



Float Around in Style

Your ALLeGRO! Toastmasters Floating Academy on board/off board guide



Welcome aboard!

Dear ALLeGRO! participant,

First of all, welcome aboard, and thank you for your trust! ALLeGRO! is the first event to replace the District 59 and 109 Fall conferences, and we decided to join forces in this brand-new adventure. We hope that you will enjoy the program.

What are we offering?

A Toastmasters Leadership Institute and a Club Officer Training! ALLeGRO! is first and foremost a training event. It's a Toastmasters Leadership Institute (TLI) organized by your district. That means that if you're a club officer in the 2018-19 term, by fulfilling the COT requirements in the TLI program, your club can get credit towards the "education points" in the Distinguished Club Program (DCP). ALLeGRO! is an additional officer training opportunity and is not intended to replace the club officer training sessions (TLI/COT) which will be organized in your district between December 1, 2018 and February 28, 2019.

A chance to compete! Naturally, we Toastmasters of the world love to compete with words. That's why two fellow Toastmasters decided to organize a 'Rhetorical Battle' event, which will be held on Sunday, December 3. Contestants will be picked randomly from the audience, so get ready to join in the fun!

A Teen Leadership Program! For the teenagers attending ALLeGRO!, a group of experienced Toastmasters is offering a workshop designed to foster their growth as future leaders.

Social events! Of course, we learn best in moments of enjoyment. Don't miss the opportunity to meet new people, make new friends and strengthen bonds with the fellow Toastmasters you know already. Clubs in Barcelona and Marseille are joining us in this great adventure and organizing some Toastmasters events on site.

Where to find us?

The TIARA room located on Deck 4 has been assigned to our group for the whole voyage. We will display the program on the window outside the room.

The TIARA room can be used by participants to hold small group meetings. If you would like to use this room, just ask us, and we will provide you with the support needed to arrange it.

To contact us, please use the MYCOSTA app. Download it on your phone the day before departure, so you can connect and chat with your friends during the cruise.

Event Chair, Pat: +39 3458154640

Join our Whatsapp Group: [ALLeGRO Whatsapp Group](#)



Respect the environment

We kindly ask you to refrain from printing out this eBooklet as hard copy. Instead, download it on your smartphone.

If you are a workshop leader, we also ask you to display your workshop material in electronic format, if possible, and if this does not hamper the execution of your workshop.

Indeed, we would like to avoid using paper wherever possible.

Thanks in advance for your understanding and collaboration!



Video recording and photo policy

General Photography Release

I hereby authorize the ALLeGRO! team to publish videos or photographs taken of me at the ALLeGRO! Toastmasters Floating Academy from December 1 to 4, 2018, and my name (see options below) and likeness, for use in print, online and video-based materials, as well as other publications for Districts 59 and 109.

I hereby release and hold harmless the aforementioned districts and the ALLeGRO! team from any reasonable expectation of privacy or confidentiality associated with the images specified above.

I further acknowledge that my participation is voluntary and that I will not receive financial compensation of any type associated with the taking or publication of these photographs or participation in the aforementioned materials or other publications of the Division. I acknowledge and agree that publication of said photos confers no rights of ownership or royalties whatsoever.

I hereby release the District representatives and the ALLeGRO! team and any third parties involved in the creation or publication of the aforementioned materials, from liability for any claims by me or any third party in connection with my participation.

Respect for privacy

Attendees who do not wish to appear in published photos or videos of the event will be provided with a **yellow** badge lanyard, while others will be given a **blue** lanyard. I agree to respect the preferences of those wearing a yellow lanyard by refraining from publishing any photos or videos in which they appear without their explicit prior consent.

Tagging: Explicit authorization must be obtained from the subject in advance

I understand that my data will be used for the sole purpose of the ALLeGRO! event

Photography release authorization

Printed name (first, last):

Signature: _____

Date:

Yellow lanyard request

I do not wish to appear in any published photos or videos. Please provide me with a yellow lanyard.

Printed name (first, last):

Signature: _____

Date:



Table of Contents

Team Members	6
Overall Agenda	7
Keynote Speaker - Tulia Lopes	7
A Word from the Education Chair	8
Daily Program and Meeting Rooms	8
Speaker Biographies and Workshop Summaries	9
(listed by order of appearance in the workshop agenda)	9
COT Officer Breakout Session	16
How Do Projects Succeed?	17
TM Roles and Their Application in the Real World	17
From PM to HPL	18
How to Run "From Speaker to Trainer"	18
Rhetorical Battle Event	19
Teen Leadership Program	19
Welcome ashore!	20
Savona	20
* Quick facts *	20
* At the harbor *	20
Marseille	21
* Quick facts *	21
* At the harbor *	21
* Quick facts *	22
* At the harbor *	22
* Social Event organized by local Toastmaster Clubs *	22
Message from District 109 & 59 Directors	23
<i>Thank you!</i>	23

