



BRAZILIAN GYMNASTICS FEDERATION

ORGANIZATION AND MANAGEMENT SHARED IN THE GYMNASTICS FOR ALL GROUP ORGANIZATION: THE CASE OF THE CIGNUS GROUP

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Group: Cignus

The Gymnastics For All (GFA) group internal organization can be done in different ways. GFA supports the practice of gymnastics as a fundamental axis bringing together their different interpretations and work with the idea of collaborative, collective, inclusive and non-competitive construction so that everyone can participate regardless of gender, age, religion, culture, ability or social position. In Goiás, based on the foundations in which the gymnastic group Cignus maintains, on the basis of training and emancipation, the organization and management of the group from 2017 started to have a shared management format. The group that exists since 2010, linked to the State University of Goiás as an extension project, went through different phases and experienced numerous difficulties, including financial ones. These demands stimulated the group members to organize themselves internally and create a Non-Governmental Organization (NGO) for the purpose of dividing functions and also seek new forms of financing. Objective: Present an experience report of the shared management of the Cignus group since November 2017. It is an experiment report, referring to the period of November 2017 through February 2019. Analysis and discussion of the data: In 2017 from the creation of the NGO and from the perspective of leaving the general coordinator for studies in another State, there was a need for a new systematization of group management and, consequently the effective division of functions in the group. Thus, members of the group,

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according to their characteristics and abilities assumed some coordination. At first, the role of general coordination was filled, and then other coordinators were decided: financial, administrative and institutional, choreographic and training, as well as a coordinator to take care of the equipment, costumes, make-up and documents pertinent to the group. This shared management, besides providing the continuity of the group (independent of a single coordinator), meets one of the objectives of the group: support in the training of teachers who can position themselves in a critically-reflective manner in the face of different situations. In this sense, the fact of assuming responsibilities and becoming an active subject envisions transformations in the pedagogical practice of each subject involved. Consequently, the task of organizing, planning the structuring of the group has followed another dynamic a collective construction and a participative practice began to be valued, with the intention of attending to the characteristics and needs of those involved. Hence, the Cignus group visualizes the GFA practice process in harmony with a critical didactic-pedagogical perspective in which the organization and construction of the corporal practices and of its own management can be manifested within an interdependent structuring of the participants. Final Considerations: The structuring, organization and maintenance of a shared management presents positive aspects such as professional emancipation, progressive learning of teaching practices and sharing in responsibilities that would previously have been only on a person. However, there are still major challenges, since shared management means putting the principles on which the group is based: democracy, inclusion, diversity, which means dealing with differences relevant to the human condition. This documentation of experiences can aid individuals and groups alike, to think and rethink the practices and the elaboration of their groups.

Keywords: Shared Management; NGO; Gymnastics For All; Goiás.