



Go Social Cy

Supporting Employability through Social
Entrepreneurship

Sosyal GİRİŞİMCİLİKLE İstİHDAMI
DESTEKLEYİN



www.akti.org.cy



Famagusta Walled City Associ-

MASDER



This presentation is produced within the project "Go Social" financed by the European Union and implemented by MASDER, AKTI and MAKAMER. Its contents are the sole responsibility of MASDER, AKTI and MAKAMER and do not reflect the views of the European Union.

Bu sunum, Avrupa Birliği tarafından finanse edilen ve MASDER, AKTI ve MAKAMER tarafından yürütülen "Go Social" projesi kapsamında yapılmıştır. Sunumun içeriğinden tamamiyle MASDER, AKTI ve MAKAMER sorumlu olup, Avrupa Birliği'nin görüşlerini yansıtır olarak kabul edilemez.



Section 2: Introduction to Training of Trainers (ToT)

Basic Concepts

Michael Loizides

Social Entrepreneur
Chemical Engineer (Diploma NTUA)
Environmental Engineer (DIC, MSc, PhD)



Purpose of the ToT Programme

The purpose of the ToT program is to train suitable persons how to train others in setting up and managing small enterprises.





Purpose of this session

The purpose of this particular session is to:

- Explain how (adult) people learn
- Explain why people learn
- Explain the difference between knowledge and skill, and
- Explain the time scale of learning





Develop the right attitude

Encourage people to want to learn

Explain the personal benefit to obtaining knowledge and skills

Explain the costs and risks of ignorance



Characteristics of an adult learner


PROFILE OF AN ADULT LEARNER




What other characteristics of adult learners would you like to add?

- Self-direction
- Practical and results-oriented
- Less open-minded and therefore more resistant to change.
- Slower learning, yet more integrative knowledge
- Use personal experience as a resource
- Motivation
- Multi-level responsibilities
- High expectations

Prerequisites to adult learning

- 
- Depending on the subject the learner must have some prior basic knowledge
 - Some subjects can be learned mechanistically but without some other basic knowledge the learner feels insecure.
 - The learner needs to understand the WHY behind the HOW in order to overcome the resistance to change.
 - This is not always easy for the trainer

4 Principles of Adult Learning

- 
- The background of the slide features a light blue background with a large, faint circular gear pattern. In the foreground, there are three stylized human silhouettes in profile, facing right, colored pink, blue, and orange. Above and around these silhouettes are various colorful gears (red, green, blue, orange) and lightbulbs, some of which contain a lightbulb icon, symbolizing ideas and learning.
- Adults need to be involved in the planning and evaluation of their instruction
 - Experience (including mistakes) provides the basis for the learning activities.
 - Adults are most interested in learning subjects that have immediate relevance and impact to their job or personal life.

Adult learning is problem-centred rather than content-oriented



Knowledge Vs Skill

Knowledge Vs Skills

Distinguish between
obtaining knowledge
and developing skills

Example

One cannot become
a cook by reading a
cookbook but one
cannot start cooking
without knowing the
recipes and the
preparation method
and the tools of the
trade



The learning Curve

CLUELESS

You don't know
what you don't
know

NAÏVELY CONFIDENT

You think you know,
but still don't know
what you don't know

DISCOURAGINGLY REALISTIC

You know what you
don't know

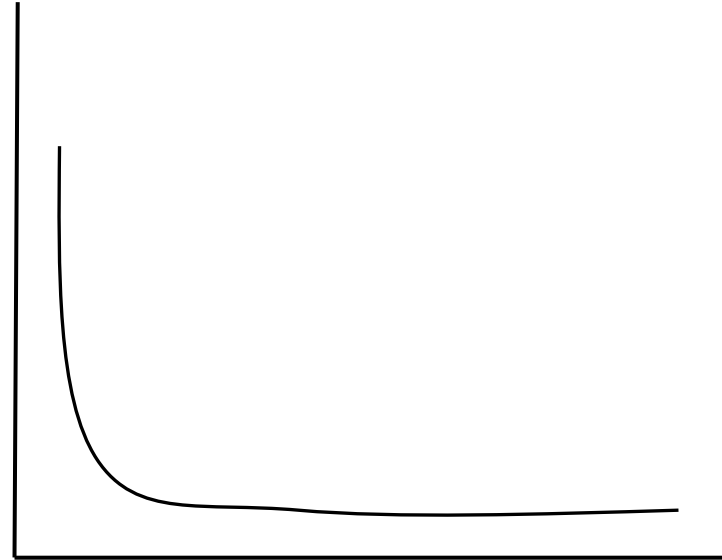
MASTERY ACHIEVED

You know it



The learning Curve

Time to perform a
task (Result of
Learning)



Number of repetitions
(experience in doing)





Why adult people learn

Motivation

- (1) Personal Pleasure in learning new things
- (2) Professional advancement
- (3) Change in situation
- (4) Legal Obligation



Examples

**Learning a
musical
instrument**

Driving a car

**Obtaining a
professional
qualification**

**Introduction of
new technology,
materials, tools
etc**





The cost of training
Vs
The cost of ignorance



IF YOU BELIEVE THAT
TRAINING IS EXPENSIVE, IT
IS BECAUSE YOU DO NOT
KNOW WHAT IGNORANCE
COSTS.

MICHAEL LEBOEUF

The cost of Training

Training Investment \neq Value



Do not look only at the measurable costs but evaluate also the costs that cannot be measured.

If I train my employees and then they leave?If you do not train them and they stay?



The cost of NOT Training

Training Investment \neq Value



Good employee Loss
Poor productivity
Lag compared with competitors



Training and employee retention

When an enterprise invests in training its employees it wants them to stay !!!

SO

what other motivation does it offer to them?

The knowledge and skill is internalized in the persons. What does the enterprise do to internalize these also. Small organizations are at great risk of collapsing if they loose a key-person.



Obstacles to learning

- (1) Lack of motivation
- (2) Lack of ability or aptitude
- (3) Poor teaching
- (4) The cost of learning
 - economic cost
 - psychological cost





Resistance to learning

Resistance to learning is a sign of resistance to change.

**Most people are afraid of change
Learning requires effort. Most people prefer the easy life and will find excuses to avoid change.**

BUT

**IF YOU DO NOT CHANGE I WILL CHANGE
(replace) YOU**





General and Open Discussion

Clarifications

**Matters that
concern you**

Questions

**General
Discussion**



www.akti.org.cy



Famagusta Walled City Associ-

MASDER



Thank you!
Teşekkürler!
Ευχαριστώ!

www.gosocialcy.eu



Go Social Cyprus



GoSocialCyprus



GoSocialCy