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Lifelong Learning Programme

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CONVENTUS - Learning System for cooperatives
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MULTILATERAL PROJECTS - DEVELOPMENT OF INNOVATION

D4.1 Group process development and education, project partner group
D4.2 Group process development and education, pilot group

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WP4 – D4.1 and D4.2 Group process development and education, project partner group and target group

The project Conventus and WP4 has worked to develop tools and methods for groups within the cooperative movement.

In D4.1 and D4.2 the goal has been to see how we at both structural level as well as at the group level can find an appropriate way to share knowledge, experience, training, and to build a European network.

The project aimed to work with group processes for two different groups: project partner group and the pilot groups. For the partner group, we developed a concept based on the model of Open Space and also a similar concept for the pilot groups. We used a part of the Open Space model in future work on the project.

The project partner group and pilot groups have tested a number of group processes , methods and tools that are tailored for groups and cooperative activities. Testing sessions were carried out during the project period, both at project meetings and the home of each individual organization. The groups have made web based tests and completed tests are written documents (IRL). One of the objectives was to develop a user-friendly concept adapted for information and communication technologies.

WP4 has worked in close collaboration with WP3 to develop various tools and training concepts for group processes adapted for ICT / web and also in printed form. The different groups have conducted testing sessions both within their own organization (at home) and at every international project meeting. At the international project meetings, both the project partner group and the pilot group participated in group exercises and tested various tools. Tools and results of these occasions have been uploaded into Moodle and the project's blog.

The pilot groups have been working with and have received support from local trainers / facilitators to test and develop tools and methods. Project leaders have also acted as facilitators. The pilot groups / cooperators have contributed their knowledge and experience. Transfer of knowledge and skills have been made in various steps, depending on skill level.

Tools and methods tested

Quizzes

These quizzes are designed with various issues relating to; History and Characteristics of Cooperatives, Setting up a Cooperative in Seven Steps, A Story of Cooperative Principles, The Cooperative, Attitude Evaluation

History and Characteristics of Cooperatives: This is the story of three friends who start their own cooperative and learn by doing so what it means to be a cooperator. The cooperative principles guide them on their way.

Setting up a Cooperative in Seven Steps: This lesson will introduce you to the various things you and your future fellow cooperators need to consider before you can start your cooperative business.

A Story of Cooperative Principles: This is the story of three friends who start their own cooperative and learn by doing so what it means to be a cooperator. The cooperative principles guide them on their way.

The Cooperative: This activity deals with some of the basic facts of the cooperative system. Test your knowledge and read the feedback.

Attitude Evaluation: This quiz tests your attitudes towards involving the social economy.

Four Field Model - a web-based analysis tools where it is possible to see where the group is in its development phase. The model is based on four stages/phases which appear in the life cycle of most organizations.

FIELD 1) THE PRODUCTION PHASE ("FACTORY EDGE")

The characteristic of this field is: implementation of objectives and planned activities "production of needs satisfaction". Specific system, procedures, plans, tasks, organization, logistics and so on are enquired. Trying to find and apply the best modalities to achieve and satisfy the wishes and needs. Some descriptive key concepts;

- Dense structure
- High tenacity
- Organization
- Implement
- Action phase

FIELD 2) ADMINISTRATIVE PHASE ("DISCIPLINE CORNER")

The production is ongoing and gets more and more extensive. The plans are more accurate and even more elaborated. Rules and routines are developed and refined. Routine work, management development and maybe monotony, routine and a sense of futility.

The administration is becoming more and more required but it is also becoming a damaging part of the business. It has a tendency to "swell" and take resources away from production.

The basic needs satisfactions are in danger and there is a risk that it will be replaced by routines. The needs and demands that originally created the organization are perhaps no longer alive or forgotten.

Some descriptive key concepts;

- Very dense structure
- Low tenacity
- Management phase
- "Law and order"
- Needs to consolidate
- Search for security

FIELD 3) THE PHASE OF IDEAS AND VISIONS ("SOCIAL CORNER")

All development is based on some form of identification and identification of key needs.

We get an idea or a thought and, eventually, a strong belief that this new requirements are so important to us that we must integrate it into our existing lives. We organize ourselves to ensure a continuing and ongoing need of satisfaction. During this stage, the idea and the identity are communities that only meet once in a while without any high-flying plans and with a sparse structure.

Some descriptive key concepts;

- Sparse structure
- Low tenacity
- Integration
- "Social-stage" - relationships in the center
- Feeling
- Applicant/searching
- Approximation
- Subsuming

FIELD 4) IDE AND VISIONSFAS ("DEVELOPMENT CORNER")

After a greater or lesser power struggles comes the decision to continue and start serious planning for the future. Imagination has free rein and it conjures images of a future desirable state (= vision). It clarifies the needs and wishes. The dreams and visions create energy and motivation to pursue further planning. There is a desire to achieve something and a force to achieve the desirable state (vision). The first steps towards concretizations and decisions are taken. It is prepared to take risks to succeed.

Some descriptive key concepts;

- Sparse structure
- High tenacity
- Creativity
- Renewal
- Hope
- Development stage
- Goals and visions
- Plans

Deck of cards

The deck of cards is a conversation tool, a great and easy way to get to know the different personalities in the group as well as different strengths / weaknesses. Our experience of using this tool is very positive, it is an easy and uncomplicated tool that creates many interesting and constructive discussions within the groups

The deck of cards consists of 100 cards that describe different ways a person can take action. Shuffle the cards and place them on a table. Each participant chooses 5-7 cards. There is a word (on each card) that describes how I perceive my own way of acting).

On the opposite side of the card there is a letter: S, T, I, L

These letters stand for:

S: Sure - creates results without taking into account resistance

T: talkative - creates results through alliances and enthusiasm

I: recognition (in Swedish: igenkännande) - creates results through stability and cooperation

L: Logical - creates results by mastering the details

Check which letter you have received the most. Anyone without a majority for a letter takes another card and so on until received a majority. Read out loud and discuss the results.