

COACHING



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The Project

Lifelong Learning Programme

Coordinator:

VHS : Volkshochschule des Landkreises Freyung-Grafenau (Germany)

Partners

- Berufsförderungsinstitut (Austria)
- Istituto formazione Operatori Aziendali (Italy)
- Institut of Technology Trallee (Ireland)
- Wyższa Szkoła Ekonomii i Prawa im. prof. Edwarda Lipińskiego (Poland)
- Florida Centre De Formació, CV (Spain)

Duration: 01.10.2012 – 30.09.2014

Project's Aim

The development and dissemination of a proven and tested **training concept**, for getting the target group **employed and training** them on key skills.



Concept and Method

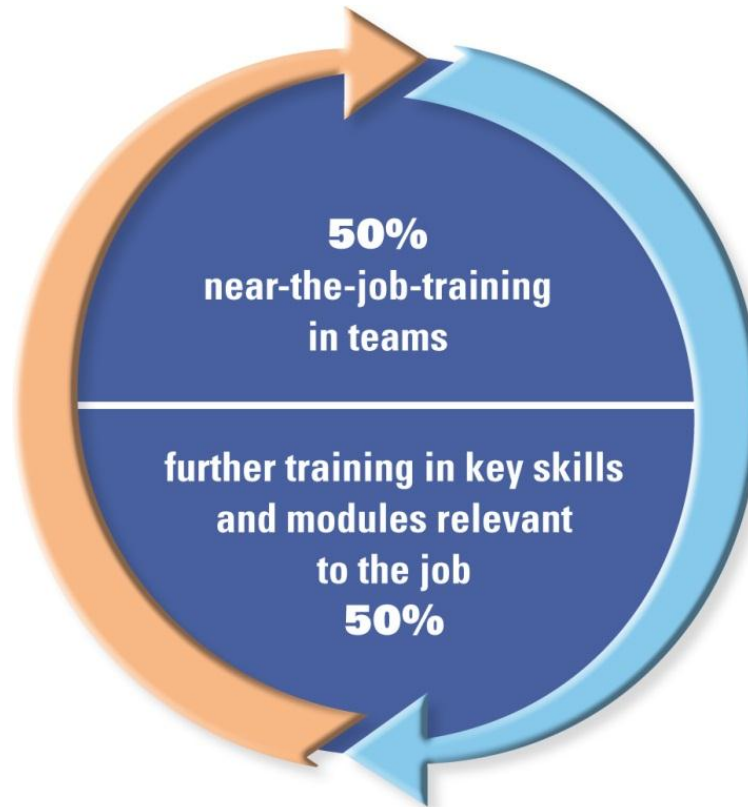
- Training Concept of the Adult Education Center VHS (Germany)
- Necessity of TeamCoaching: the background
 - A) High unemployment rate of young people in Europe.
 - b) The importance of key skills for occupational integration
 - c) Provision of key competences through vocational training institutions
- Target group:
 - In Germany:
jobless under 25, looking for a chance after a break
 - In the countries that are participating in the piloting: different target groups.

Concept and Method

Objectives of TeamCoaching:

- Competences development (teamwork, creativity, problem solving, responsibility...)
- Get a suitable job
- Identify individual goals
- Improvement of required qualification
- Increase the chances of integration

