

TEAL – MINUTES OF THE 2ND WORKSHOP

Hosted by:



10th July 2014

MENTORING & COACHING TO SUPPORT OLDER LEARNERS THROUGH TRANSITIONS INTO ENTERPRISE - POSITIVE INTERVENTIONS FOR ENGAGING OLDER LEARNERS - UK PERSPECTIVE



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1. INTRODUCTION AND AGENDA

Life transitions are challenging because they force us to let go of the familiar and face the future with a feeling of vulnerability. Most life transitions begin with a string of losses: The loss of a role; person; place or sense of where you 'fit' in the world.

TEAL (Transitions into Enterprise for Adult Learners) responds to these challenges which all partners (UK, Spain, Germany) face by providing adult learners with new pathways to re-engage with learning and improve their knowledge and competences to consider making a transition into enterprise e.g. from unemployment or redundancy.

Our second Workshop: "Mentoring & Coaching to Support Older Learners through Transitions into Enterprise - Positive Interventions for Engaging Older Learners - UK Perspective " has taken place on 10 July 2014 in Sheffield, UK.

08:30 – 09:45	Project Management meeting
09:45 – 10:00	Arrival of Learners
10:00 – 10:15	Ice-Breaking session
10:15 – 10:45	Presentation of the project TEAL and the participants
10:45 – 11:15	Presentation and discussion of the situation in the UK
11:15 – 12:30	Workshop part 1 – Mentoring & Coaching to Support Older Learners Through Transitions into Enterprise Aims: <ul style="list-style-type: none"> • To discuss the importance of mentoring and coaching for both personal and professional development • To discuss the impact of Mentoring Circles™ as a case study
12:30 – 14:00	Networking Lunch
14:00 – 16:30	Workshop part 2 – Mentoring and Coaching tools Aims: <ul style="list-style-type: none"> • An opportunity for practitioners to test tools currently used in the UK for coaching and mentoring • An opportunity for practitioners to come together and exchange good practices • To address interventions with regards to mentoring and coaching that are useful for entrepreneurship programmes
16:30	Conclusions
19:00	DINNER – The Old House – 113-117 Devonshire Street

2. PARTICIPANTS

Name	Organization, Country	Role
1. Anja Henkel	BEST AGER, Job Club Dortmund (Perspective 50 Plus), Germany	Learner
2. Jurgen Skoppek	BEST AGER, Job Club Dortmund (Perspective 50 Plus), Germany	Learner
3. Stefan Kastner	Chamber of Trade and Commerce Nürnberg, Germany	Learner
4. Walter F. Kugemann	NTL, Germany	Staff
5. Thomas Fischer	NTL, Germany	Staff
6. Marina Larios	Inova, UK	Staff
7. Helen Pearson	Inova, UK	Staff
8. Anouk Aladjemoff	Inova, UK	Staff
9. Hélène Barrett	Inova, UK	Staff
10. Giulia Di Porcia	Inova, UK	Staff
11. Eugénie Puttalaz	Inova, UK	Staff
12. Elizabeth Heyes	Inova, UK	Staff
13. M. Begoña Arenas	Scienter, Spain	Staff
14. José Javier Castro	Scienter, Spain	Staff
15. Petra Sulovska	Scienter, Spain	Staff
16. Eduardo Linares	Scienter, Spain	Staff

3. SUMMARY OF WORKSHOP

The 2nd TEAL Workshop entitled

Mentoring & Coaching to Support Older Learners through Transition into Enterprise. Positive Interventions for Engaging Older Learners – UK Perspective

took place on 10th July 2014 in Sheffield (UK).