Team Members

Project Manager	Patricia Mansencal
Project Assistants	Frank Kaiser, Katia Burdet, Francesco Fedele
HPL guidance committee (ALLeGRO! chair):	Lilian Shaftacola, Virginia Calabritto, Cecile Bastien Remy, Francesco Fedele
Promotion Chair	Virginia Calabritto
Promotion Team Members	Giuseppe Tringali, Palucha Perdigao, Lucilla LeDonne
Promotion Ambassadors	Jelio Dandanov, Sophie Tweed, Chiara Alzati, Giada Sartori, Marina Achliopta, Katia Philippou, Aine Neuhaus, Helena Ruiz-Fabra, Andy Samuel, Virginia Calabritto.
Photographers	Florbela Pinto, Mike Flam, Ecaterina Schilling
Education Chair	Kate Parvis
Education Team Members	Frank Kaiser, Helena Ruiz-Fabra, Victor Lopes, Sophie Tweed, Manie Conradie, Katia Burdet, Benedicte Roy, Anne Topenot
Education Advisors	Metaxia Kritsidima, Colleen Shaughnessy-Larsson
Logistics Coordination	Zukhra Abdumalikova
E-Booklet	Frank Kaiser
Registration Desk	Katia Burdet
Travel Agent	Raffaella Mazzanti, Lucia Colocci (Viaggi Lisippo)
Side Event Rhetoric Battle	Giada Sartori, Tania Yordan
Opening Ceremony	Bigi Vitolic Koblet
Closing Ceremony	Sabyasachi Sengupta
Walk & Talk Marseille	Jean Valery Gnyanaro
Walk & Talk Barcelona	Juan Carlos Duran

Overall Agenda

Friday 30 November			
Time to be defined Social dinner Savona			
DAY 1 - Saturday 1 December 2018		DAY 3 - Monday 3 December	
Morning	Travel to Savona	8:00	Arrival in Barcellona
13:00 - 16:30	Savona check-in & registration (see note1)	08:00/13:00	Visit Barcellona, or relax or attend social event organized by local clubs
13:00/15:30	Possibility to go to Buffet lunch for those on board	12:00/15:30	Buffet lunch
16:30	ALL MUST BE ON BOARD!	13:00	Departure of ship, travel towards Savona
18:00	Departure of ship, travel towards Marseille	14:00/19:30	Core Training Program organized in parallel sessions (See Detailed Program) - Rooms Country Rock and Desiré
17:00/18:00	Security Briefing	19:30/21:00	Costa Crociere Show or relax/socializing
18:00/19:30	ALLeGRO Opening Ceremony - Salone Teodora (Deck 5)	21:15	Dinner
21:00/22:30	Costa Crociere Show or relax	22:30/1:00	Closing Ceremony + Key note - Theater
21:15	Dinner	24:00/onwards	Disco and time together
22:30/onwards	Disco and time together		
DAY 2 - Sunday 2 December 2018		DAY 4 - Tuesday 4 December	
8:30	Arrival in Marseille	9:00	Arrival in Savona and disembarkment (by 10:30)
08:30/13:00	Visit Marseille (can be prolonged for those not willing to attend workshops in the afternoon), or relax or attend social event organized by local clubs	Rest of day	Travel back home
13:00/14:00	Buffet lunch		
14:00/19:30	Core Training Program organized in parallel sessions (See Detailed Program) - Rooms Country Rock and Desiré		Training
15:00/19:00	Mini Youth Leadership Program (Tiara Room)		Touristic visits
	5:00 PM Departure of ship, travel towards Barcellona		Entertainment organized by Toastmasters
19:30/21:00	Costa Crociere Show or relax/socializing		Entertainment organized by Costa Crociere
21:15	Gala dinner		Meetings
22:30 to 24:00	ALLeGRO Rhetorical Battles - Salone Teodora (Deck 5)		Lunches and Dinners
24:00/onwards	Disco and time together		
Note 1Registration Desk at disposal at Savona Terminal - Arrival of Registration team around 13.30 - Display banner of T.I. Participants register and then do the check in - Registration Team - 4 people needed - can go for lunch in turn before 15.30 - Boarding by 16.30 of all			

Keynote Speaker - Tulia Lopes



We are all in the same boat, but with different destinations.

"Each of us sets sail to a different destination.

For some, it brings excitement and joy; for others, it can bring anxiety and fear.

However, no matter what the initial map is, the path to our destination is designed during the journey."

A Word from the Education Chair

"Ahoj matesys!

As you all know, the Education Crew has been getting the ALLeGRO! education program shipshape for many months. Special permission was granted to allow Districts 59 & 109 to hold a joint TLI, right after going their separate ways.

We also employed some novel methods, such as the attendee poll, to select the workshops you most want to see. And what a roster it will be! We hope you will take full advantage of this opportunity to grow and develop your leadership competencies, while having a lot of fun.

In the time-honored Toastmasters tradition, let's rock this boat!"

