train-the-trainer T3.1

toolkit

providing support

the cyanotypes card deck

CYANOTYPES

This document provides a detailed guide to working with the Cyanotypes card deck. The card deck is a practical, hands-on tool that can be used in physical workshops and other discussions in order to explore the Cyanotypes creative agency competence framework.

These cards provide the basis for three workshop formats:

Workshop Format A: Exploring Clusters & Competences in Cyanotypes

Workshop Format B: Exploring Cross-Cutting Themes & Competences

Workshop Format C: Selecting Key Competences for Impact

These cards are available in digital format. You can also use this template to translate the cards into your own language.

A limited number of physical card decks have been produced and are available on request for those piloting the cyanotypes framework.

VERSION: 1.0

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The Toolkit



card deck

facilitating workshops

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card deck

facilitating workshops

The Cyanotypes Card Deck is a powerful facilitation tool **designed to introduce participants to the Cyanotypes Framework in an engaging and interactive way**. As a first encounter with the framework, this allows facilitators to bypass dense background materials and dive straight into hands-on exploration.

The card deck simplifies the five core clusters, cross-cutting themes, and 25 competences, enabling participants to identify key areas relevant to their work. By choosing competences that resonate with their experiences or challenges, individuals and groups can create a personalised entry point into the framework. It encourages peer learning, shared insights, and collective meaning-making, making the Cyanotypes Framework accessible and immediately relevant.

By using the card deck, facilitators bridge the gap between theory and practice, ensuring that the first interaction with Cyanotypes is not overwhelming but empowering—encouraging deeper learning, collaboration, and future engagement with the broader Cyanotypes ecosystem. We recommend - based on your target-group - to provide access to your participants to one of the relevant Competence Guidebooks (T1.6) from the CYANOTYPES Train-the-Trainer Toolkit. These documents provide some more in-depth information they could use AFTER they have selected their preferred competences.

In order to be able to use the card deck effectively, we propose three possible formats to work with in a workshop format. Of course, you are free to create your own or modify these formats to your liking. The formats we propose cover three different entries into the CYANOTYPES universe.

- Scenario A is based on an entry departing from the **cluster perspective.**
- Scenario B is based on an entry departing from a **cross-cutting theme perspective.**
- Scenario C is omitting these two layers, using the **25 competences as a collection of choice.**

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Workshop Format A: Exploring Clusters & Competences in Cyanotypes

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card deck

Workshop Format A: Exploring Clusters & Competences in Cyanotypes

Welcome to this interactive workshop, where we will explore the Cyanotypes Framework by starting with its five core clusters and identifying the most relevant competences for our work. This approach helps participants engage with the framework in a structured yet flexible way, allowing them to connect broad themes with practical skills.

First, each group will select a cluster that resonates most with their context, interests, or challenges. This provides a thematic focus and helps anchor the discussion in a meaningful way. Once a cluster is chosen, participants will explore the competence cards related to it and collaboratively select three to five key competences they find most critical for their work or learning journey.

Through discussion, reflection, and mapping exercises, participants will connect these competences to real-world applications, identifying opportunities for growth and action. This process encourages peer learning, collaboration, and deep engagement, ensuring that participants leave with practical insights and a clear understanding of how Cyanotypes can support their professional and creative development.

Duration: 2 hours
Group Size: 3-6 participants per group
Materials Needed: Cyanotypes Card Deck, flipcharts, markers, sticky notes, timer; link to the Blueprinter (T3.0)
Facilitation Tips:

- Encourage deep discussion rather than rushing through the process.
- Allow flexibility—if groups identify additional competences they want to discuss, let them.
- Capture key insights on flipcharts or A3's for documentation.
- This format ensures that participants engage deeply with the Cyanotypes Framework, making the competences directly applicable to their own context.

This format ensures that participants engage deeply with the Cyanotypes Framework, making the competences directly applicable to their own context.

