T.A.K.E.

Tools for Active Knowledge on Entrepreneurship

Tineret în acţiune

addoconsult

Tineret

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Project description

T.A.K.E. – Tools for Active Knowledge on Entrepreneurship aims to encourage youth workers to promote and to engage in non-formal activities on youth creativity and entrepreneurship, at the European level.

The project is implemented by a consortium of 7 partners: *ADDO Association* (Romania), *Association "Initiative for a Better Life"* (Bulgaria) *Informagiovani del Comune di Sarezzoo* (Italy), *Všį Atsakingos pilietinės visuomenės centras* (Lithuania), *Carpe Dieam* (Croatia), *İçel El Sanatları ve Eğitim Vakfı* (Turkey), *Fundacja na rzecz poprawy jakości życia Od-Nowa* (Poland).

Our objectives are to increase the competences of youth workers in the fields of creativity and entrepreneurship and to create a toolkit with tested non-formal educational tools for developing abilities for youth creativity on entrepreneurship, which will be available online, free of charge

Our project lasts between April 2014 and January 2015. In August 2014 we organized a 5-days training course in Bacău, Romania. Through this training course, the 21 participants coming for the partner countries, had the opportunity to gain knowledge on youth creativity and entrepreneurship, to learn new entrepreneurial tools and to create new non-formal educational methods to empower youth in becoming future entrepreneurs.

The methods that were created by the participants during the training are described in this toolkit. They can be used by youth workers, teachers, trainers, camp leaders and any other persons involved in youth work.

The project is co-financed by the Youth in Action Programme, Action 4.3. The responsibility for the content of this publication lays solely with the project organizers. ANPCDEF (the Romanian National Agency) and the European Commission are not responsible for the usage of the information presented in this toolkit.

Partners

ADDO Association – Romania,
www.centruladdo.ro
www.addoconsult.com

Informagiovani del Comune di Sarezzo – Italy,
www.comune.sarezzo.bs.it

VšĮ Atsakingos pilietinės visuomenės centras – Lithuania

Association “Initiative for a Better Life” – Bulgaria
http://ablibg.com/

Carpe Dieam – Croatia,
www.carpediemka.info

İçel El Sanatları ve Eğitim Vakfı –Turkey,
www.icev.org.tr

Fundacja na rzecz poprawy jakości życia Od-Nowa – Poland,
www.od-nowa.pl

Developed methods

Why we need new methods

All the project partners have previous experience working on youth creativity and entrepreneurship. During our activities (youth projects, workshops, youth initiatives, etc.) we needed more and more new non-formal educational tools on this particular topics. So, we had to adapt some or to create new tools that worked really well with the participants.

Entrepreneurship can be an alternative for young people, and because they have fewer resources, they need to be very creative when starting a business. This is one reason why new educational methods are necessary – they improve creativity and initiative, therefore empowering young people to start new businesses.

Also, the overall employment market is constantly changing, and as a direct result, youth need to develop more competences in the field of creativity and entrepreneurship is growing. Therefore, in order to provide a real support to young people, youth workers need to learn new ways for empowering youth to initiate new businesses. This is another reason why new non-formal educational tools that develop such abilities need to be updated, and new tools need to be created in order to keep up with young people's needs.

How the methods were created

Participants at the T.A.K.E. training had the opportunity to experiment various non-formal educational methods which focused on entrepreneurship and creativity.

During the training, they had the opportunity to develop new methods, either as variations on previous methods or as brand new games and exercises.

How the methods were tested

After the training, partners and participants tested the newly developed non-formal educational methods in their own countries. After the activities, we asked young people to tell us what they thought about the methods and how we could improve them.

In the following pages, you will find the detailed description of the three methods and also the conclusions after the testing phase.

The Confidence Puzzle

Theme: self-confidence

Objectives:
To build up self-confidence.
To create a bond among the group.
To appreciate one another.

Conditions: The group should know each other for at least a few days before doing this exercise, so they can give positive feedback.

Resources needed: paper, pens, a timer, music mix (optional – you can have music playing while doing this exercise).

Group size: +12

Time: at least 30 minutes

Preparation

The team has to prepare: paper, pens, a timer, music mix.

Instructions

Divide the group into two even groups and ask them to form two circles. The circles will be one inside the other and participants from the inner circle will face participants from the outer circle.

Give each participant a sheet of paper and a pen.

Ask the group to write their name on their sheet of paper and then switch their paper with the person standing in front of them.