Kate Parvis – ALLeGRO! Education Chair

Daily Program and Meeting Rooms

DAY		HOUR	MC	ROOM	WHO	WORKSHOP	Island
Sunday 2 December						LUNCH	
	F	14.00 - 14.45	Frank Kaiser Bigi Vitolic	Desiree CR	Prince Motiani Alessandra Gage	Debate and Negotiation Dos and Don'ts Negotiation 101: The Steps to Success	PSL LD
		14.45 - 15.00				Room Transition	
	F	15.00 - 15.45	Frank Kaiser Bigi Vitolic	Desiree CR	Kate Parvis Percy Roland	Greenscreens: How to jazz up your videos quickly and easily! English As She is Spoke: Use of English in Public Speaking	CIT PSL
						Break 15.45 to 16.30 - Snack by Costa Crociere (see Ebooklet)	
	F	16.30 - 17.15	Frank Kaiser Bigi Vitolic	Desiree CR	Kyle Bullus Manie Conradie	Mastering Disastering: Avoid Disaster Sabotaging Your Presentation How Computer Games Can Teach Us to Be More Engaging Leaders	CIT LD
		17.15 - 17.30				Room Transition	
	F	17.30 - 18.15	Frank Kaiser Bigi Vitolic	Desiree CR	Anne Topenot Carol Bausor	Women on Podium: Ladies, Let's Get Up There! Dare to Go For the Knockout!	CM PSL
		18.15 - 18.30				Room Transition	
	F	18.30 - 19.15	Frank Kaiser Bigi Vitolic	Desiree CR	Oliver Hauss Zsuzsanna Coridon	There's No Such Thing as a Dry Subject Walk the Talk!	PSL PSL
						LUNCH	
Monday 3 December						LUNCH	
	F	14.00 - 14.45	Beatrice Anton Bea Bincze	Desiree CR	Sarah Dejaegher Lorenzo Gios	Lead Your Message on Social Media The Power of Mentoring	CIT CM
		14.45 - 15.00				Room Transition	
	F	15.00 - 15.45	Beatrice Anton Bea Bincze	Desiree CR	Lerio Cunha Todd Buell	Approach Conflict with Non-Violent Communication Tools COT PATHWAYS FORUM	LD CQ
						Break 15.45 to 16.30 - Snack by Costa Crociere (see Ebooklet)	
	F	16.30 - 17.15	Beatrice Anton Bea Bincze	Desiree CR	Paulina Obando Lilian Shaftacola	How to Motivate Yourself and Others COT OFFICER BREAKOUT	CM CQ
		17.15 - 17.30				Room Transition	
	F	17.30 - 18.15	Beatrice Anton Bea Bincze	Desiree CR	Turan Tanin Markus Kuenkel	How Do Projects Succeed? TM Roles and Their Application in the Real World	PM LD
		18.15 - 18.30				Room Transition	
	F	18.30 - 19.15	Beatrice Anton Bea Bincze	Desiree CR	Katia Burdet Robert Johnstone	From Project Management to HPL How to run "From Speaker to Trainer"	PM CQ
						LUNCH	
	LD	Leadership Growth		Deck 4	Desiré Room		
	PSL	Public Speaking for Leaders		Deck 5	Country Rock (CR)		
	CIT	Communication and IT	MC DAY2 DESIF	Frank Kaiser			
	CM	Coaching and Mentoring	MC DAY2 CR	Bigi Vitolic			
	CQ	Club Quality	MC DAY3 DESIF	Beatrice Anton			
	PM	Project Management	MC DAY3 CR	Bea Bincze			

Speaker Biographies and Workshop Summaries

(listed by order of appearance in the workshop agenda)

Debate and Negotiation Do's and Don'ts

Prince Motiani, DTM



Prince has served as President, VP Education, VP Membership, VP Public Relations, and Secretary. Prince is a TEDx speaker coach. Now PM is back in da house! For Those of you who were in Florence saw him deliver a workshop on debate in Milan, where he shared his knowledge about humor. In Athens, he was the Education and Contest Chair for District 59, assisted by Alleen Andreou and co-chaired by Naomi Carrington of District 95. This meant a lot of negotiations, debate and tons more fun and learning.

The workshop: The commonalities between negotiation and debate, the underlying thought process, formulating thoughts, ad-libbing and how to present formulated thoughts. The workshop will use interactive techniques such as pair work, group exercises and Q&A. Prince is here to share what he has learned, read, written, watched and observed, so put your name down for his workshop, enjoy and come away with a load of takeaways. There have been no expenses spared! Be there or be square!

Negotiations 101: The Steps to Success

Alessandra Gage, DL3



Alessandra is an enthusiastic change-maker with a passion for sustainable development and experiential education. She works as an international development professional at the UN, with a background in environmental policy, project management and coordination, and citizen engagement. Over the past 15 years, Alessandra has accepted leadership roles with increasing levels of responsibility, predominantly in sports management (Head Coach to youth rowing teams), but also in the professional realm (leading UN missions).

Negotiating is critical to Alessandra's work, and she now mentors colleagues to develop their own capacity for successful negotiation (and success more broadly) within professional and personal life. If not working, travelling, or diving into Toastmasters challenges, Alessandra can be found playing music, acting, or exploring and hiking in the countryside.

The workshop: *"Diplomacy is the art of letting someone else have your way."* This quote, from Sir David Frost, may be true, but how can we negotiate for the best outcome? Negotiations are required in all facets of life, from personal to professional, and this interactive workshop will provide participants with tools to navigate the tricky steps involved. **Negotiations 101: Steps to Success** runs the gamut of skills from preparing, to doing (actual negotiating), to reviewing (post-negotiation stocktaking). Whilst focused on negotiations within the professional realm and Toastmasters, there will be opportunity to discuss personal negotiations and how to transfer lessons-learned across contexts. With short videos covering tips from business leaders and negotiation pros, to "hot-seat" role-play, this interactive session will have you negotiating in no time.

Green Screens: Jazz Up Your Videos Quickly and Easily!