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Workshop Format A: Exploring Clusters & Competences in Cyanotypes

1. Introduction (15 minutes)

- Welcome & Context: Explain the Cyanotypes Framework and its relevance to the participants' field.
- Overview of Clusters & Competences: Briefly introduce the five clusters and their role in the framework.
- Workshop Goals: Participants will explore one cluster in depth and select three competences most relevant to their work or challenges.

Step 1: Selecting a Cluster (15 minutes)

- Spread out the Cluster Cards on a table.
- Each participant or group reads through them and chooses one cluster they find most relevant
- Discussion Prompt: Why did you choose this cluster? How does it relate to your current work, interests, or challenges?
- Each group writes key insights on a flipchart or A3.

Step 2: Exploring Competences (25 minutes)

- Each group receives all Competence Cards that belong to their chosen cluster.
- They read through and discuss each one.
- Selection Task: The group selects three competences they feel are most critical or urgent for their context.
- Discussion Prompt: What makes these competences relevant? How do they connect to challenges or opportunities in their work?

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Workshop Format A: Exploring Clusters & Competences in Cyanotypes

Step 3: Mapping Competences to Action (25 minutes)

Groups take their three selected competences and map them onto their work context. Questions to Guide Discussion:

- How do these competences show up in our work already?
- What gaps do we see in these areas?
- How can we strengthen or develop these competences further?
- Groups use sticky notes to create an action plan with small, tangible steps.

NB. You might want to give users access to the Blueprinter to support them in this process if they have questions or need clarifications on subjects (to lower the pressure on you as a moderator)

Step 4: Group Presentations (30 minutes)

- Each group presents their selected cluster, competences, and action plan in 5-7 minutes.
- Other participants can ask questions or add suggestions.

Reflection & Closing (10 minutes)

Facilitator leads a reflective discussion:

- What new insights did you gain?
- How might these competences shape your future work
- Share any follow-up resources or learning opportunities from the CYANOTYPES Toolkit.

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Workshop Format B: Exploring Cross-Cutting Themes & Competences

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Workshop Format B: Exploring Cross-Cutting Themes & Competences

Welcome to this interactive workshop, where we will engage with the Cyanotypes Framework by starting with its cross-cutting themes and identifying key competences that align with them. This approach allows participants to explore broad learning perspectives before narrowing down to specific skills that matter most in their context.

First, each group will select a cross-cutting theme—Self, World, Framing, Exploring, or Engaging. These themes act as lenses for understanding competences, helping participants reflect on how learning and action intersect across different domains. Once a theme is chosen, participants will explore the competence cards connected to that theme and collaboratively select three to five key competences they find most relevant.

Through discussion, reflection, and practical mapping, participants will connect their selected competences to real-world challenges and opportunities. This structured yet flexible process fosters deep engagement, critical thinking, and peer learning, ensuring that everyone leaves with actionable insights on how to apply the Cyanotypes Framework in their professional or creative practice.

Duration: 2 hours
Group Size: 3-6 participants per group
Materials Needed: Cyanotypes Card Deck, A3 of flipcharts, markers, sticky notes, timer.
Facilitation Tips:

- Encourage critical discussion about how themes shape competence development.
- Allow groups to debate and justify their choices to deepen engagement.
- Capture insights on flipcharts for future reference and documentation.

This format ensures participants engage holistically with the Cyanotypes Framework, focusing on broad learning themes before narrowing into actionable competences.

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Workshop Format B: Exploring Cross-Cutting Themes & Competences

Introduction (15 minutes)

- Welcome & Context: Introduce the Cyanotypes Framework and explain the role of Cross-Cutting Themes as guiding perspectives for learning and action.
- Overview of Themes & Competences: Briefly introduce the five cross-cutting themes (Self, World, Framing, Exploring, Engaging) and their connection to different competences.
- Workshop Goal: Participants will explore one theme in depth and select three competences that resonate with that theme in their context.

