on a targeted basis – and with the generous support of our sponsors, musical instruments and equipment: sound systems, pianos, guitars, nays (Tunisian flutes) and many others.

C2. STUDENT LED CLUBS

The educational structure often calls for teachers to simply tell students what to do. Establishing a clear hierarchy, teachers often exert power over students in an - at times - adversarial relationship calling on students to submit to the teachers' authority. Often students are not encouraged to seek cooperation in groups, but to memorize and accumulate factual knowledge on their own, rather than learn critical thinking, creative thinking or other thought processes or mindsets that could be applied in a wider range of disciplines.

In our Tunisia88 music clubs, we aim to unleash the energies of Tunisian youth leadership and creativity and we ask and train the adult club mentors to limit themselves to being facilitators and guides. We ask the young Tunisia88 club leaders to define the direction of their clubs and stimulate their imagination to take responsibility for their clubs and to insist on an inclusive attitude towards all club members. It appears this concept is new, but we believe it is critical to develop a strong notion of citizenship. We can now see that this approach has already produced first results that affirm the value of student leadership.



C3. SOCIAL IMPACT



We ask clubs to focus on the impact they can create in their local communities. We find this orientation to increase energy levels, self-esteem, and allow youth to feel relevant, and find a place of significance with their own creativity and in their community. We have found this to be more accessible and motivational, and inclusive than individual instrumental study.

The potential for social impact is "readily available" to everyone. Instrumental study is also available to everyone but requires a sustained commitment and more teachers. Social outreach and impact for the Tunisia88 music clubs include activities and concerts in school(s), hospitals, youth clubs, cultural centers, retiree homes, etc. And for Tunisia88 these social impact activities constitute one of several Key Performance Indicators, which we track closely and evaluate through social media and through our mentors and club coordinators.

C4. ENTRY POINTS



The relationship between the performer and his/her audience naturally fluctuates depending on the audience. In the context of educational concerts, and in introducing music to new audiences, ample research evidence shows that performers achieve significantly stronger impact when they **engage audiences experientially**, before asking them to listen to a piece of music they may not have heard before. This can be accomplished through “entry points.”

An entry point is a “way inside” the music, an activity based on an important element of the music that inspires listeners to increase their engagement. Activities could be based on the rhythm, the melody, the instrument, the instrument family, the name of music, the harmony and could include singing, clapping, drawing, talking, dancing etc. Examples include asking an audience to learn and sing the principle melody in a piece of music before asking them to listen. Upon listening, ask them to sing along when they hear the principle melody.

Another example is asking audiences to clap and perform rhythms together before listening to the performance of a piece of music. Asking for volunteers to come to the stage to perform various actions in front of the audience.



D. LARGE SCALE TRANSFORMATION: PHASE II

The Challenge

By the end of Phase I, we will have established a total of 74 music clubs in each of Tunisia's 24 governorates. Having tested our club establishment process and our club dynamic and structure extensively throughout the 3 years of Phase I, we are now ready to move to a Phase II.

We propose a Phase II to answer to the explicit requests of Tunisia's youth, our sponsors, the musicians, the Ministry of Education and, in fact, the President of the Republic of Tunisia. Tunisia88 is ready to enter a second phase of the project ("Phase II"), to establish and support clubs in the remaining 551 high schools in Tunisia. This is indeed a challenge.

We believe that building on our organic growth philosophy, we can expand the Tunisia88 team in a phased approach, so that by the end of the school year 2021/2022 every high school in Tunisia will have an active Tunisia88 music club, with trained club leaders and mentors (See Appendix A). The very special and highly energetic "family feel" emanating from the Phase I team is a key ingredient to the on-going success. We have therefore started from our own circle to identify the "right" candidates to join the Tunisia88 caravan. Tunisia offers a remarkably energetic and engaged civil society, and we are convinced that we will be able to enlarge the caravan step by step so as to face the challenge together (See Appendix B for a comparison of the Phase I and Phase II management structure).

What do we expect to achieve by the end of school year 2021/2022?

Outputs

With full cooperation and support from the Ministry of Education, we expect to reach out to an additional 65,000 students, creating 625 total music clubs for a total of an estimated 8,000 club members nationwide. 20 leadership trainings and 12 trainings for creativity and concert performances will prepare the leaders of the new clubs and inspire clubs to greater and greater achievement and community engagement.

