



# SE4Ces

International Learning Mobility

Training for teachers:

“Skills for working in the  
Social Economy field”

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ΑΝΑΠΤΥΞΙΑΚΗ ΚΑΡΔΙΤΣΑΣ ΑΝΑΠΤΥΞΙΑΚΗ  
ΑΝΩΝΥΜΗ ΕΤΑΙΡΙΑ Ο.Τ.Α. ΑΝ.ΚΑ Α.Ε.

# Distinction between hard and soft skills

- **Hard skills:** those that can be obtained through formal education/training, such as business management, accounting, marketing etc.
- **Soft skills:** those that can be acquired through non formal and informal education and are linked to personality traits, abilities and mentality, such as team building, active listening, conflict resolution, etc.

# Cultural skills

Beyond the hard and soft skills' distinction, one could also identify the role of "cultural" skills, namely the ones which are linked to the environment and the prevailing perceptions within and outside the partnership scheme.

Examples of such skills are the following:

**CULTURE OF**

**COOPERATION**

**TRANSPARENCY**

**"US" BEFORE "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 the module “Running a SE organization”

**SOFT SKILLS**



Gap in SE studies



Needs of the field

# Why do we focus on soft skills?(2)

High priority in the EU Agenda □ 2023 European Year of Skills



Pact for Skills (European Commission)

# 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, soft and cultural 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 5-6 people



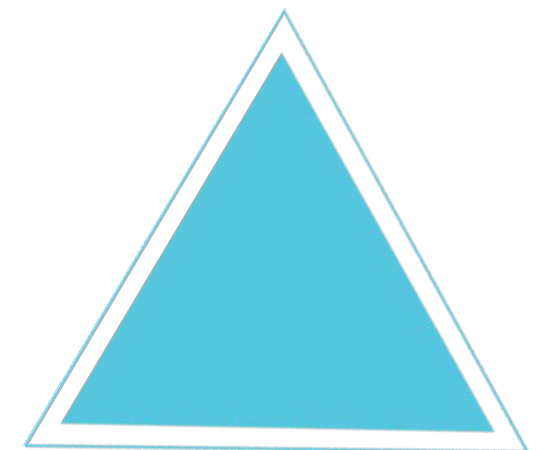
## 2. CHOOSE A SE INITIATIVE

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





# 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  
X+Y game + 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 exercise

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)

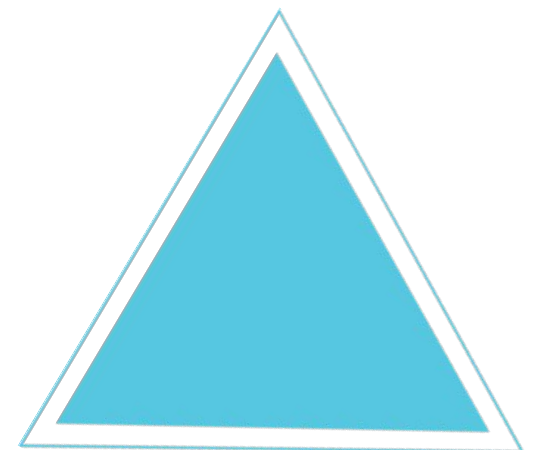
## 1. FORM GROUPS

Students form groups of 5-6 people

## 2. ASSIGN A SE INITIATIVE

Offer detailed information regarding its type, legal form, number of participants, scale of operation etc.

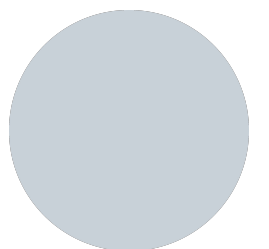
## 3. PLAN AN EDUCATIONAL PROGRAM ON DEMOCRATIC GOVERNANCE



# 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%)
- Assessment of Project B by the rest of the class (10%) → each group will be graded by the other groups after its presentation



# Questions to be answered by the groups

*QUESTION A: Is something missing? Is something redundant?*

*QUESTION B: How can we bring these tools into the class? What are the challenges or points to focus on?*

# Simple (?) rules for collective decision-making (1)

In SE enterprises it is important that **decisions are made collectively**. In order to achieve a functional collective decision some basic ideas for communication and team functioning are proposed as follows:

- **listen effectively/ actively** to other team members
- **appoint a meeting moderator** who observes the collectively agreed rules of the group (time keeping, keeping the agenda, the minutes etc)
- the **topic** should be **clearly stated**
- the **dynamics and the setting** in the meeting encourages **everyone to participate equally** and express themselves
- **respect the agreed time of the meeting**
- **older and more experienced** members of the group take care **not to patronize other members**

## Simple (?) rules for collective decision-making (2)

- **critical thinking** and alternative perspectives are encouraged
- during disagreement, focus on the issue under discussion and **do not involve any personal likes or dislikes** and put aside any prejudices or negative perceptions about people
- **it is quite possible to have different perspectives** on an issue □ try to connect our proposal to the specific issue we are discussing in the here and now
- **set realistic timeframes** for making and implementing a decision.
- **link the decision to reality and the scope** of the venture and **evaluate it**



**Now that we've learned the rules of collective decision-making, let's put them into practice!**

Split into groups of 5-7 people and reach a decision regarding question A or question B.

Bear in mind the rules :)



# See you tomorrow!

## 26.01

**09:00** arrivals and  
welcome  
**Room 31**

**14:00** goodbyes

**09:00 – 09:30** Introduction to the **project** by Silvia Mazzoccoli (UNIBO) and Elena Barison (UNIBO)

**09:30 - 11:00** Training for teachers “**Running and starting a Social Economy organization**” (UNIBO) + discussion; **practical cases** by Daniela Bolzani (UNIBO) and Barbara Petracci (UNIBO)

**11:00 - 11:15** Coffee break

**11:15 - 12:45** Training for **teachers** “**Creating and assessing value in Social Economy**” by George Kokkinidis (ESSEX) and Valerie Fournier (FEBEA) + discussion

**12:45 – 13:15** Light lunch

**13:15 – 13:45** **Evaluation activity** by Kostantinos Vadratsikas and Christina Galani (STIMMULI)



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Goodbye!  
Thank you



Co-funded by the  
Erasmus+ Programme  
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