Step 1: Selecting a Cross-Cutting Theme (15 minutes)

- Spread out the Cross-Cutting Theme Cards on a table.
- Each participant or group reads through them and chooses one theme they feel resonates with their work or interests.
- Discussion Prompt: Why did you choose this theme? How does it relate to challenges, opportunities, or ways of thinking in your work?
- Each group writes key insights on a flipchart or A3.

Step 2: Selecting Three Competences (25 minutes)

- Each group receives a set of Competence Cards that are linked to their chosen theme.
- They read through the competences and discuss each one.
- Selection Task: The group selects three competences that best align with their theme and current challenges.
- Discussion Prompt: What makes these competences relevant? How do they help us develop skills in this theme?
- Groups document their choices on A3 or flipcharts.

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Workshop Format B: Exploring Cross-Cutting Themes & Competences

Step 3: Mapping Competences to Action (25 minutes)

Groups take their three selected competences and explore how they apply to their work. Questions to Guide Discussion:

- Where do we already see these competences in action?
- What are the challenges in strengthening these areas?
- How can we integrate these competences into our projects, strategies, or learning practices?
- Groups create an Action Map using sticky notes to identify tangible next steps.

Step 4: Group Presentations (30 minutes)

- Each group presents their chosen theme, selected competences, and action plan in 5-7 minutes. Other participants can ask questions or provide additional insights.

Reflection & Closing (10 minutes)

Facilitator leads a reflective discussion:

- What new perspectives emerged from this process?
- How can we integrate these competences into our everyday practices?
- Share any follow-up resources or learning opportunities.

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Workshop Format C: Selecting Key Competences for Impact

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Workshop Format C: Selecting Key Competences for Impact

Welcome to this interactive workshop, where we will engage with the full set of 25 Cyanotypes competences to identify the most relevant skills for our work and learning. Rather than starting with predefined categories, this session allows for open exploration, helping participants discover competences that resonate most with their challenges, opportunities, and professional growth.

Participants will browse through all the competences, reflect on their significance, and individually select five they find most critical. Then, in small groups, we will compare choices, discuss overlaps and differences, and collaboratively narrow the selection to three to five key competences per group.

Through discussion, reflection, and application mapping, participants will explore how these competences relate to their professional contexts and real-world needs. This process encourages peer learning, critical thinking, and shared insights, ensuring that each participant leaves with a personalised and actionable understanding of the Cyanotypes Framework.

Duration: 2.5 hours
Group Size: 3-6 participants per group
Materials Needed: Cyanotypes Competence Cards, flipcharts, markers, sticky notes, and a timer
Facilitation Tips:

- Encourage participants to think beyond their immediate roles—some competences may be transformative in unexpected ways.
- Allow flexibility—if a group feels they need more than five competences, let them justify their choice.
- Capture insights using photos of flipcharts or sticky notes for follow-up documentation.

This open format ensures participants engage with the full Cyanotypes Framework without being restricted to a specific category, allowing for a broader and more personalised exploration of competences.

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Workshop Format C: Selecting Key Competences for Impact

Introduction (15 minutes)

- Welcome & Context: Explain the Cyanotypes Competence Framework and its role in supporting learning and professional development.
- Overview of Competences: Explain that the competences are not rigidly categorised—instead, they intersect in various ways.
- Workshop Goal: Participants will explore the entire set of competences and select three to five that are most critical to their work, learning journey, or organizational needs.

Step 1: Individual Exploration of Competences (25 minutes)

- Spread all Competence Cards across a table.
- Each participant individually browses the cards and selects five competences that they feel are important or urgent for their context.

Guiding Questions:

- Which competences are most relevant to my work?
- Which skills do I feel are missing in my current practice?
- What challenges am I facing that these competences might address?
- Participants note down their five selections on sticky notes.

Step 2: Group Discussion & Filtering (25 minutes)

Participants form groups (3-6 people) and share their selected competences with one another.

As a group, they identify common selections and discuss differences.

The group collaboratively narrows the selection to three to five key competences they find most essential.