Principle method of TeamCoaching



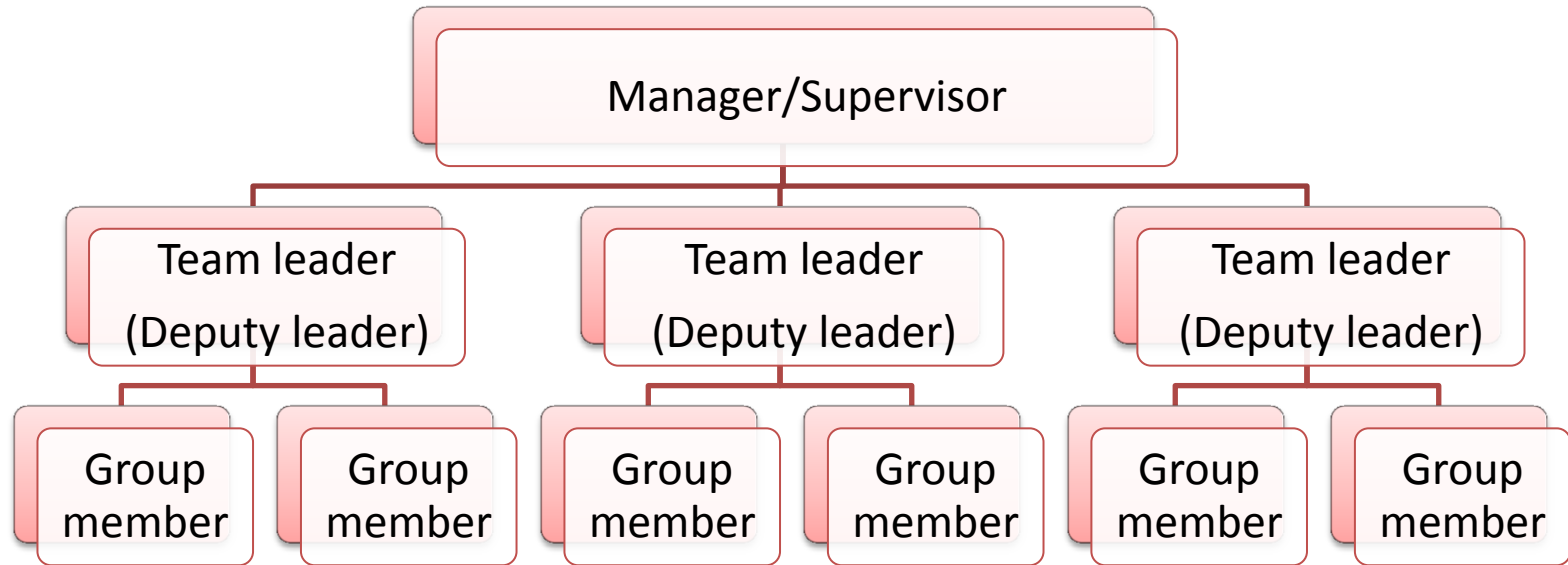
The virtual company - Organisation

Team 1: Organisation and Administration

Team 2: Information and Research

Team 3: Marketing and Job Acquisition

The virtual company - Staff



The virtual company – Team 1

Organisation and Administration

- Documentation
- Personnel Management/Administration
- Material procurement
- Time schedule
- Key data analysis
- Controlling
- Further training/education



The virtual company – Team 2

Information and Research

- Obtain information sources
- Job description, job specification
- Job search and possible employer
- Job search (internet, press, public offices ...)
- Addresses, phone numbers and contact details
- Preparing data for Team 3



The virtual company – Team 3

Marketing and Job Acquisition

- Analyse job offers
- Match job offers to team members
- Contact potential employers
- Preparation of application and interviews

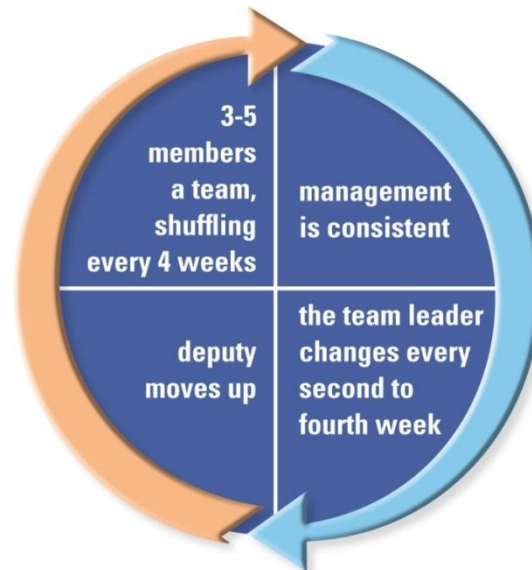


Principles for near-the-job-training

- Dual approach: lessons & near-the-job-training
- Motivation by self organisation
- Team leadership
- Rotation principle
- Reality principle
- Improve communication through meetings: Team Meeting, Team Leader Meeting, Plenum Meeting

Processes

- Reports (weekly, monthly)
- Rotation Method:



TeamCoaching

FIRST PILOT IN FLORIDA

General information 1st Piloting in Florida

Start date: 30th May 2013

End date: 09th July 2013

Number of hours: 54

Number of sessions: 12

Number of participants: 7

Women: 4

Men: 3

Target group: unemployed people, youngers than 28 years old, with high level of studies (Upper Vocational Training and university studies).