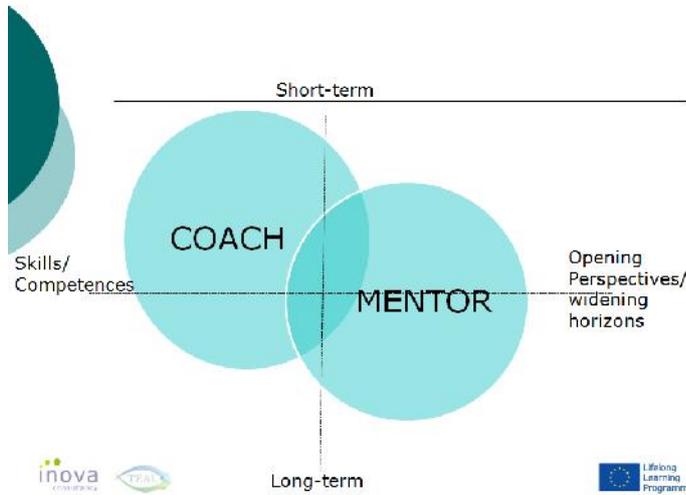


After the successful first meeting in Granada, the participants of the 2nd TEAL workshop were motivated to delve into the issue of Mentoring and Coaching focusing especially on older learners. The Workshop started with an initial ice-breaking session in the form of 'People Bingo' followed by a round of short presentations about the project, the participants and the current situation in the UK.

Currently around 73% of British people think that it is harder to find work when over 50 years of age, coupled with 65% of people of the aforementioned age who believe that they face age discrimination. Nevertheless when talking about barriers to starting one's own business, 'age' was the barrier least often chosen. The fear of getting into debt or losing the security from a current job seem to be greater reasons for people to shy away from becoming self employed.

The most cited motivators to start one's own business in spite of the difficulties are the wish for freedom, a challenge or the chance to prove oneself.

The participants then had the opportunity to discuss the differences between mentoring and coaching and in which situation they are best used to enable both personal and professional development.

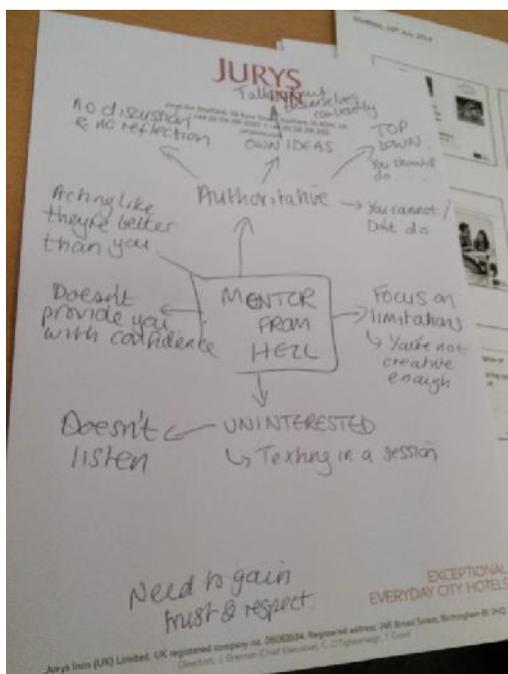


Mentoring is more focused on the long term and self (or professional) development over a wide selection of aspects in which the mentee is the one that sets up the goals to work on, focusing on broadening horizons and gaining new perspectives.

Coaching is more short term and has more specific goals typically set by the coach, and is focused more on performance improvement in a specific skills area.

Of course, these can easily overlap as shown in the diagram above.

A better understanding on how mentors and mentees should be to ensure a profitable partnership was illustrated during an exercise called ‘Mentor and Mentee from Hell’. Participants put themselves in the shoes of either a mentor or mentee and came up with the following characteristics which would not be desirable in a successful mentoring relationship.



Mentor from Hell:

- Acting like superiors;
- Bad listener;
- Lack of empathy and respect;
- Not encouraging reflection;
- Superficial;
- Authoritarian;
- Unprepared.

Mentee from Hell:

- Not taking any responsibility;
- Arrogance;
- Not serious nor interested;
- Expect miracles;
- Resistance and negativity;
- Think there is no process only goals;
- Not accepting the role of the mentee.



[Mentoring Circles™](#), developed by Inova Consultancy, was subsequently used as a case study to further illustrate the positive impact mentoring can have.