Kate Parvis ACB, CL, Triple Crown 2018



Kate Parvis is the ALLeGRO! Education Chair. That's a mighty big, rockin' chair! Kate and the Education Committee have been working hard for months to give you a diversified and entertaining TLI educational program for this first-time-ever event. American-born, married for 30 years to a wonderful Frenchman, with a 21-year-old son, Kate has lived abroad for the past 35 years, including two years in Japan, but for the most part near Paris, France. She's a conference-interpreter-turned-real-estate-investor, and is now mentoring women who want to achieve financial independence through real estate. She joined TM two years ago and is currently Assistant Program Quality Director and Pathways Coordinator for Division A, D59. An active Toastmaster, Kate has often been on the podium in both French and English speech contests (humorous, inspirational and table topics) in her area and division. She has served as VP Public Relations, Sergeant-At-Arms and Pathways Guide.

The workshop: Video is becoming increasingly critical as a leadership and communication tool on social networks and platforms like Facebook, LinkedIn, and Youtube, as well as on personal websites and blogs/vlogs. Indeed, the new Pathways program includes projects involving the creation of blogs, webinars, and podcasts. A simple technique to add interest and special effects to videos is the green screen. Workshop participants will actively participate in producing a green screen video during the workshop.

English As She is Spoke: Use of English in Public Speaking

Percy Roland, ACS, CL



With a part-German, part-Spanish background, born in Austria, and brought up in an English-speaking bubble in the international resort city of Marbella, Percy struggles to decide which is his first language. He frequently flips from one to another in his daily work as a luxury real estate agent, speaking German with Iranians, Spanish with Russians and English with Arabs. His Toastmasters career has taken him to various contests, thus far culminating in a 'sweet' victory in Table Topics at the District 59 Fall Conference 2015 in Amsterdam. Apart from public speaking, he enjoys art, writing, jazz and classical music, and above all, travel. He has been on various modes of transport but is a cruise virgin and sometimes prone to seasickness, so if you see him pop any pills before the workshop, don't be alarmed....it's not a dodgy Marbella habit!

The workshop: In the last 50 years, English has become the world's leading language. And yet, this means of communication is fraught with struggles, mispronunciations and misunderstandings. Even native speakers – especially native speakers! – have their problems. If a Liverpudlian can't be understood in London, what hope is there for him in Lisbon or Lugano?

But English "As She Is Spoke" does not have to be confusing gobbledegook. In this workshop, we will look at basic strategies for native and international English speakers to make sure their sentences make sense, their pronunciation is precise and their vocabulary vibrant and vivacious. And as we only have 40 minutes, the tempo will have to be "ALLeGRO vivacissimo!"

Mastering Disastering: Avoid Disaster Sabotaging Your Presentation

Kyle P. Bullus, CC, CL



Kyle has served as VP Public Relations and Treasurer, and won third place as District 59 Evaluator in 2017. An independent communications trainer with 30 years of international experience, coaching executives and leading group training, Kyle has acquired a full range of marketing, communication, recruitment and management experience in England, the U.S., France, India and Switzerland. His business communication work includes presentation coaching, and email and telephone training. Extensive communication and language experience, investment work and his commercial background make Kyle ideally qualified to offer you specialist business communication coaching.

The workshop: “Oops moments” for a presenter are those times when you wish you weren’t there and so does the audience. When things go wrong, they can annoy, bore, amuse (for the wrong reasons) or lose you your audience. They are mostly preventable and often manageable—if you know how. This workshop shows you the five reasons why. You will also learn how to better assess the risks of working with ‘props’ – support material – and make your presentations more memorable and interesting for your audience.

How Computer Games Can Teach Us to Be More Engaging Leaders

Manie Conradie, ACB, ALB



Manie has served on all district levels in multiple positions, in two districts, and notably as D59 Program Quality Director for the 2015-2016 term, receiving the Toastmasters International “Excellence in Program Quality” award. A passionate Toastmaster and professional robotics engineer, Manie is taking his speaking skills to the next level. He has a passion for the human side of engineering and leadership. He runs marathons and participates in Triathlons.

The workshop: Computer games are essentially a social activity. What can we learn from computer games about leadership and about how to create an engaging environment for our team members? Members who are as human as we are, and who have different levels of expertise and different personalities. The workshop will focus on an aspect of computer game design which can help us be better leaders.

Women on Podium: Ladies, Let's Get Up There! WOP WOP WOP!

Anne Topenot, CC, ALB



Anne has served as Sergeant at Arms, VP Public relations, and VP Education and is currently president of Toastmasters Sophia Antipolis. She has spent ten years as a corporate trainer in technical English (catering, hospitality, IT, management), eight years training youth, three years coaching managers in public speaking and three years facilitating events. A French national with quite a few years of experience living in the U.S., Anne now lives in Nice and is exploring the art of communication, leadership and networking at all levels in her private and professional life.

The workshop: This workshop is designed as a boot camp to support and facilitate access of women to the competition podium using interactive techniques in which speeches will be presented, evaluated, reworked and re-presented, in a positive, proactive and encouraging environment. Because

women belong on the podium, women and men alike are invited to come and join us for this fun boot camp on getting up there, fearless, stress free and powerful! Wop wop wop!

Dare to Go For the Knockout!