Outcomes

Over the 3 years of Phase II, and based on the 3 years of solid experience in Phase I, we can reasonably expect clubs to create over 2,000 events in their local communities, compose over a total of 1,000 songs, and hold over 8,000 club meetings. All of these Key Performance Indicators (KPIs) will be set ex ante and tracked and evaluated, as has been done in Phase II.

Impacts

Personal transformation, a vibrant national community of young musicians, vibrant regional communities, a sense of belonging, an increase in asset based thinking, and an increased sense of citizenship. A statistically significant sample out of the 625 club leaders will be identified and followed to form the basis of an ex post, research-based, impact evaluation about the power of music and leadership to transform individual growth paths.

What do we need?

In order to reach out to these 65,000 students in 551 schools to create a total of 625 clubs and a generation of engaged and musical teenagers we need 1.8 Million Euros (See Appendix C)

APPENDIX A: SCHEDULE

In order to cover 551 schools in three years, we need to create several groups of musicians to perform the school concerts and install the clubs. Each new group is trained, extensively, in all aspects of Tunisia88 concert presentation including speaking, “entry points” or activities for the students, holding the first club meeting, incorporating the new clubs into the social media networks on Tunisia88 and ensuring their successful creation.

As for Phase I, an organic approach will be used, with one new group being trained during the first few months. After the refinement of the training process, which will inevitably occur after the first training, the second and third groups will be added. The very special and highly energetic “family feel” emanating from the Phase I team is a key ingredient to the on-going success. We have therefore started from our own circle to identify the “right” candidates to join the Tunisia88 caravan. Tunisia offers a remarkably energetic and engaged civil society, and we are convinced that we will be able to enlarge the caravan step by step so as to face the challenge together.

Not listed in the schedule are on-going club activities, which include club meetings, club-organized events. Also not listed are private Tunisia88 events.

APPROXIMATE		ACTIVITY 1	ACTIVITY 2	ACTIVITY 3
	DATE			
2019	September	Leadership Training 1 for All Clubs	Club Activity Calendar Set	
2019	11.10-18.10	Training for GROUP 2; 8 School Concerts		
2019	21.10-25.10	ORIGINAL GROUP and GROUP 2 in Parallel: 16 School Concerts		
2019	27.10-31.10	Leadership Training 2 for 24 New Clubs	Choir Training/Songwriting Training 3	
2019	3.11-12.12	GROUP 2 40 Concerts		Songwriting Contest Support for Clubs
2019	12.27-12.30	Leadership Training 5 for 40 New Clubs	Mentorship Training 6 for 64 New Clubs	
2020	28.1-31.1	Creativity Training and Mentor Training 7, Al Hambra		
2020	2.2-12.3	GROUP 2 48 Concerts	GROUP 3 48 Concerts (Includes 1 week training)	
2020	16.3-20.3	Regional Leadership Trainings 8, 9, 10 for 96 New Clubs in groups of 32	Centre El Massadi Training 11 and Concert	
2020	July and August	Summer Concert (Training 12) w Orchestra		
2020	11.10-29.10	GROUP 2 24 concerts	GROUP 3 24 concerts	GROUP 4 24 concerts (includes 1 week training)
2020	1.11-3.11	Leadership Training 13 for 36 New Clubs		
2020	3.11-6.11	Leadership Training 14 for 36 New Clubs		
2020	8.11-26.11	GROUP 2 24 concerts	GROUP 3 24 concerts	Group 4 8 concerts
2020	26.12-27.12	Leadership Training 15 for 27 New Clubs	Mentor Training 17 for 27 Clubs	
2020	27.12-29.12	Leadership Training 16 for 27 New Clubs	Mentor Training 18 for 27 Clubs	

