



Review of the projects enterprise + & Job Developer Findings & Outlook towards Career 4.0 project implementation

Athanasios Vourlas

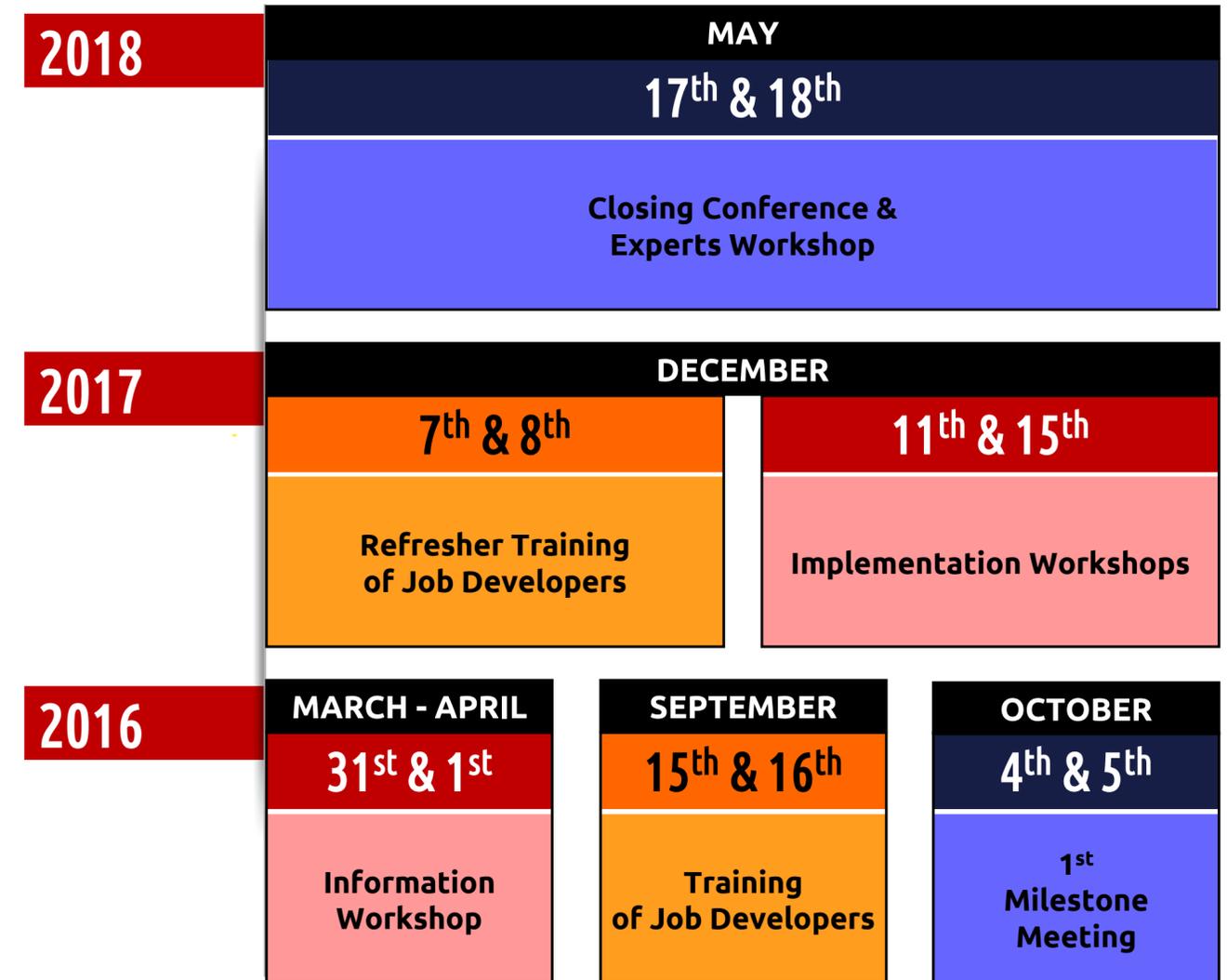
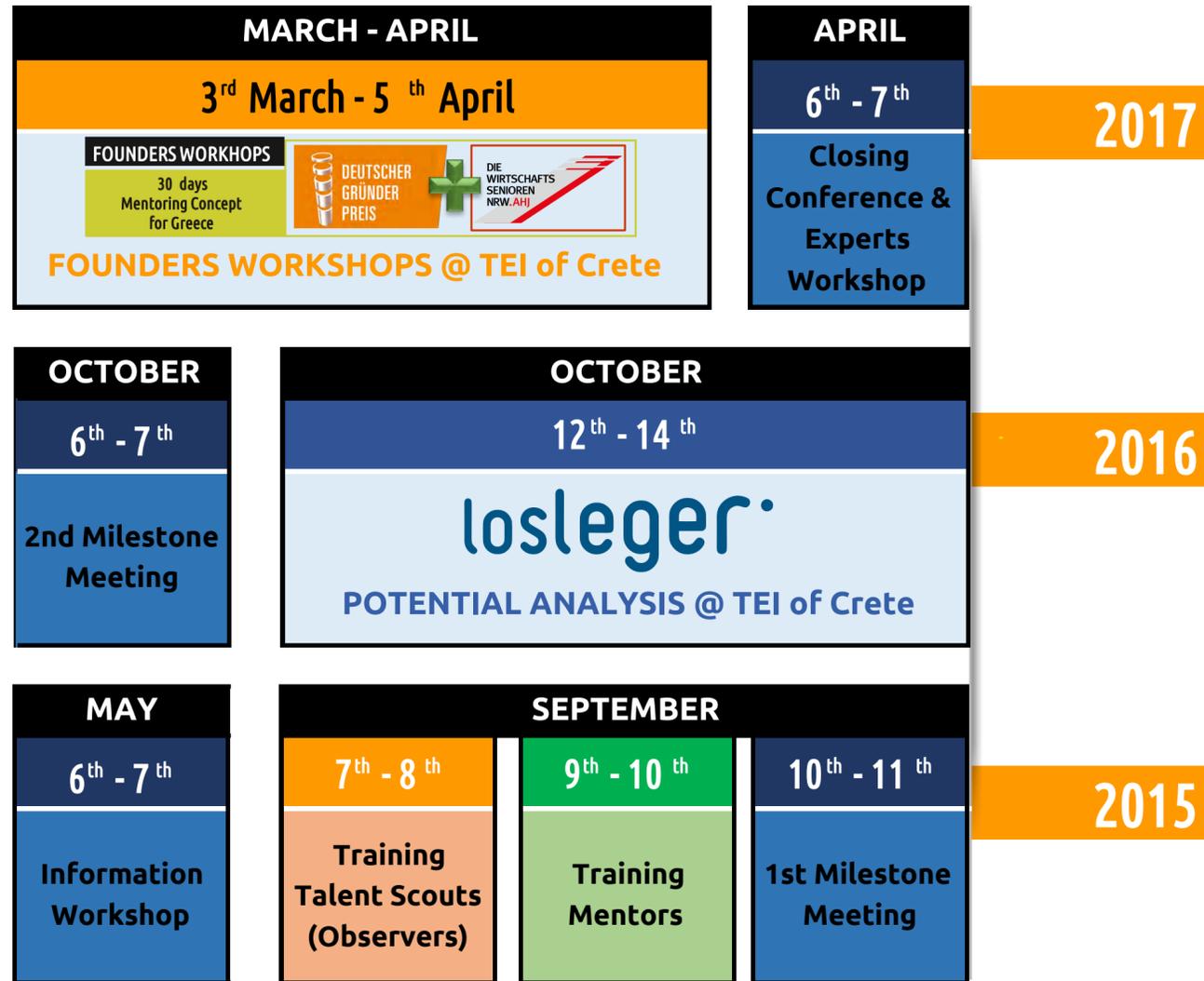
Senior Partner | Senior Consultant – eniochos.CONSULTING, Heraklion-Crete