Carol Bausor, ACG ALB



Carol has served as President, VP Education, VP Membership, Treasurer and District Corporate Club Extension Manager and was named District 59 Toastmaster of the Year in 2011. She has been a Toastmaster since 2010. She is a self-confessed "big mouth," who has learned—and is still learning—how to zip it. As she owned up in her winning 2017 speech in Winterthur, benevolence does not always come easy to her. But her constant good humor, positive attitude, studies in psychology and long experience as a professional trainer all contribute to her excitement in conducting this out-of-the-box, far-reaching workshop, aimed at helping Toastmasters who wish to extend their range.

The workshop: What will happen when you dare to roll out your REAL high impact mode? Learn how to KNOCK OUT your team members with your high-powered leadership, and not with crafty punches!

This workshop is for enthusiastic Toastmasters who wish to go one step further in their leadership journey, by taking on more responsibilities in their club, Area, Division, or District. Carol will be presenting the idea that our strong points can also sometimes be our worst enemies. After the creation of a fun, clear frame to form a solid group attitude, she will be leading us through a quick-fire personal behavioral analysis, with respectful feedback as to how others perceive us in different contexts of our life. The second part of the workshop deals with how we express these strong points, and the tempering of the aspects of our personality which may be considered less conducive to a leadership context.

There's No Such Thing as a Dry Subject

Oliver Hauss, ACB, ALB



Area contest winner of the 2014 District 59 - F2 International Speech Contest. Oliver has served as President, VP Education, and Sergeant-At-Arms as well as Area Director. Within the scope of his professional activities, he has facilitated many workshops and presentations in German and English in biomedical science, statistics and medical diagnostics, working in the diagnostics industry for five years. He's now a freelance trainer and consultant for the healthcare industry. This September, he received official certification as a trainer by the Chamber of Commerce of Mannheim, Germany.

The workshop: Have you ever been lulled to sleep by a speaker presenting an endless litany of technicalities? Or buried under an avalanche of information? Often, people tend to think that this is necessary to present technical, financial, scientific or organizational information without undue bias. But is this really the natural state? Or could it be that there are no dry topics? Presentations are not an end but a means—a means to communicate. If the information is not understood, the opportunity is wasted. In this workshop, we'll discover how complex topics can inspire rather than overwhelm the audience and how ostensibly “dry” information can be transported in an exciting fashion. As the Greek philosopher and essayist Plutarch observed that “the mind is not a vessel to be filled with information, but wood that needs kindling.” So let's start some fires!

Walk the Talk!

Zsuzsanna Corridori, DTM



Zsuzsanna Corridori (DTM, District Champion in Italian Humorous Speech) is a marketing manager by day and Toastmaster by night. She is a member of four clubs (an English dinner club, and Italian club, a French club and an advanced club) and she currently serves as Pathways Coordinator in District 59, Division B.

The workshop: How can you improve your nonverbal communication through dancing? Learn easy and simple tricks that will enhance how you move on stage with purpose, how you convey your message to a large audience and express emotions and attitude — skills that come handy in any leadership role. Expand your body language vocabulary through rhythm and beat to discover the dynamic leader in you!

Lead Your Message on Social Media

Sarah Johanna Dejaegher, CC



Sarah Johanna is the VP Education of the Brussels Toastmasters Club. Over the past decade, she has held various communication functions, notably with regard to youth NGOs. She currently works as a social media expert for the Flemish government, where she creates strategic content for its innovation and entrepreneurship policies. In April 2015, she joined Toastmasters to explore her passion for bringing inspiring stories, often focusing on the intersection between classical philosophy and digital culture. She is now venturing into freelance work as a speechwriter to create content engaging both for real-time audiences and in its virtual (eternal) afterlife.

The workshop: Leaders today communicate more and more virtually. Social media provides fantastic opportunities to reach new audiences, potentially every person on the planet! Though a live speech may be given just *once*, online, it may live on *forever*. But with increased visibility comes increased risk. The social media genie is out of the bottle. Who can't think of an example where social media has damaged someone's message or even their leadership? How to make our story likeable and shareable online? Create quotes that stick (Twitter), images that connect (Facebook) and stories that inspire (Instagram)? Communicate responsibly? Persuade the social media genie to be kind to our story? In this workshop, we will explore the do's and don'ts of bringing your message to online audiences!

Mentoring – The Best-Kept Secret of Toastmasters

Lorenzo Gios



By profession, Lorenzo is an industrial engineer with experience in process improvement, cultural change, project management and training. He started his TM journey in 2014 while living in Munich. Since then, he has held various leadership positions in TM clubs. Last year, he was Area Director and is now Division A Director for District 109. He is passionate about diversity, travelling and building dreams together!

The workshop: Many members in Toastmasters speak of the importance of mentoring, but unfortunately, very few practice it in their clubs. A recent survey conducted in D109 reveals that 93% of clubs would like to improve their mentoring program. In this workshop, you will learn how different clubs run their mentoring program. You will have the opportunity to share best practices to improve the program in your own club. Steal the best-kept secret of Toastmasters by participating in this mentoring workshop.

Approach Conflict with Non-Violent Communication Tools

Lerio Cunha, CC



Lerio currently serves as VP Public Relations for his TM club.

He uplifts people's lives. His purpose in this human experience is to elevate life patterns. A passionate coach, he empowers others with courage—the courage to do and ask for the things they want.

Lerio's Mantra: "If you want something, you must ask for it and act on it." On the power of asking: Mathew 7:7 – "Ask, and it shall be given to you. Seek, and you will find. Knock, and the door will be opened for you."