Place: Florida Universitaria (Valencia-Spain)

Number of people who find a job during or after the training: 2 (1 temporal, 1 long term contract)

Contents of the training

1. Self-knowledge

2. Non violence communication

3. Time management and work plan

4. Creativity e innovation for life

5. Coaching- Basics elements

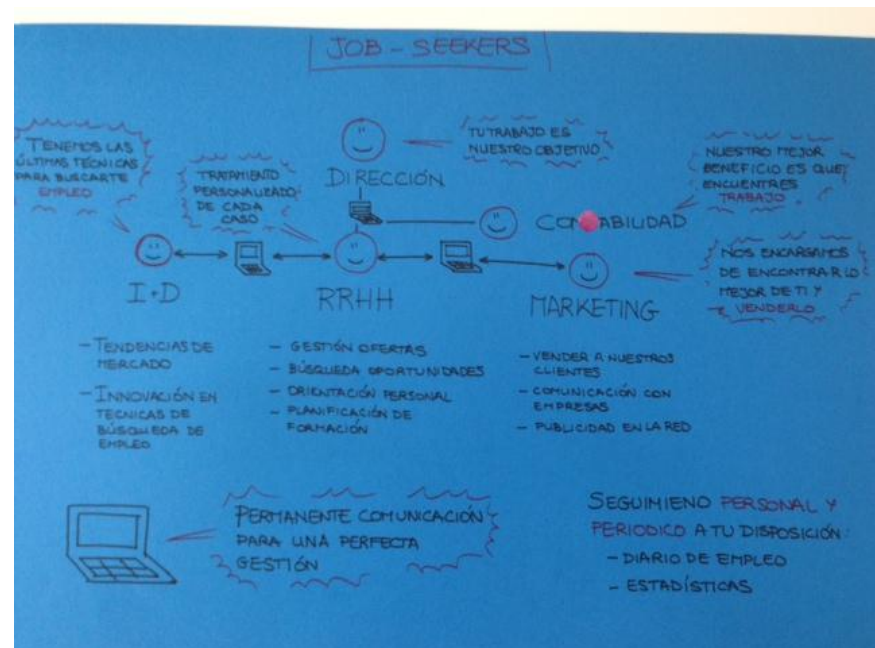
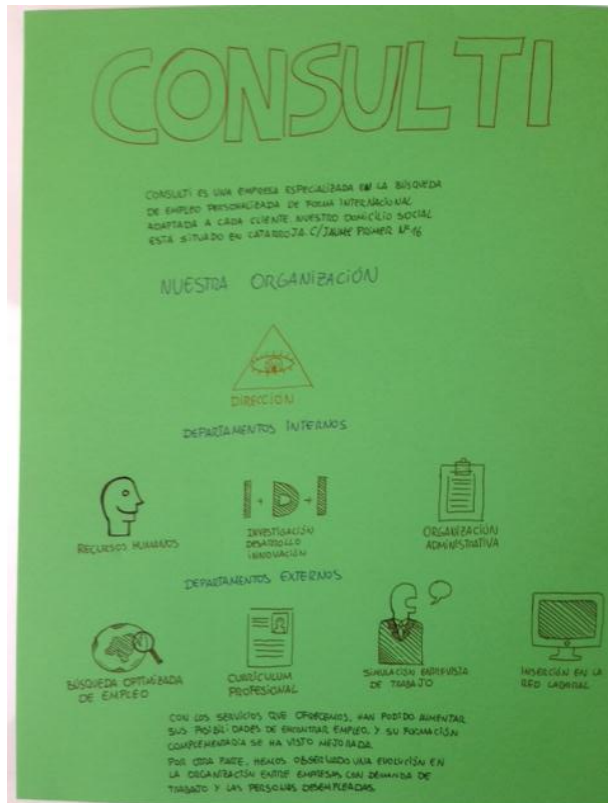
6. Job research Technics.

Session 1- Activity for the first day

Instruction: "If you were a company focus on human resource consultant, how you would like to be organize?"

In groups they should explain the different departments in which they divide this work.

Aim: To define the task of the group in which the participants are going to work.





Non Violence communication session



TeamCoaching PILOTING IN ITALY



Results

- Development of competencies
- Self-awareness
- Change in the role of labour counsellor
- Job Finding



Future Outcomes

- Handbook
- Website
- New piloting edition
- Evaluation of the impact of this methodology



Thanks for your Attention!

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