

PILOT TESTING UNDER THE FLOURISH PROJECT - FACILITATING ORGANISATIONAL INNOVATION

During the period from November 2019 until March 2020 the pilot testing of the projects second intellectual output - FLOURISH Curriculum, Training and Manual was conducted throughout Europe in Bulgaria, Portugal, Hungary, Lithuania and Poland. A total of 22 one-day training sessions were organized.

The second intellectual output of the FLOURISH project is an innovative learning opportunity, aiming to meet the needs of innovation in companies.

Overall a number of 86 participants from different type of industries such as : training centers, University lecturers and students, employees and managers in SMEs, operating in different research areas - textile, artificial nails, electronics, IT, food, agriculture, NGOs, hotels, entrepreneurs, etc. took part in the event.

The participants were trained as small and large-group facilitators and were led to define and develop innovative projects, from the pre-consultation with management till the project's conclusion. They had the opportunity to gain information not only about the FLOURISH outputs, methodology, curriculum main objectives and to experience the emotion of the facilitating process, but they also worked in groups to design a solution to different business cases.

The effect on the participants from the FLOURISH pilot training could be divided in 2 types – impact on the hard and on soft skills competences.

The hard skills could be related on one hand to the gained knowledge of the FLOURISH outputs and results and on the other hand to the APGICO'S methodology. After the pilot training and during the coffee breaks some of the trainees shared that they will implement some aspects of the methodology in their business sector – in this way the sustainability of the project results will be guaranteed.

On the other hand the opportunity for soft skills improvement should be mentioned. Trainees worked in different groups, developed and presented project proposals and actions plans, expressed diverging opinions and experienced the facilitation process. The training has a social effect on all of the involved parties. Some people shared that the FLOURISH event helped them to feel as a part of a group and even discussed some real business ideas in the coffee breaks. Furthermore the participants experienced the learning by doing methodology. The trainees weren't forced to stick to very strict rules. There was no judgement from the audience. In this way everyone felt relaxed and free to share their point of view.

Detailed information regarding the pilot testing in the different countries is presented below:

Bulgaria:



When: 10.02.2020 - 18.02.2020

Duration: 3 one day long training sessions

Number of participants: 21

Profile of the trainers: Ms Margarita Angelova, senior project coordinator with more than 12 years of practice and rich experience in EU project preparation, management and reporting and Mrs Darina Petrunova, specialist in the field of EU funded projects, both representative of the ECQ team, coordinator of the FLOURISH project.

Targeted audience: training centers, University lecturers and students, employees and managers in SMEs, operating in different research areas,

NGOs and entrepreneurs.

General feedback: extremely positive attitude from the trainees; met expectations, new business contacts and ideas; new knowledge gained; improved soft-skills.

Portugal:



When: November 2019

Duration: 9 one day long training sessions

Number of participants: 14

Profile of the trainers: Fernando Sousa and Ileana Monteiro, two PhD researchers and consultants, president and vice president of APGICO – Portuguese Association for Creativity and Innovation - who had already been responsible for the course seminar delivered in Kaunas to every partner of the Flourish project. Carla Machado, also from Apgico, was also part of the team, responsible for logistics and the liaison with the company.

Targeted audience: employees from the AP Hotels & Resorts Group.

General feedback: high level of global satisfaction with the course; contribution to their knowledge of organizational innovation; satisfaction with the selection of topics; perfect course organization; gained applicable knowledge to their profession.

Lithuania:



When: 05.12.2019 – 06.12.2019

Duration: 2 one day training sessions

Number of participants: 15

Profile of the trainers: Jurgita Rutkauskiene (Kaunas science and technology park HR person) and Inga Uus (moderator and facilitator), trainer's assistants Jurate Daneniene (innovation and entrepreneurship expert) and Kornelija Kubiliene (Kaunas STP marketing expert) helping with the assistance during the practical workshops.

Targeted audience: mainly IT specialists from the IT company Rinkodara.

General feedback: sense of a productive teamwork; improved organizational microclimate; increased motivation; better communication and clarity between managers and subordinates; gained perception that the problem can be solved step- by- step using this APGICO method.

Hungary:



When: 15.01.2020 – 29.01.2020

Duration: 5 one day long training sessions

Number of participants: 15

Profile of the trainers: Eva Durovic and Petra Szűcs, the employees of the Chamber of Commerce and Industry Csongrád County- part of the FLOURISH project, so they can be considered as experts regarding the applied methodology during the pilot training.

Targeted audience: SMEs from different fields (textile, artificial nails, electronics, IT, food, agriculture); a coach; the county government

General feedback: satisfaction with the pilot training;received information was in line with their expectations; gained valuable knowledge, beneficial in daily work; diverse approaches and ideas met; widen way of thinking.

Poland:



When: 12.02.2020 – 08.03.2020

Duration: 3 one day long training sessions.

Number of participants: 21

Profile of the trainers: All meetings were conducted by a trainer with extensive experience in psychology and as a business trainer.

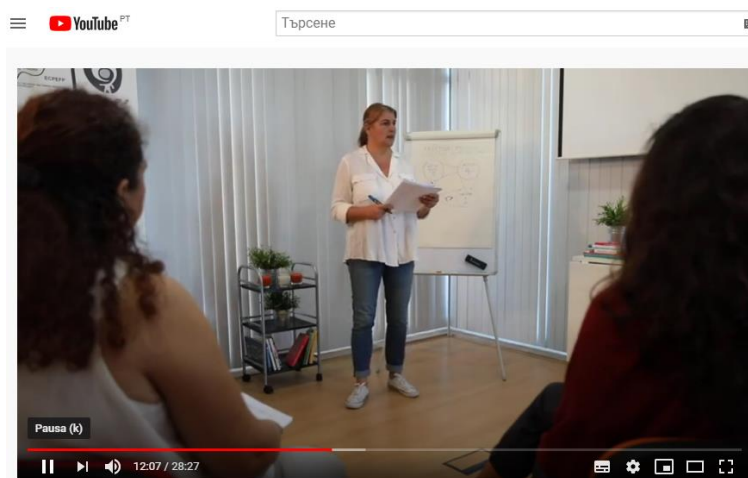
Targeted audience: Managers and Management and Psychology students

General feedback: Participants received the trainings positively. There have been declarations of implementation

of the known methods in business practice.

In conclusion it could be stated that the FLOURISH pilot course was a fruitful and inspiring event as the participants shared that all of their initial expectations were fully met and every one of them experienced the facilitating process and was aware of the FLOURISH project outputs, goals and methodology.

FLOURISH EDUCATIONAL VIDEO



Besides the FLOURISH Pilot testing being a huge success, the feedback and experience gained from them was put to use in the creation of the situations for the FLOURISH educational video. This video is now available at the [FLOURISH Project Youtube](#). This video consists in training simulations and usual mistakes when facilitating groups and what would be the correct course of action. The video was filmed in Portugal by AidLearn, but the situations were the result of contributions by all the partners. To watch a trailer go [here](#), and to check the video go [here](#).

FLOURISH FINAL CONFERENCES

As the project draws to a close, the final conferences for each of the partner countries are happening as we speak. Don't miss the last FLOURISH Newsletter with all the info about how they went and pictures, as well as other news about the project!