The workshop: Are you tired of conflicts?

"I find the NVC fascinating because it allows you to analyze what feelings are involved for each specific conflict. One of the reasons we avoid resolving conflicts is due to the feelings attached to it. And the NVC help us understand what feelings and why we have them at first."

COT Pathways Forum

Todd Buell, CC, ALB



Area Director, Area F4, District 2017-2018, Todd is currently VP Public Relations, and has also served as President and VP Membership. Todd is an American citizen who has lived in Europe for nearly all of the last fifteen years, first in Austria, then twelve years in Germany and since last April, in Belgium. He has worked as a journalist for almost ten years, writing about monetary policy in Frankfurt and now tax policy in Brussels. He joined Toastmasters in 2015 to gain confidence in work and daily life. Last year, he spoke at a professional event before 200 guests in Frankfurt's City Hall after Toastmasters colleagues gave him great tips on how to speak with authority and poise. In his spare time, he enjoys traveling, reading, music and the occasional long walk along the sea.

The workshop: This workshop is a mandatory COT session for those who would like to validate the second round of club officer training for the 2018-2019 Toastmaster cycle. The purpose of the workshop is to discuss Pathways and find the answers to your questions about Pathways and Base Camp. Todd, the session moderator, is an experienced panel leader and will demonstrate his expertise in panel discussion techniques during this session.

How to Motivate Yourself and Others

Paulina Obando, CC



Paulina Obando, Sergeant-at-Arms of her TM club, is a trainer, speaker, presenter and author of the book *Il Volo del Colibrì*, (*The Flight of the Hummingbird*). At the age of 21, she moved from Ecuador to Rome, looking for a job. Paulina is a certified tourist guide and speaks three languages: Spanish, English and Italian. She started her journey from humble beginnings, and step by step, with patience, humility, tenacity and strong motivation, she faced many challenges successfully by finding her self-confidence. Paulina truly believes that “By better managing difficult moments and having greater control over their thoughts, feelings and actions, people can make their dreams come true.”

The workshop: Motivation is a term that describes why a person does or doesn't do something. Motivation is defined as a process that initiates, guides and maintains desired behaviors. But it fades quickly. Like adrenaline, once its explosive strength is exhausted, motivation disappears, leaving us with the hard work. Anyone who has ever wanted to achieve a goal must certainly realize that the mere desire to achieve something is not enough. To achieve a goal, you have to be able to persist through obstacles and possess the resiliency to move forward despite the problems. If the goal is the destination, motivation is the fuel you need to get there. Successful leaders must understand their own inner motivators, so they can support their team members to motivate themselves to achieve their goals. In this workshop, you'll learn how to motivate yourself in order to lead by example.

COT Officer Breakout Session

Lilian Shaftacola, DTM, Triple Crown 2018



Lilian is currently living in Cyprus. However, she has spent almost a decade in the U.S. where she earned degrees in mechanical engineering and quantitative finance. She is now working in the banking industry as a credit risk manager. Even so, being a huge fan of Toastmasters, she always finds the time to take on yet more duties in support of the organization and its members. In fact, she is on a mission to make as many people as possible appreciate Toastmasters the way she does! Lilian has been a member of the Nicosia Crusaders Club since 2000, and last year, acted as a sponsor to the newly-chartered SuperSpeakers Club. She is currently serving as the Administration Manager of District 109.

The workshop: This workshop is a mandatory COT session for those who would like to validate the second round of club officer training for the 2018-2019 Toastmaster cycle. A key principle of psychology maintains that the whole is greater than the sum of its parts. As a member of the club's executive committee, each officer brings individual strengths, perspective and abilities to his or her role. Working as a cohesive team creates something more than what can be done through individual effort. The purpose of this workshop is to provide tips and best practices for building a successful Toastmasters' club.

How Do Projects Succeed?

Turan Tanin



Toastmaster since March 2017, past president of Navigli District Club in Milan 2017-18, Turan is currently Project Manager for Division A. Born in Turkey, he grew up between Istanbul and Detroit, before settling in Milan, where he currently resides. He holds an engineering degree in electronics and passed the PMP (Project Management Professional) certification in 2004. He tries to offset the hard skills through his interests and practice in NLP, Coaching and Mentoring.

The workshop: What do Quantum Physics, Project Management and Leadership have in common and why should you care? This workshop starts simple: What is a project? What is project management? Before moving into: What is success? Who defines it? How do you measure it? What are the pitfalls and how to avoid them? And finally, why the title of this workshop is wrong and how to fix it!

TM Roles and Their Application in the Real World

Markus Kuenkel, DTM



Markus has served as President, VP Education, VP Membership, VP Public Relations, Treasurer, Sergeant-At-Arms, Secretary, and District Director 2016-17. After 35 years as a urological surgeon, rather than retiring, Markus set up a coaching and mentoring business to pass on his experience to others. His Toastmasters experience laid the groundwork for this huge leap. At Toastmasters, Markus not only learned about the foundations of leadership, but was able to practice it from club through district level. He then applied these new skills in his day-to-day work. "It's obvious that you have received special communication and leadership training, Markus," a senior colleague commented recently. Remarks like these empower him to reach for the top!