2021	28.1-31.1	Creativity Training 19		
2021	1.2-18.2	GROUP 2 24 concerts	GROUP 3 24 concerts	GROUP 4 24 concerts
2021	28.2-18.3	GROUP 2 24 concerts	GROUP 3 24 concerts	GROUP 4 24 concerts
2021	27.3-28.3	Leadership Training 20 for 24 Clubs	Leadership Training 21 for 24 New Clubs	Mentor Training for 48 clubs
2021	28.3-29.3	Leadership Training 22 for 24 Clubs	Leadership Training 23 for 24 New Clubs	Mentor Training for 48 clubs
2021	31.3-1.4	Leadership Training 24 for 24 Clubs	Leadership Training 25 for 24 New Clubs	Mentor Training for 48 clubs
2021	July and August	Summer Concerts w Orchestra		
2021	17.10-28.10	GROUP 2 16 concerts	GROUP 3 16 concerts	GROUP 4 16 concerts
2021	30.10-31.10	Leadership Training 26 for 24 Clubs		
2021	31.10-1.11	Leadership Training 27 for 24 Clubs		
2021	7.11-25.11	GROUP 2 24 Concerts	GROUP 3 24 Concerts	GROUP 4 17 Concerts
2021	26.12-27.12	Leadership Training 28 for 24 Clubs	Leadership Training 29 for 24 Clubs	
2021	27.12-28.12	Leadership Training 30 for 17 Clubs		
2022	1.2-6.2	Creativity and Choir Training 31 at Alhambra, Hotel		
2022	21.3-25.3	Training 32 and Concert Centre El Massadi	Regional Concerts and Trainings, 35, 36, 37, 38	
2022	July	Summer Concert w Orchestra, Training 40		

APPENDIX B: STRUCTURE

TUNISIA88 Phase I Structure

EXECUTIVE COMMITTEE



DIRECTORS



SPECIALISTS

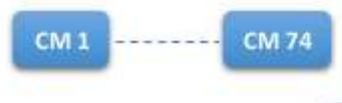


REGIONAL REPRESENTATIVES (RR)



MENTORS

Club Mentor (CM)