Discussion Prompts:

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Workshop Format C: Selecting Key Competences for Impact

- Why do we consider these competences important?
- How do they connect to our shared experiences or industry challenges?
- What opportunities could arise if we strengthen these competences?

Step 3: Application Mapping (30 minutes)

Each group maps their selected competences onto real-world contexts using a flipchart or sticky notes. Questions for Mapping:

- How do these competences currently show up in our work?
- What gaps exist in applying them?
- What actions can we take to develop these competences further?
- Groups write down concrete actions for integrating these competences into their projects, strategies, or learning pathways.

Reflection & Closing (20 minutes)

Facilitator leads a reflective discussion:

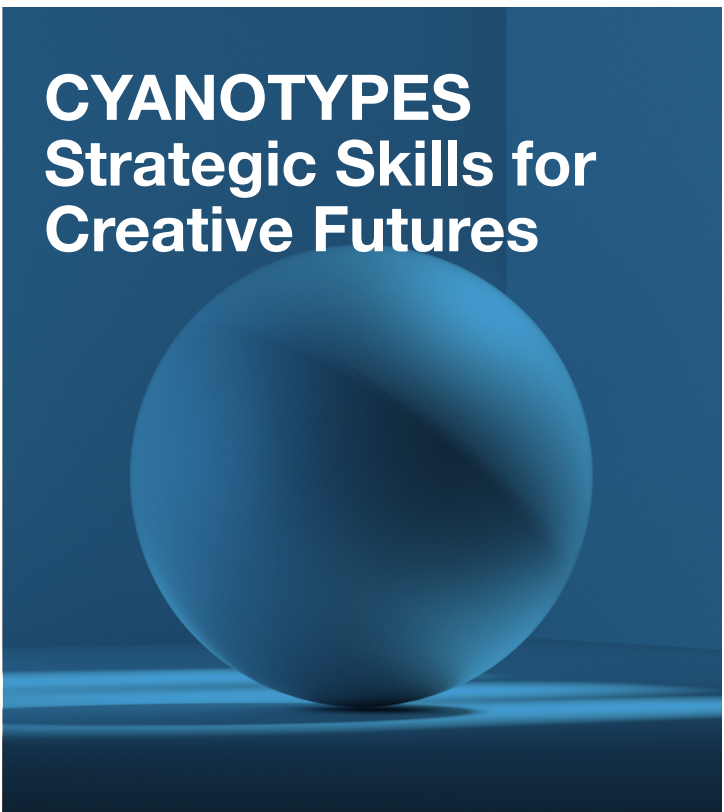
- What new insights did you gain about competences today?
- How might you apply these competences moving forward?
- Wrap up by documenting key takeaways and offering follow-up resources for participants to continue their learning.

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Strategic Skills for Creative Futures



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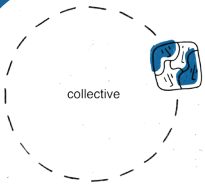
Cluster description

Collective Agency

Competences dealing with fostering collaboration and shared creative leadership.

Co-funded by
the European Union

Cluster description
Collective Agency



Collective Agency is about working together to create new ideas and shared solutions. It helps people build trust, exchange resources, and support each other. By joining forces across sectors, creatives can tackle big challenges and shape a stronger, more connected cultural ecosystem.

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Collective Agency Competences

Crossing cutting themes: Self

A1. Creative confidence

Recognising creativity as a vital skill for navigating uncertainty and crises and using creative thinking to address complex challenges.

Co-funded by the European Union

A1. Creative confidence

Description: Trusting your creative abilities to take risks, explore new ideas, and shape shared outcomes.



Think of: A theatre director invites their team to co-develop a performance script, encouraging everyone to offer bold ideas without fear of failure.

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Collective Agency Competences

Crossing cutting themes: World

A2. Collaboration (across disciplines)

Engaging in cross-disciplinary collaboration, bringing together diverse expertise to solve complex problems through participatory and creative teamwork.

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A2. Collaboration (across disciplines)



Description: Working together across different creative fields to solve problems and create new value.