The workshop: Leadership training was pronounced an additional educational track in the TMI educational program in 2005. Although leadership roles at different levels have always been part of the journey to DTM, the Leadership Manual emphasized that there are many smaller leadership opportunities in meetings which are not always recognized as such. In this workshop, participants will learn how to apply their Toastmasters leadership experiences to the real world. They will leave inspired to take on any leadership role at any TM level and understand how to apply these experiences in their own lives outside Toastmasters.

From PM to HPL

Katia Burdet, ACG, ALB



Katia has been a member of Toastmasters in Torino since 2012, and has served as VP Education, President and Secretary in Torino, VPPR and VPE in Radiant Rhetoric. Sponsor and President in Trucks and Tricks, and as Pathways guide, as well as Area Director A4 District 109 in the 2018-2019 term.

Professionally speaking, Katia is purchasing manager at Giobert SpA, and IPMA-certified in project management. On a personal level, she is a wife and mother of two wonderful children!

The workshop: The purpose of the workshop is to demonstrate the basics of project management (PM) and how they are developed in the Toastmasters High-Performance Leadership (HPL) project. The workshop will help understand the PM phases to develop an HPL project. The workshop will be divided into two 20-minute sessions: Theory and Exercises. During the practice session, you will have the opportunity to start developing your own HPL project!

How to Run "From Speaker to Trainer"

Robert Johnstone, DTM



Rob joined Toastmasters in 2009 in Australia, committing to become Sergeant-at-Arms before he even knew what that was! The resulting short speaking opportunity at the start of each meeting boosted his confidence and let him see many opportunities in the organization. Since then he has been an officer most years, being VPE three times, President twice, Secretary and Area Director. Professionally he is a software engineer, running technical training for engineers and clients. He enjoys running, photography and travelling.

The workshop: As a speaker, you work to inspire, inform and entertain your audience. As a trainer, you want your trainees to leave with new skills, understanding and a change of behaviour. The Toastmasters Success Communication Series workshop "From Speaker to Trainer" is a full day workshop that gives participants the skills to determine skills gaps then to design, prepare and conduct training to cover those gaps. As an added benefit of running this course, you will gain practical experience in running a training workshop that can be used in Toastmasters and professional life.

This workshop, "How to run From Speaker to Trainer" will provide you with the knowledge and skills to prepare and conduct "From Speaker to Trainer". Learn how to personalize the course for maximum trainee engagement and have your trainees leave energized, enthusiastic and raving about your training.



Rhetorical Battle Event

On the Mediterranean Sea, like pirates, we are going to challenge each other with a special kind of table topics. Our pirate ladies, Giada Sartori and Tanya Jordan, have prepared this special event for us!

Yo-ho-ho, all hands, hoist your colors high! See you aboard and get ready for the groove!

And if you haven't yet registered, this is your last chance!

<https://goo.gl/forms/hq8JNiGZVNiS8KwA2>



Teen Leadership Program

Do you have teenagers joining our cruise? Would you like to offer them a unique experience? We are proud to announce a new and exciting concept that we have developed as part of the ALLeGRO! training program, specially created for teenagers between twelve and eighteen years of age. Known as the "YLP Teen Floating Academy," this part of the program will held on Sunday afternoon.

Thanks to Lilian Shaftacola, Colleen Shaughnessy-Larsson, Sophie Tweed and Juan Pablo Chaclan for making this happen.

Welcome ashore!

Savona

* Quick facts *



Overlooked by the imposing fortress of Priamar, the port city will welcome you to the Riviera die Ponente with its celebrated seaside resorts.

Behind Savona's sprawling port facilities, the city's unexpectedly graceful medieval centre is well worth a stop. Among the old-town treasures to survive destruction by Genoese forces in the 16th century are the baroque Cattedrale di Nostra Signora Assunta and the lumbering Fortezza del Priamar. There's also a nice urban buzz, with lots of new shops, bars and restaurants regenerating the old center.

* At the harbor *

Savona is start and end point of our amazing ALLeGRO! journey.

On Saturday, December, 1 the registration for ALLeGRO! will take place 1 p.m. to 4 p.m. You must be on board by 4:30 p.m. or the boat will leave without you (and we definitely don't want that to happen)!

We will return to Savona on Tuesday, December 4, at around 9 a.m. After we disembark from the cruise ship at about 10:30 a.m., you may have time to enjoy Savona before you travel back home or to your next destination.

Have a look at <https://www.lonelyplanet.com/italy/liguria-piedmont-and-valle-daosta/savona> for more information.

Marseille

* Quick facts *



Marseille, the capital of the Bouches-du-Rhône department and Provence-Alpes-Côte d'Azur administrative region, is a port city in southern France and the second-largest city in the country. It has been a crossroads of immigration and trade since its founding by the Greeks circa 600 B.C., known then as Massala. At its heart is the Vieux-Port (Old Port), where fishmongers sell their catch along the boat-lined quay. Basilique Notre-Dame-de-la-Garde is a Romanesque-Byzantine church. Modern landmarks include Le Corbusier's influential Cité Radieuse complex and Zaha Hadid's CMA CGM Tower.

* At the harbor *



We will arrive in Marseille on December 2 at approximately 8:30 a.m. CET. You can reach the old port with the Costa Bus from the boat.

You will have the opportunity to roam around on your own or participate in tours organized by Costa Crociere (https://www.costacruises.co.uk/gb/cruise_details/DI07181222.html).

You can also go and visit the city with the Hop-On & Off buses.