Give participants 20 seconds to write at least one positive thing about the person whose paper they are holding. Explain that they have to write only positive feedback and then fold the paper so that they cover the space they wrote in. After 20 seconds each person receives their own paper back.

Ask the outer circle to move to the right, so that they face the next person from the inner circle. They exchange papers again and write positive feedback about each other in 20 seconds. They fold the paper each time they write on it.
Repeat this process until everyone from the outer circle has been face to face and exchanged positive feedback with everyone from the inner circle.

The Confidence Puzzle

Debriefing

Give participants time to unfold their paper and read the positive feedback they received from the group.

Questions for debriefing: “How do you feel after reading your paper?” “Was it difficult to find only positive aspects about each person you were facing?” “Why do you think this method is called The Confidence Puzzle?”

Advices for trainer/facilitator

Be flexible and adjust to the group’s particularities or needs. Encourage participants to give only positive feedback to their peers, even if they did not connect very well up until this exercise.

Feedback and concussions after the testing phase

1. The fact that it's just one circle that turns avoids the possibility for participants to look on their neighbours’ papers, in search of inspiration for ideas.

2. The background music is necessary, because it helps the group focus more , but it should be a very calm and relaxing music, otherwise, it can have the opposite effect.

3. Pay attention to explain the tasks very clearly, so that the group doesn’t become more interested in "collecting" good opinions, rather than having the opportunity to know something more about themselves.

4. This activity can be done much more easily with older young people (high school age and above). If you work with younger kinds, it is important to remind them, during the activity, that they should only focus on positive feedback.

5. The debriefing phase is very important, participants should be given enough time to express their feeling and impressions after the activity.

Business Owners, Mafia and Police

Theme: Business simulation

Objectives:
To teach participants about different actors and rules involved in entrepreneurship;
To develop the participants' competences in risk assessment and strategy planning;
To develop creativity and logical thinking;

Conditions: indoor or outdoor, but there should be plenty of space for participants to move around.

Resources needed: a spoon for each member of the group, a bag of candy, pens

Group size: +12

Time: at least 30 minutes

Step-by-step:

Preparation

Prepare in one corner of the room a "warehouse" where you will put all the candy. Create out of pens an enclosed space for the candy. Mark this space with a paper sign saying "warehouse". In the opposite corner of the room create a "shop" - another enclosed space made out of pens, but this one will have no candy in it. Mark this space with a paper sign saying "shop".
Prepare written instructions for the three groups: Mafia, Police and Business Owners.

Instructions
Give each person a spoon and divide the group into three even groups. One group will be MAFIA, one group will be the POLICE and the other group will be the BUSINESS OWNERS.

The Business Owners will start the game from the "shop" corner. Mafia will have their designated headquarters in the corner of the room, situated on the left side from the "shop". Police will have their designated headquarters in the corner of the room, situated on the right side from the "shop". The Police headquarters includes the "jail" – a sitting area with a few chairs or a coach. No one is based at the candy warehouse.

Give each group their written instructions. Go to every group and make sure they understand the rules;

During the game you have to keep the time for the Police and announce when they are working and when they are on break.

Business Owners, Mafia and Police

Instructions for Business Owners:

Your goal is to transport as much candy as possible from the warehouse to your shop, in 12 minutes. Each of you can only carry one candy at a time. The candy has to be transported in the spoon. You have to be very careful, because Mafia is after your candy. To take candy from the warehouse, you must remove one pen, but after you take the candy, you have to close “the door” of the warehouse, by putting the pen back. If you leave the warehouse open, Mafia can come and still your candy.

If you are touched by a member of the Mafia team you have to give them the candy you were transporting. If you see any Police around you can alert them of the danger you are in and they can choose to arrest the Mafia member that was after you. But be careful, not all cops are honest, and if you announce the danger to a corrupt cop, you might be the one that ends up in jail. And then the game is over for you. The rest of your team will continue to play without you.