Think of: An architect and sound artist co-design an immersive public space combining structure and audio storytelling.

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Collective Agency Competences

Crossing cutting themes: Framing

A3. Conceptual and critical thinking

Analysing, interpreting and evaluating information critically and applying conceptual thinking across various creative contexts.

Co-funded by the European Union

A3. Conceptual and critical thinking



Description: Thinking deeply and creatively to challenge norms, imagine alternatives, and shape ideas into action.



Think of: A game designer questions standard player roles to design an inclusive gameplay experience.

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Collective Agency Competences

Crossing cutting themes: Exploring

A4. Interacting in creative ecosystems

Understanding and operating within creative ecosystems, using systems thinking to manage complexity and foster relationships between stakeholders and creative practices.

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the European Union

A4. Interacting in creative ecosystems



Description: Engaging with creative networks, understanding how people, resources and roles connect.



Think of: A filmmaker builds links between local artists and a streaming platform to produce regionally grounded content.

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Collective Agency Competences

Crossing cutting themes: Engaging

A5. Collective Action

Collaborating with others to co-create actionable solutions, evaluating quality from multiple perspectives and transforming challenges into opportunities.

Co-funded by
the European Union

A5. Collective Action



Description: Bringing people together to achieve shared goals that benefit communities or causes.



Think of: Artists form a local network to campaign for better access to studio spaces in their city.

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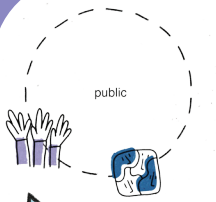
Cluster description

Public Agency

Competences dealing with engaging with societal needs and shaping cultural narratives.

Co-funded by the European Union

Cluster description
Public Agency



Public Agency focuses on culture as a public good. It supports inclusive, value-driven action that strengthens communities and addresses shared problems. Creatives learn to span boundaries, lead change, and design stories and services that reflect and support diverse public needs and futures.

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Public Agency Competences

Crossing cutting themes: Self

B1. Working with values

Creating inclusive and respectful environments, fostering open discussions around values and understanding the factors that influence values in multi-stakeholder contexts.

Co-funded by the European Union

B1. Working with values



Description: Understanding and expressing values to guide creative choices and connect with others.



Think of: A festival curator selects artists who explore fairness and identity, reflecting the values of the local community.

Co-funded by the European Union

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Public Agency Competences

Crossing cutting themes: World

B2. Boundary spanning

Crossing disciplinary boundaries, scanning diverse fields for solutions and applying creative expertise to foster effective communication and collaboration within interdisciplinary teams.

Co-funded by
the European Union

B2. Boundary spanning



Description: Linking people across different sectors, cultures or disciplines to enable collaboration.



Think of: A gallery manager connects educators and artists to co-create an exhibition for schools.

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Public Agency Competences

Crossing cutting themes: Framing

B3. Anticipatory innovation

Anticipating and designing for future scenarios by using creative and innovative methods, encouraging risk-taking, and embracing failure as part of the process.

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the European Union

B3. Anticipatory innovation



Description: Exploring possible futures to develop ideas and strategies ahead of time.



Think of: A media collective experiments with AI-generated narratives to explore the future of storytelling.

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Public Agency Competences

Crossing cutting themes: Exploring

B4. Narrative design

Crafting and communicating compelling narratives that resonate with audiences, using creativity to enhance storytelling and convey ideas effectively.

Co-funded by
the European Union

B4. Narrative design



Description: Creating meaningful stories that communicate ideas, values, and impact.



Think of: A design agency builds a campaign around a local craft tradition to strengthen community pride.

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Public Agency Competences

Crossing cutting themes: Engaging

B5. Managing transformations

Leading transformative processes by identifying areas for change, engaging stakeholders and applying creative solutions and creative methods like co-creation to drive meaningful, sustainable progress.

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B5. Managing transformations



Description: Leading or supporting change with care, planning and creativity.