MUSICIANS



CLUB LEADERS



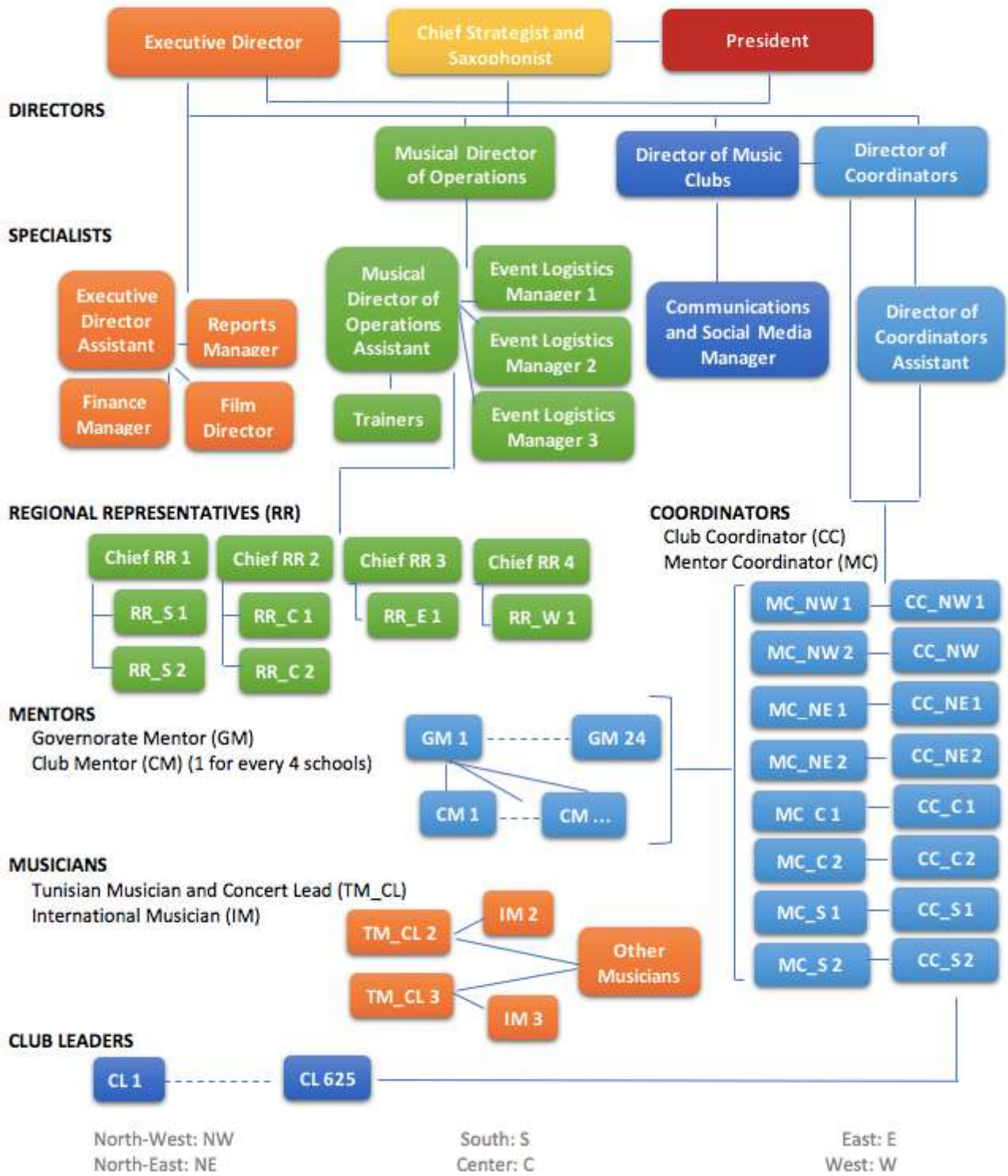
North-West: NW
North-East: NE

South: S
Center: C

East: E
West: W

TUNISIA&& Phase II Structure

EXECUTIVE COMMITTEE



APPENDIX C: BUDGET

Expense Category	Unit	Price Per Unit	Total in Dinars	Unit	Price per Unit	Total Euros
Leadership Training	20	29,860	597,200.00			
Creativity and Concert Trainings*	12	48,800	585,600.00	10	1,250	12,500
School Concerts	551	1,836.50	1,011,911.50	555	150	83,250
International Flight tickets for Director (Estimated price)	12	2,400	28,800			
International Flight tickets for International Musicians (Estimated)*	20	1,000	20,000	8	1,000	8,000
T-Shirts	2,500	9.80	24,500			
Club Booklets (Unit= 557 schools*25 booklets per school on average)	14,000	1.77	24,780			
2 projectors, 2 computers, 2 sound systems for school concerts			10,000			
Special Projects for Clubs*	9	8,500	76,500	6	2,400	14,400
Instruments (Average 500 TND/school)*	624	500	312,000			
Pianos for 88 schools (Includes Piano Shipping and maintenance)*	30	5,500	165,000	30	500	15,000
Training for Piano Tuning	2	4,000	8,000	2	1,248	2,496
Piano Tuning (Unit=# of tunings)	144	80	11,520			
Car Leasing (Unit=months)	36	2,000	72,000			
Director (Unit=Days)				300	450	135,000
Assistant to Director (Unit=months)				36	500	18,000
Director of Operations (Unit=months)	36	1,475	53,100			
Assistant Director of Operations (Unit=months)	36	575	20,700			
Director of Clubs (Unit=hours)				1,080	20	21,600
Communications and Social Media Manager (Unit=months)	36	830	29,880			
Chief Club Coordinator (Unit=months)	36	920	33,120			
Club Coordinator Assistant (Unit=months)	36	500	18,000			
2 Club Coordinators for 3 years (Unit=Months)	72	500	36,000			
3 Club Coordinators for 2 years (Unit = Months)	72	500	36,000			
3 Club Coordinators for 1 year (Unit=Months)	36	500	18,000			
Mentors Year 1* (Unit=# of schools)	136	600	81,600			
Mentors Year 2* (Unit=# of schools)	360	600	216,000			
Mentors Year 3* (Unit=# of schools)	625	600	375,000			
Documentary Film Director* (Unit=months)	36	2,000	72,000	3	2,400	7,200
Accountant for Tunisian Association	3	1,500	4,500			
Assistance for Tunisian Association	3	1,500	4,500			
Compositions and Arrangements by Tunisian composers and of Tunisian Songs	9	1,500	13,500	5	833	4,165
Tunisia88 Budget Manager				36	300	10,800
Research Team*						30,000
Book: Documentation of Tunisia88 Phase 2						5,000
5% for unexpected expenses			197,986			18,371
Total Dinars			TND 4,157,697	Total Euros		€ 385,782
Total in Euros			€ 1,414,183			€ 385,782

Total Budget in Euros	€ 1,799,964.23
% outside Tunisia	21.4%
% in Tunisia	78.6%

Governance: Funds are channeled first to 88 International, an NGO established in Luxembourg. From there roughly 80% are sent to Tunisia for all expenses in local currency. Roughly, 20% are kept in Europe for international payments and expenses in hard currency. This set up will ensure comprehensive oversight, and is also necessary due to Tunisia's currency convertibility restrictions.