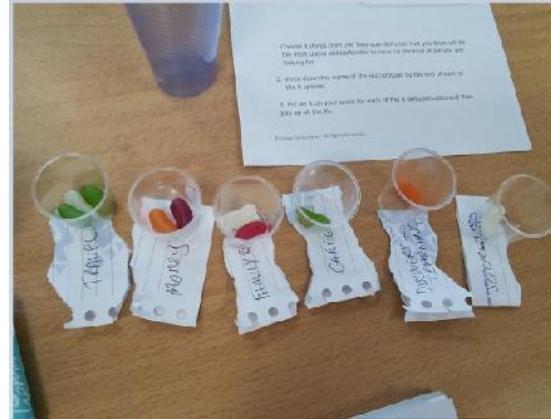
Mentoring Circles™ use an innovative methodology which combines the benefits gained from one-to-one mentoring with those from working with a group of peers. A combination of action learning, coaching and peer mentoring principles provides mentees with a wider source of support and inspiration for idea generation and

greater creativity in problem solving during crucial times in their life. For further information please have a look at the [Mentoring Circles™](#) website.

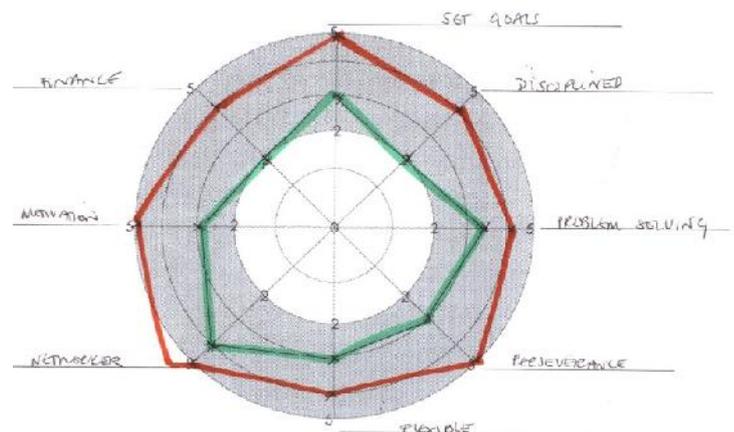


The next part of the Workshop was more hands-on and introduced some concrete mentoring and coaching tools.

In order to help participants prioritise the many important aspects of life, like family, friends, security, money, happiness etc. the Jelly Beans exercise was introduced. Through filling 6 small cups with Jelly Beans according to the importance they give to their priorities and then being asked to remove them in stages, participants got a better understanding, not only about their specific priorities but also on how they unconsciously make decisions.



The 'mind map' tool enabled participants to link their strengths with specific business ideas. Budding entrepreneurs worked in pairs to discuss their interests and talents to generate new ideas for a potential business by linking them together.



The third tool was the 'wheel of skills'. Participants had to select 8 skills that are important for entrepreneurship and then self-evaluate them and discuss how to improve them over the next 6 months.

It was agreed that hard skills are perceived to be easier to enhance than soft skills. The time was also used by practitioners to share and exchange good practices through concluding with two group discussions on specific mentoring and coaching skills and challenges and benefits associated with the possibility of starting a business in old age.

Mentoring and Coaching Skills:

- Put the learner in the centre;
- Build trust;
- Build motivation;
- Respect and value the learner;
- Give positive feedback, recognition, acceptance and emotional support;
- Use tailor-made programmes and flexible approaches;
- Combine individual and group programmes, peer learning, and coaching;
- Support the learner at eye level, not as a superior.



Challenges:

- New technologies are an issue – IT skills and Social Media;
- Lack of awareness of transferable skills;
- Pension might be reduced if people are still earning money;
- Why start something if you will have to stop soon?

Benefits:

- Wider network;
- More life experience;
- Chances to 'reinvent' your career, do what you always wanted to do;
- More and more over 50's are starting their own business ... which means more support, and also, if more and more over 50's are doing so, there must be a reason why?

The 2nd TEAL Workshop was regarded as successful by all participants and led to many fruitful discussions.



The full documentation of the 2nd TEAL Workshop is available on the [TEAL Website](#) or visit us at [Facebook](#). To find out what our participants thought of the 2nd TEAL workshop, click here: <http://vimeo.com/101701286>.

We all look forward to the third workshop in Germany next year!

ANNEX: SCANNED SIGNATURES



TEAL WORKSHOP 2: MENTORING & COACHING TO SUPPORT OLDER LEARNERS THROUGH TRANSITIONS INTO ENTERPRISE
POSITIVE INTERVENTIONS FOR ENGAGING OLDER LEARNERS – UNITED KINGDOM PERSPECTIVE
July 10th 2014 – Sheffield, United Kingdom



Lifelong Learning Programme

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