Think of: A cultural centre rethinks its programme to become more inclusive, guided by staff and audience feedback.

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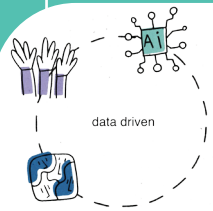
Cluster description

Data-Driven Agency

Competences dealing with harnessing data and digital tools for creative impact.

Co-funded by the European Union

Cluster description
Data-Driven Agency



Data-Driven Agency helps creatives use digital tools and data in ethical, meaningful ways. It teaches how to understand digital systems, share content, and protect rights. Creatives learn to balance innovation with care, ensuring technology supports creativity and benefits people and society.

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Data-Driven Agency Competences

Crossing cutting themes: Self

C1. Data literacy & Digital literacy

Managing, interpreting, and critically evaluating digital data, and navigating digital environments while ensuring credibility and security of information.

Co-funded by the European Union

C1. Data literacy & Digital literacy



Description: Understanding how to use digital tools and data safely and effectively.



Think of: A museum educator uses visitor data to tailor online content to different age groups.

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Data-Driven Agency Competences

Crossing cutting themes: World

C2. Understanding socio-technical systems

Understanding and working within socio-technical systems, designing feedback processes and analysing interactions between technology and stakeholders at various levels.

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the European Union

C2. Understanding socio-technical systems

Description: Balancing technology with human needs to design ethical and inclusive systems.

Think of: A designer creates a digital archive with community input to ensure it reflects diverse stories.

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Data-Driven Agency Competences

Crossing cutting themes: Framing

C3. Digital self-determination

Managing personal data responsibly, making informed decisions about digital rights and privacy and complying with regulations such as GDPR.

Co-funded by the European Union

C3. Digital self-determination



Description: Controlling your digital presence, choices and creative freedom online.



Think of: A writer sets up a personal platform to publish their work independently and protect their rights.

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Data-Driven Agency Competences

Crossing cutting themes: Exploring

C4. Creatively using digital technology

Leveraging digital tools and technologies, such as AI and virtual reality, to enhance creativity and produce innovative content in creative industries.

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the European Union

C4. Creatively using digital technology



Description: Exploring digital tools to experiment, create, and improve creative processes.



Think of: A dancer uses motion sensors to build interactive performances that respond to movement.

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Data-Driven Agency Competences

Crossing cutting themes: Engaging

C5. Digital content co-creation

Collaborating on creating digital content, applying technical skills and ethical considerations to produce engaging and impactful digital experiences.

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C5. Digital content co-creation

Description: Making digital work together with others, blending different voices and skills.

Think of: A podcast team invites listeners to submit stories that shape each new episode.

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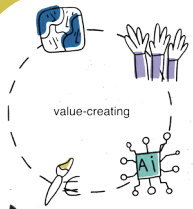
Cluster description

Value-Creating Agency

Competences dealing with sustaining creative work through financial and strategic skills.

Co-funded by
the European Union

Cluster description
Value-Creating Agency



Value-Creating Agency supports creatives in turning ideas into value—social, cultural, environmental or financial. It builds skills in planning, managing resources, and spotting opportunities. It helps creative work become sustainable, making sure good ideas can grow, adapt, and have a real-world impact.

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Value-Creating Agency Competences

Crossing cutting themes: Self

D1. Financial and Economic Literacy

Understanding and applying economic principles and business models, analysing global economic systems and their impact on creative and cultural projects.

Co-funded by
the European Union

D1. Financial and Economic Literacy



Description: Understanding money, budgets, and economic systems that affect creative work.



Think of: A designer uses cost planning to make a limited-run product financially sustainable.

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Value-Creating Agency Competences

Crossing cutting themes: World

D2. Planning and management

Using project management tools and techniques, effectively prioritising tasks and managing time in alignment with personal and professional goals.

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D2. Planning and management



Description: Organising time, people, and resources to make projects happen effectively.



Think of: A producer coordinates a touring show, managing venues, transport, and team schedules.