Notes on Budget

Creativity and Concert Trainings: Includes some budgets for visiting orchestras and ensembles. Sometimes we are able to make agreements with orchestras that involve them coming to Tunisia on their own expense and Tunisia88 taking charge of expenses only while in Tunisia.

International Flight Tickets: There is some budget reserved for purchasing tickets outside of Tunisia due to limited availability within Tunisia. And sometimes the cost is dramatically lower outside Tunisia.

Instruments: for clubs include guitars, nays (Tunisian flute), melodica, oud, microphones, sound systems etc.

Pianos: category includes the option to purchase pianos in Tunisia, and also includes the option to import good quality second-hand pianos from outside of Tunisia. Many pianos are available free of charge, and therefore we only incur the cost of transportation. Tunisia88 has an international shipping partner. Once instruments are collected we are able to ship them at minimal cost.

Mentors: Some mentors are regional; some are only for one school. Some mentors function as coordinators for their region.

Documentary Film Director: This budget includes the cost of an assistant and other costs associated with creating documentaries and short films for Tunisia88. Some budget is allocated for international collaboration.

Research Team: This research grant is for an academic team to look at the effects of music and leadership training on these Tunisian teenagers over a 3 to 6 year period.

Leadership Training Cost Average for 50 People Regional		
	Dinars	Euros
Bus rental	12,000	
Hotel and food for 4 nights	12,000	
Car Rentals (1)	700	
Gas	600	
Trainer Honorarium	2,000	
Materials and Misc.	1,500	
Assistant	460	
Photographer	600	
Total	29,860	

Creativity Training Cost Average for 100 People National Training		
	Dinars	Euros
Bus Rental	16,500	
Hotel and food for 4 nights	24,000	
Car rentals	1,400	
Gas	600	
Trainer Plane ticket	2,500	
Trainer Honorarium		1,250
Materials and Misc.	1,500	
Concert Video	1,500	
2 Assistants	800	
Total	48,800	1,250

Concert Cost Average		
	Dinars	Euros
International Musician		150
Leader	173	
Musician 3	117	
Musician 4	117	
Driver 2	200	
Driver and Car	130	
Gas	50	
Food for 8 People	200	
Hotel	400	
Photographer	150	
Miscellaneous	300	
Total	1,837	150

APPENDIX D: LEADERSHIP TRAININGS

Key Objective:

Support the creation of the next generation of Youth Change Agents & Tunisia88 Club leaders

Sub-Objectives:

- Develop a sense and feeling of belonging in the Tunisia88 Members and motivate them around the impact that needs to be reached
- Raise awareness of the importance of the Tunisia88 external impact on society and the personal impact on the members during the experience
- Raise awareness towards the rules, ethics, and principles of the organization
- Develop their leadership, human, and technical skills
- Develop event management attitudes, skills, and knowledge
- Prepare the Tunisia88 members to adopt a flexible, team-oriented, proactive, and tolerant attitude in order to collaborate in musical activities and events throughout Tunisia

Leadership Training A Exploration

Objectives:

- Raising awareness of Tunisia88's impact & developing the sense of belonging
- Reaching a 90% rate of retention

Student Behavior:

- Introduced to icebreaker activities
- Engaged in interaction plenary sessions
- Involved in workshops and case study simulation
- Engaged in competitions during the training
- Introduced to perform presentations and plans inside the training flow

Session Content:

- The clarity of the why (vision understanding)
- We are inspired by what turns around us (environment effect and the power to change it)
- Leadership Keys
- Team management
- Time Management
- Emotional intelligence
- Collective intelligence
- Measure of success tools
- Communication skills
- Presentation skills
- etc...

