

Newsletter EFE Project



Entrepreneurship for everyone
New ways of coaching

January 2021 - Year 2

ONLINE MEETINGS

The Covid-19 pandemic has meant that all meetings are being held online these days. Since our last online meeting in Vejer, we have been organising frequent meetings to check on progress and share out tasks. The meetings are always attended by representatives of Sweden, Portugal, Spain (2), Poland, Romania and Ireland.

The work that has been done over the past few months has focused on our second output, *Coaching for Success*. We have developed approaches to tackle the so called 15 enemies of smaller companies and entrepreneurs. Our project wishes to tackle these enemies by way of coaching. After creating a questionnaire for entrepreneurs to identify the obstacles to be tackled in the first five years of business, the partnership organised a focus group with experts in each country. The result is a well-developed set of 15 modules to help companies by way of coaching.



Our partnership comprises:

- Center för Socialt Entreprenörskap Sverige - Sweden
- Indepcie - Spain
- Arid - Poland
- CPIP - Romania
- Asociación para el desarrollo rural del litoral de la Janda - Spain
- APSU - Portugal
- I & F Education - Ireland



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WHAT ARE THE 15 ENEMIES?

The EFE project has developed modules for the fifteen situations/enemies that can be tackled by way of coaching.

These are soft skills/human skills, rather than hard skills, such as the individual's leadership qualities, motivation, decision-making ability, self-esteem, self-confidence, etc.

Here is the list that partners have developed:

- CONNECT TO OTHERS
- COMMUNICATION SKILLS
- CHANGE MANAGEMENT
- DEALING WITH STRESS
- PRIORITIZING
- DELEGATION
- CREATIVITY
- DEALING WITH FEEDBACK
- SELF CONFIDENCE
- COGNITIVE FLEXIBILITY
- SELF MOTIVATION / PERSEVERANCE
- FOCUSING ON WHAT IS IMPORTANT
- HANDLE ATTITUDES FROM CUSTOMERS
- DEALING WITH RISKS
- NEGOTIATION SKILLS

WHAT IS HAPPENING NEXT?

The consortium will now develop a set of training pills or Training System and toolkit for entrepreneurs to face the enemies detected.

To achieve this, the EFE project will develop training pills for coaches, entrepreneurs, leaders and managers as final users of this Training System.

Recommendations for improvement of training modules will be developed by all partners involved.

Adaptation of training pills and learning tools according to the feedback from the end users will be done where necessary.

After this all partner will hold a testing phase and produce a National report and conclusions. Then a common European report will be published with key findings and recommendations.



OUR NEXT MEETING

Our last transnational project meeting had to be held online in Dublin (Ireland) back in November 2020.

We continue to monitor the Covid-19 situation and we will make a decision regarding our next meeting in Krakow (Poland) in May 2021. We understand that meeting face to face is the best option, but the worldwide pandemic might continue to play a big role in the meeting not taking place as planned.

The meeting in Krakow will explore and evaluate the modules and the training system developed by the consortium and commence the work to be done in our last output: Coaches for Entrepreneurs.



'Coaching is a favoured management style for improving employee engagement since managers focus on helping their team members develop their strengths and improve their performance.'

Coaches for entrepreneurship

This last product will be developed based on IO1 and IO2 and the particular needs of a leader, manager or HR manager to work with their employees in order to set a profitable work pace using specific EFE tools and skills, thus it will comprise a summary of the learning material developed during the first phases of the project.



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