SE4Ces Final Event

Presentation of the Skills' Module

Social Economy 4Ces

Eleni Bletsa-Development Agency of Karditsa (AN.KA. S.A.)
Eirini Tzekou- Aristotle University of Thessaloniki
with the kind support of Sotiris Lainas (SE4Ces SAC member/Aristotle University
of Thessaloniki)

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Distinction between hard and soft skills

- **Hard skill:** the ability which refers to competences stemming from **academic and technical education**, training, or even from coaching and mentoring. Hard skills are linked to technical or academic knowledge and qualifications which facilitate the performance of professional tasks. **Examples;** digital skills, marketing and management skills, financial and accounting skills. It is knowledge usually acquired through the pathways of formal education. In a rapidly evolving world, lifelong learning is vital to develop and enhance hard skills so that they are not considered obsolete.

- **Soft skill**: the competence which can be acquired through non formal/informal education and which is linked to personality traits, abilities and mentality, **such as** team building, active listening, conflict resolution, etc.

The value system

Beyond the hard and soft skills' distinction, the prevailing perceptions, the socio-political context and the values within or outside the partnership scheme can either enable or embed the development of skills.

Examples are the following:

COOPERATION

TRANSPARENCY

"US" VERSUS "ME"

OUT OF THE BOX THINKING

DEMOCRATIC GOVERNANCE

RECOGNITION OF THE VALUE OF SOCIAL CAPITAL

Why do we focus on soft skills?(1)

HARD SKILLS

Mostly covered in module 1: Running a SE organization

SOFT SKILLS

Gap in SE studies

Needs of the field

Why do we focus on soft skills?(2)

- Cannot be easily taught in theory and in the classroom, but **mainly in practice and through experience**.

- Feedback received from actors in the field of SE, demonstrates **a lack or deficiency of basic soft skills, which can hinder smooth cooperation between the group members** and, consequently, the successful outcome of their common goal, and may even lead to the dissolution of the scheme.

- Acknowledging our **deficiency in soft skills often requires courage and a complex and systematic process of developing them.**

- **Not a solid database on skills in SSE exists**. Nevertheless, skills are high on the EU agenda.

- **2023 was designated as the European Year of Skills.** The EC has launched the **Pact for Skills**, a common model of commitment to skills development in Europe. This EU initiative, in conjunction with the European Year of Skills 2023, brings skills into the spotlight and provides greater clarity on their definition, classifications and relevance. The 2021 **EU Action Plan for the Social Economy** is an additional factor attracting interest towards Social Economy and its dimensions, one of which are the much sought-after Skills.

Module aims

- Help students understand the importance of skills, particularly soft skills, for running a SE organization and familiarize them with the classification between hard and soft skills.

- Help students develop a range of soft skills, such as creative thinking, communication skills, diversity awareness, team spirit, conflict management skills, organizational and democratic governance skills, as well as networking skills.
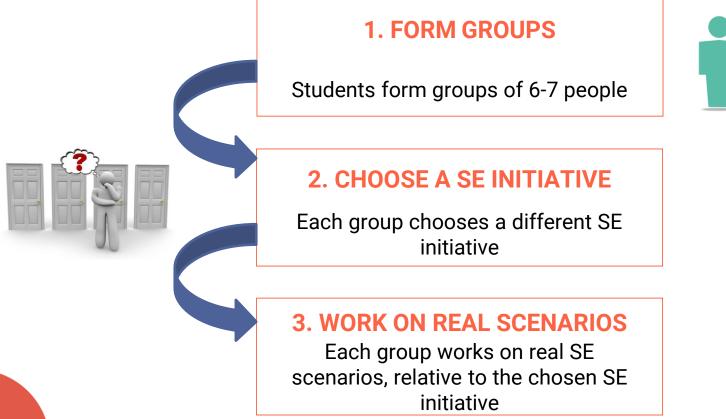
Module content

1
Introduction to skills

2
Boosting creativity and visionary thinking

3
Communication skills

4
Engaging with diversity and team building

5
Conflict management

6
Democratic decision-making

7
Organizational skills

8
Networking

9
Values and skills' interaction

Educational tools: Project A

1. FORM GROUPS

Students form groups of 6-7 people

2. CHOOSE A SE INITIATIVE

Each group chooses a different SE initiative

3. WORK ON REAL SCENARIOS
Each group works on real SE scenarios, relative to the chosen SE initiative

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Project A

1
Introduction to skills
Recognize the important skills for your SE initiative

2
Boosting creativity and visionary thinking
One word method + Bad idea brainstorm + Cover story

3
Communication skills
The Three-Chairs exercise + The Empathy Cards

4
Engaging with diversity and team building
Privilege exercise

5
Conflict management
Definition and outcomes + Two sides to every story

6
Democratic decision-making
Reach a decision + theatre of the oppressed

7
Organizational skills
Organize your next assembly + The Vision Board

8
Networking
Validation of partnerships + Public speaking

9
Values and skills' interaction
Reflecting from the values' point of view

Educational tools: Project B (final assignment)

1. FORM GROUPS

Students form groups of 4-5 people

2. ASSIGN A SE INITIATIVE
Offer detailed information regarding its type, legal form, number of participants, scale of operation etc.

3. PLAN AN EDUCATIONAL PROGRAM ON DEMOCRATIC GOVERNANCE

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Assessment

Students' assessment will be based on the 2 projects they have to fulfill throughout the module (Project A and Project B). The final grade of the module will be calculated as follows:

- Participation and presentations relative to Project A (50%)
- Project B presentation (40%)
- Self-assessment of Project B (10%) → each group will be graded by the other groups after its presentation

Let's get more practical! Why don't we work a bit on Empathy now and see how it goes?

❑ Watch the following video: [Brené Brown on Empathy](#)

❑ **The Empathy Cards**

Time required: 10-15 minutes

Please write anonymously on index cards one thing that worries you about your work or that causes you anxiety–something you feel like you can't share with many people. A moderator will shuffle the cards thoroughly and place a card at each seat at the table. Read out loud the card you received...

Any Questions?