Leadership Training B

Event Creation

Objectives:

- Developing event management attitudes, skills, and knowledge
- The organization of a minimum of 2 events for each club in his local environment

Student Behavior:

- Introduced to icebreaker activities
- Engaged in interaction Plenary sessions
- Involved in workshops and case-study simulation
- Engaged in competitions during the training
- Introduced to giving presentations

Sessions Content:

- Environment and target analyzing
- Project development
- Ideation
- Idea explanation and creativity development
- Communication planning
- Human resource event management
- Logistic management
- Legal paper writing
- Negotiation and partnership skills
- Team working attitudes and skills
- Follow up process introduction
- Reporting writing
- Assessment tools



Leadership Training C

Act to Lead

Objectives:

- Preparing the members to lead by developing their leadership, human, and technical skills
- Preparing the members to adopt a flexible, team-oriented, proactive and tolerant attitude in order to collaborate in musical events around over Tunisia.

90% of the clubs will achieve a successful transition.

The organization of a minimum 2 events each club

90% retention rate .

Student Behavior:

- Introduced to icebreaker activities
- Engaged in interaction Plenary sessions
- Involved in workshops and case study simulation
- Engaged in competitions during the training
- Introduced to perform presentation and plans inside the training flow

Sessions Content:

- Keys to leadership
- Team management
- Time management
- Emotional intelligence
- Leaders' behavior
- Fail, fail again and fail better
- Tracking tools & skills
- Evaluating skills and tools
- Crisis Management
- Self-motivation
- etc...

Creativity Training

Meaningful Musical Activities with a Minimum of Resources

Objective:

- Motivate clubs to find meaning in creative musical activities.

Student Behavior:

- Self-reflection
- Musical Composition
- Group Cooperation
- Improvisation
- Discovery of existing resources
- Asset-based thinking

Sessions Content:

- Listening to a variety of songs and identified form and meaning
- Selection of a theme
- Composing melody and harmony
- Writing lyrics
- Creating the form and arrangement of the song
- Including the full group in a performance
- Sharing the creations



Choir Training

Inclusiveness through National and Regional Choirs

Objectives:

- Create and train a national choir for the purpose of performing, creating community, collaborating with guest musicians and developing vocal technique and musicality.

Student Behavior:

- Concentration
- Learning and absorbing the habits of healthy singing technique
- Singing on pitch
- Collaborating with guest musicians
- Advance preparation

Sessions Content:

- Teaching separated voices using onomatopoeia: trallala tiya tiya yapapa highlights, highlighting the accentuations and nuances
 - a) speak the text slowly
 - b) chant it slowly
 - c) then sing it slowly
- Learning the phrasing, the articulation, and the overall accuracy with the tensions and resolutions found in the music
- Preparing for performance, group psychology



OUR CURRENT TEAM

THE PHASE I FAMILY



Executive Committee

Radhi Meddeb - President
Ulrich H. Brunnhuber - Chief Strategist and Saxophonist
Kimball Gallagher - Executive Director

Directors

Farouk S'habou - Musical Director of Operations
Nesrine Mbarek - Director of Music Clubs
Souhayl Guesmi - Associate Director

Chief Club Coordinator Rabaa Mwelhi

Events Specialist Imed Kacem

Reports Slim Ghana

Film Director Waheb Chargui

Regional Representatives

Amel and Ferid Mbarek - Center, South

Leila Arjoun - Greater Tunis, North East

Azziza Azouz - Bizerte

Hanen Rahoui and Kamel Guesmi - North West

Advisors

Ferid Abbas
Jaloul Ayed
Achraf Meddeb

Trainers

Omar Riahi
Bayrem Jrad
Hedi Amara

Accountant Mohammed Gharbi

Assistant Ahlem Ben Boubaker

Core and Guest Musicians

Selim Arjoun

Nour Arjoun

Lilia Ben Chikha

Mouhamed Amin Jarraya

Feirouz Osman

Zied El Aissi



Sponsors

- US Embassy
- Canadian Embassy
- German Embassy
- OMV
- Fondation Tunisie pour le Développement
- TunInvest
- SETCAR

International Partners

- European Investment Bank
- 88 International

Hosts

- Action et Développement Solidaire
- Ministry of Education of Tunisia



“ In Tunisia88 we celebrate music as a truly universal language, beyond the differences and distinctions that divide us. Every single musical tradition is precious for us. Music has the power to reach hearts, and when you genuinely reach people's hearts, mutual respect grows and a peaceful transformation is possible. ”

Ulrich H. Brunnhuber, Chief Strategist and Saxophonist