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Value-Creating Agency Competences

Crossing cutting themes: Framing

D3. Valuing ideas

Generating, assessing and developing creative ideas using qualitative research and design-thinking methods and evaluating their potential for sustainable and impactful solutions.

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D3. Valuing ideas

Description: Understanding the potential of creative ideas and turning them into real-world outcomes.



Think of: A student turns their design concept into a crowdfunding campaign to launch a new product.

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Value-Creating Agency Competences

Crossing cutting themes: Exploring

D4. Opportunity management

Identifying, evaluating and managing opportunities within creative industries, including collaboration and funding options that align with artistic and financial goals.

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the European Union

D4. Opportunity management



Description: Spotting, creating, and responding to chances for growth or change.



Think of: A filmmaker applies for a residency after seeing a call that fits their latest project.

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Value-Creating Agency Competences

Crossing cutting themes: Engaging

D5. Working with others

Working together in co-creation activities, using both internal and external expertise, and valuing different perspectives in teamwork to encourage creativity, inclusivity, and new ideas.

Co-funded by
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D5. Working with others



Description: Building respectful, supportive relationships to achieve common goals.



Think of: A freelance illustrator shares skills and projects through a supportive creative cooperative network

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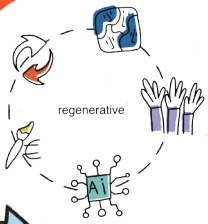
Cluster description

Regenerative Agency

Competences dealing with ensuring long-term resilience and ethical creativity.

Co-funded by
the European Union

Cluster description
Regenerative Agency



Regenerative Agency encourages care for people and the planet. It helps creatives think in systems, act ethically, and imagine better futures. By reflecting deeply, asking new questions, and exploring change, professionals learn to build long-term solutions that renew, rather than exhaust, resources.

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Regenerative Agency Competences

Crossing cutting themes: Self

E1. Self-awareness & empathy

Understanding ecological interdependencies, developing empathy for both human and non-human entities and applying these insights to foster care and solidarity in creative projects.

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E1. Self-awareness & empathy



Description: Understanding your own feelings and perspectives, and caring about others.



Think of: A choreographer adapts rehearsals to support a dancer's mental wellbeing.

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Regenerative Agency Competences

Crossing cutting themes: World

E2. Ethical and sustainable thinking

Integrating ethical and sustainability considerations into decision-making processes and applying regenerative frameworks to promote long term, future-focused solutions.

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E2. Ethical and sustainable thinking



Description: Making choices that respect people and the planet, now and in the future.



Think of: A festival switches to reusable materials and pays fair wages to all staff.

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Regenerative Agency Competences

Crossing cutting themes: Framing

E3. Problem framing

Reframing problems using regeneration frameworks, designing for sustainable solutions and assessing the long-term cultural, economic and environmental impacts of creative projects.

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E3. Problem framing

Description: Seeing problems clearly, asking good questions, and looking at all angles.



Think of: A curator explores why younger audiences avoid galleries, leading to more youth-focused programming.

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Regenerative Agency Competences

Crossing cutting themes: Exploring

E4. Exploratory thinking

Applying the precautionary principle, using fact-based analysis and exploring different future scenarios to guide decision-making and foster innovation.

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Regenerative Agency Competences
Crossing cutting themes: Exploring

E4. Exploratory thinking

Description: Being curious, testing ideas, and learning through trial and error.

Think of: A craftsperson tries new materials to make their products more eco-friendly.

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Regenerative Agency Competences

Crossing cutting themes: Engaging

E5. Actionable futures

Designing inclusive processes, acting decisively in the face of uncertainty and synthesising knowledge to inform practical, forward-thinking decisions that drive meaningful change.

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E5. Actionable futures



Description: Turning ideas about the future into practical steps today.



Think of: A creative hub offers workshops on green production methods to prepare for policy changes.

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Credits & References
The content of this cards deck reflects the work of the CYANOTYPES consortium partners:

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