We recommend the tour offered by Le Petit Train (<http://petit-train-marseille.com/en/home-7>), which provides the opportunity to visit the city and Notre Dame de la Garde.

Or visit the Christmas market which will be held from November 17, 2018 to January 6, 2019, <http://m.rtm.fr/en/guide-voyageur/se-deplacer/infos-traffic-et-travaux/1711-au-0601-marche-de-noel>

* Social event organized by local Toastmaster clubs *

Walk & Talk. Toastmasters Marseille is organizing a 2-hour tour for three groups of 30 people. More about this at the opening ceremony.

Barcelona

* Quick facts *



Barcelona, the cosmopolitan capital of Spain's Catalonia region, is known for its art and architecture. The fantastical Sagrada Família church and other modernist landmarks designed by Antoni Gaudí dot the city. Museu Picasso and Fundació Joan Miró feature modern art by their namesakes. City history museum MUHBA, includes several Roman archaeological sites.

* At the harbor *



We will arrive in Barcelona on December 3 at approximately 8 a.m. CET.

You will have the opportunity to roam around on your own or to participate in tours organized by Costa Crociere (https://www.costacruises.co.uk/gb/cruise_details/DI07181222.html). You can go and visit the city with the Hop On & Off buses. You can reach the center with the Costa Bus from the boat to Christopher Columbus Monument.

* Social Event organized by local Toastmaster Clubs *

The Sagrada Familia Toastmasters Club is awaiting us at Barcelona. A team of club members is organizing some great activities to entertain us and tell us some interesting stories and facts about Barcelona during the 2-hour Walk & Talk.

They promise it will be memorable. And Toastmasters keep their promises! They are looking forward to see fellow toastmasters from all around Europe!



Message from District 109 & 59 Directors

"Dear Toastmasters,

Welcome to ALLeGRO! and thank you for deciding to make history TOGETHER with us! you are part of the first Toastmasters Floating Academy ever held in Europe! We are going BEYOND a normal TLI, to embark on a trip where we will learn new communication and leadership skills while having lots of fun in the company of fellow Toastmasters from our district as well as our cousins from District 59. Make the most of this wonderful journey and do not forget to share what you learned when you go back to your club, because Toastmasters is the place where we grow TOGETHER and we go BEYOND our personal limits."

Francesco Fedele, District Director, District 109 "Together, Beyond"

"What's the best way to learn how to communicate better, hone your leadership skills, and at the same time enjoy a 4 day Mediterranean cruise? By participating in ALLeGRO! – Toastmasters Floating Academy! Four days of workshops on communication and leadership, rhetorical battles, networking—in short, four days of sheer joy! And wait, there's more! You enjoy all this whilst sailing from Savona to Marseille, and from Marseille to Barcelona! So let's send a big thank you to the whole organizing team, and a huge bravo to Patricia who has made this wild dream come so splendidly true! On behalf of District 59, I wish fair wind and following seas to ALLeGRO! Toastmasters Floating Academy!"

Siegfried Haack, District Director, District 59 "Learn. Rise. Shine"

Thank you!

"The ALLeGRO! project started in November 2017 at dinner time, after a meeting with fellow peers from Toastmasters Roma. After some research and an analysis of its feasibility, I drafted a proposal, which I submitted to the District Officers in Paris in February 2018. There it was! Quickly I had to recruit, plan and learn things, which I had never done before in my life. I went through ups and downs but thanks to the amazing people around me and the messages of support from many of you, here we are. Thank you in particular to Virginia, Frank, Kate, Katia, Zuhra and Francesco for their continuous support. Thank you to Tanya, Giada, Lilian, Juan Carlos, Jean Valery for organizing side events. Thank you to our Masters of Ceremony, Bigi, Saby, Bea, Beatrice and Frank. Thank you to all the workshop leaders and dozens of volunteers. Thank you to all those who believed in this project!"

Patricia Mansencal, Event Chair

ALLeGRO! Where people meet friends!

Katia Burdet, Sophie Tweed, Francesco Fedele, Lorenzo Gios, Lério Cunha, Andrea Geiger, Juan Pablo Chaclan, Bigi Vitolic Koblet, Virginia Calabritto, Zsuzsanna Corridori, Sarah Dejaegher, Cora Hollander, Mike Flam, Jelio Dandanov Stoayanov, Manie Conradie, Bea Bincze, Benedicte Roy, Paula Perdigao, Florbela Pinto, Ecaterina Schlling, Katherine Parvis, Lilian Shaftacola, Olivier Hauss, Edith Acosta, Markus Kuenkel, Tulia Lopes, Colleen Shaughnessy-Larsson, Carol Bausor, Frank Kaiser, Cordula Kaiser, Todd Buell, Giada Sartori, Tania Yordan, Tarek Desir, Robert Johnstone, Turan Tanin, Paulina Obando, Beatrice Anton, Marike Dijksterhuis, Kyle J Bullus, Prince Motiani, Anne Topenot, Sengupta Sabyasachi, Percy Roland, Ulrike Laubner, Alessandra Gage, Sinisha Veselinovich, Andros Zacharia, Bilal Ahmad Khan, Zuhra Abdumalikova, Metaxia Kritsidima ... and last but not least special thanks to Sagrada Familia Toastmasters from Barcelona and Toastmasters Marseille for their planned social events on site. Together! Beyond!