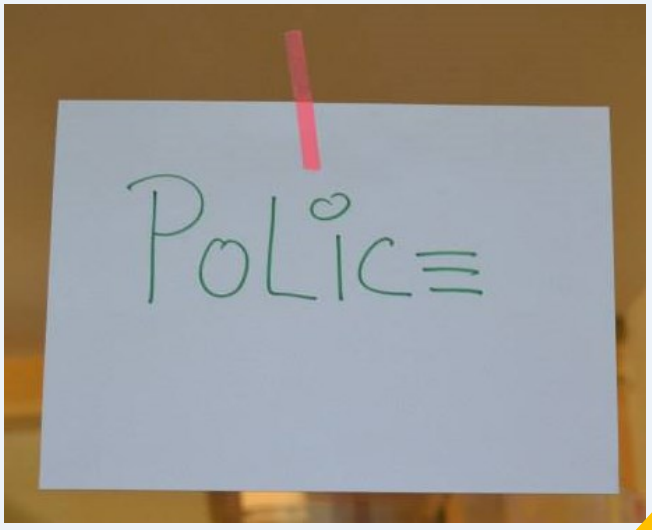
Throughout the game you have to walk very slowly, placing your heel in front of your toe, almost tiptoeing.
You win the game if you manage to collect more candy than the Mafia.

Instructions for the Police:
Your job is to protect the community and make sure that Business owners can conduct their business without interference from the Mafia. The goal of the Business owners is to transport as much candy as possible from the warehouse to their shop. The goal of the Mafia is to steal the candy from the Business owners.

Half of you will be honest cops and the other half corrupt cops. Decide amongst yourselves which part you want to play.
As a public institution you have a fix schedule: you work for two minutes and then you take a break for two minutes. This means, that in the total 12 minutes of the game, you can only intervene in 3 rounds, two minutes each.

Within working minutes you patrol the game area and if any Business owner alerts you that he is in danger of being robed you have to intervene. If you are an honest cop then you arrest the Mafia member and escort them to jail. If you are a corrupt cop, then you arrest the Business owner and accept the candy stolen by the Mafia member as bribe. You can only transport the candy in your spoon.

Throughout the game you have to walk very slowly, placing your heel in front of



Business Owners, Mafia and Police

Instruction for Mafia:

Your goal is to steal the candy from the Business owners and transport it back to your headquarters. The goal of the Business owners is to transport as much candy as possible from the warehouse to their shop.

Throughout the game you have to walk very slowly, placing your heel in front of your toe, almost tiptoeing.

To steal candy from Business owners you have to get close to them and touch them. If you touch them, then they have to give you the candy they were transporting, and you have to carry it slowly to your base. You can only transport the candy in your spoon. You can also steal candy from the warehouse, if Business owners forget to close the door of the warehouse.

Be careful, Police is also involved, and not all cops are on your side. If you are caught by an honest cop trying to steal from the Business owners, then you are arrested and taken to jail and the game is over for you. The rest of your team continues to play without you. If you are caught by a corrupt cop, then you can bribe them, by giving them the candy you were stealing. You have to return to your base and start again, but at least, you will have your freedom.

You win the game if you manage to collect more candy than the Business owners.

Topics and questions for debriefing

How did you feel playing this game?
What was frustrating about the game?
What was difficult in your group?
In which way do you think the game relates to every-day life?

Advices for the trainer/facilitator

Make sure that all participants understand the rules before starting the game. If you have time, you can play the game twice.

Feedback and conclusions after the testing phase

1.Because the activity has so many rules and is very competitive, it works better with older youth (high school age and above).

2. Don't worry if you don't have candy, the activity works just as well with walnuts or small pieces of paper (be creative!)

3. Give each group enough time to ask you questions about the rules before

Improvised Creativity

Theme: story telling/ improvised theatre
Objectives:
To develop creativity and improve responsive thinking

Conditions: this activity can be done indoor or outdoor, but there should be enough space for participants to form a circle

Resources needed: flipchart, markers

Group size: 8-30

Time: 15 to 20 minutes, depending on the size of the group.

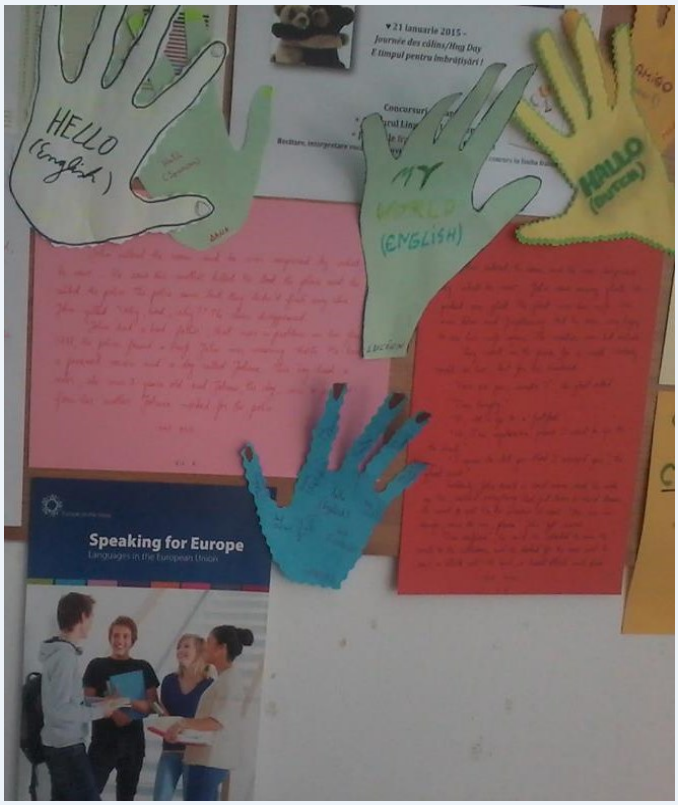
Step-by-step:

Preparation
Ask participants to form a circle.

Instructions
Explain to the group that they will have to create an improvised story starting from the first sentence being said.

Encourage participants to use their gestures & body language, be creative and express the first thing that crosses their minds. Explain that it isn't necessary for the story to be logical or coherent, so they can create anything they want.

Ask someone from the group to start with a sentence and the person to their right will continue the story with another sentence. This will go on until everyone from the group has had their turn. Write all the ideas on a flipchart in order to record the story.



Feedback and conclusions after the testing phase

1.The stories created can be used in an exhibition (as shown in the above picture).

2.The first sentence being said in the group is very important. It gives the tone for the entire story (so, you should decide if you want to start with something funny, intriguing or sad).

3.There are also other exercises based on improvised theatre, so, some of the young people may know what to expect when you start the activity.

Training Program

T.A.K.E.—Tools For Active Knowledge on Entrepreneurship

Training Course

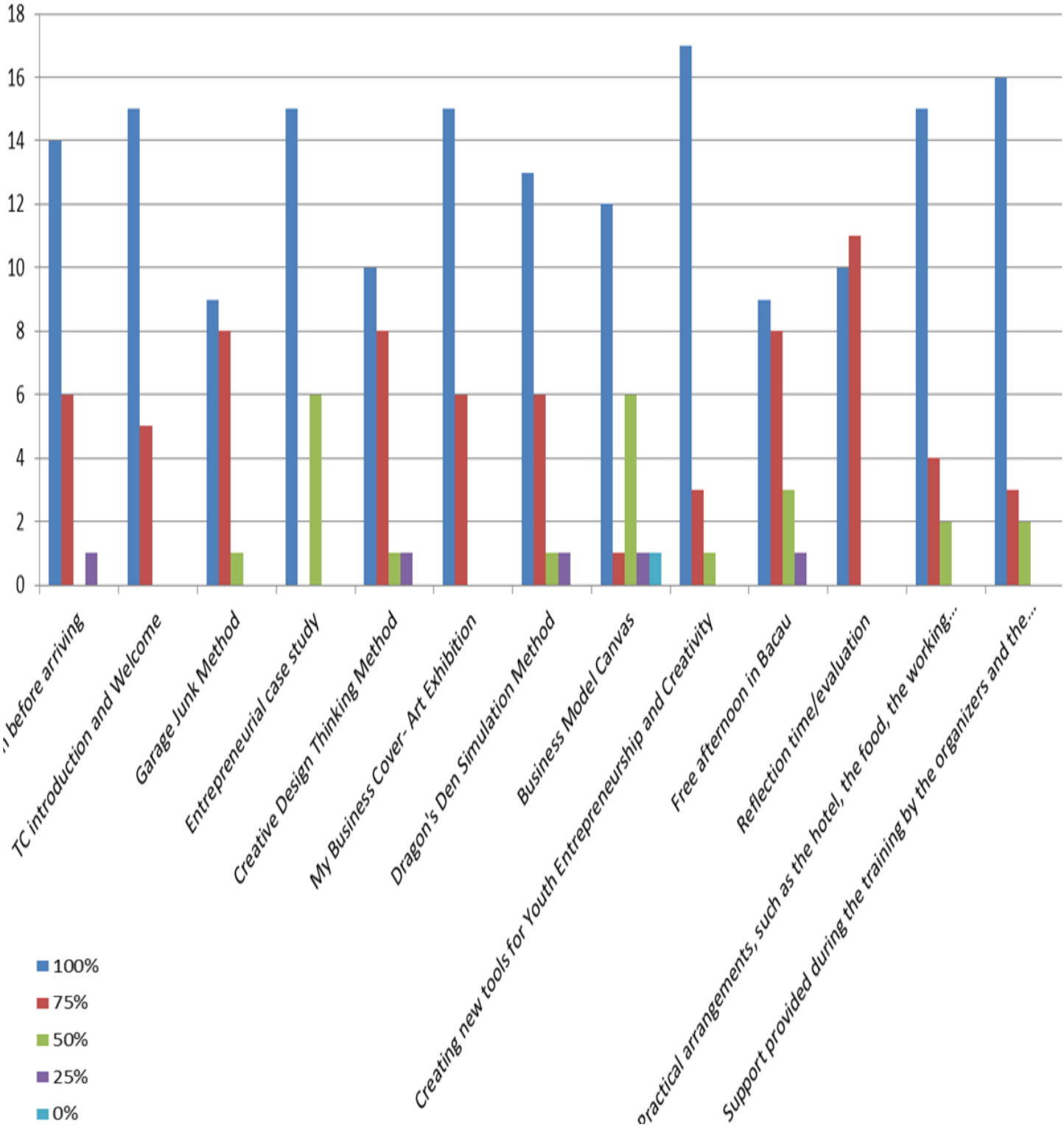
Slanic Moldova, Bacau, Romania

04.08.2014—10.08.2014

Time	Monday, 04.08.14	Tuesday, 05.08.2014	Wednesday, 06.08.2014	Thursday, 07.08.2014	Friday, 08.08.2014	Saturday, 09.08.2014	Sunday
07.30-08.30			BREAKFAST				
08.30-09.00			SHORT BREAK, Preparation for activities				Depar-ture
09.00-10.30		Get to know eachother	Workshop I: Cre-ative Design Thinking	Workshop I: Business Model Canvas	Workshop I: New Toolbox for Youth Entrepreneurship and Creativity - T.A.K.E.	Test the T.A.K.E. Toolkit	
10.30-11.00			BREAK				
11.00-12.30		Hopes and Fears TC Introduction	Workshop II: Cre-ative Design Thinking	Workshop II: Business Model Canvas	Workshop II: New Toolbox for Youth Entrepreneurship and Creativity - T.A.K.E.	Modifications and Final De-sign of T.A.K.E. Toolkit	
12.30-14.30			LUNCH				
14.30-16.00		Garage Junk	Youth Entrepre-neurial Success Stories	Dragons' Den	Study Visit to See an Entrepreneuri-al Project in Bacau	Idea Factory - Partnership for Future Projects	
16.00-16.30			BREAK				
16.30-18.00		Youth Entrepre-neurship: Local realities - Global Actions	Organizations Fair My Business Cover Launch of Drag-ons' Den	Assessment of Youth Needs on Creativity and Entrepreneur-ship	Free Afternoon in Bacau	Action Plan for the Future: Transfer of T.A.K.E. Toolkit	
18.00-18.15			SHORT BREAK				
18.15-18.45		Day evaluation/self-assessment/group reflection/Youth-pass				Conclusions, Youth Pass Evaluation	
19.30-21.00	Arrival		DINNER		Dinner in Bacau		
21.00-.....	Welcom-ing Even-ing	Intercultural Even-ing: Croatia, Tur-key, Italy, Poland	Intercultural Evening: Roma-nia, Lithuania, Bulgaria	Erasmus Plus - interactive presentation	Free evening	C U Party	

Training Evaluation

How much are you satisfied or dissatisfied with the following TC programme elements and practical arrangements?	100%	75%	50%	25%	0%



Participants and Project Team

A big thank you to all the project partners and to everyone who contributed to the development of the non-formal educational methods and helped us create this toolkit!

Project Team
Andreea Bulai
Alexandru Blanaru
Andrew Batsford
Mihaela Iancu
Ana-Maria Iojica

Bulgaria
Gergana Yordanova
Nikol Dobreva
Vilislava Metodieva

Croatia
Marko Petancic
Marko Miksic
Aleksandra Podrebarac

Italy
Lidia Cattozzo
Gloria Lombardo
Arianna Bonardi

Romania
Cristina Radoi
Iulian Mart
Nona Agape

Lithuania
Julija Virsiliene
Lina Radvilaviciute
Donatas Verseckas

Poland
Marta Samsel
Klaudia Abramczyk
Karolina Tomaszewska

Turkey
Emir Anil OZEN
Arınç Sonmez
Tufan Bolukbasi

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