Kick-Off-Meeting, Bochum-Germany, 2nd - 3rd December 2019



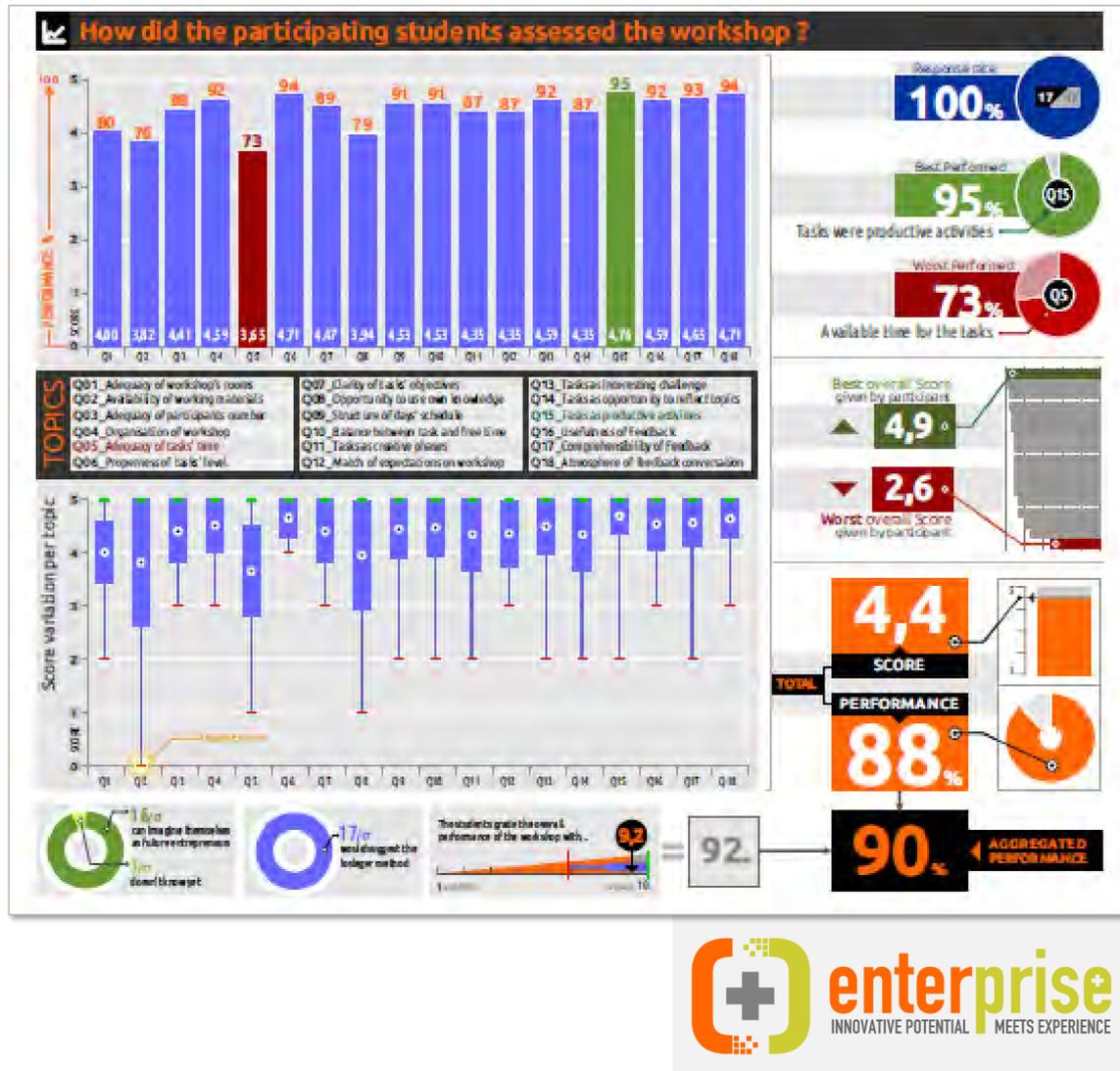
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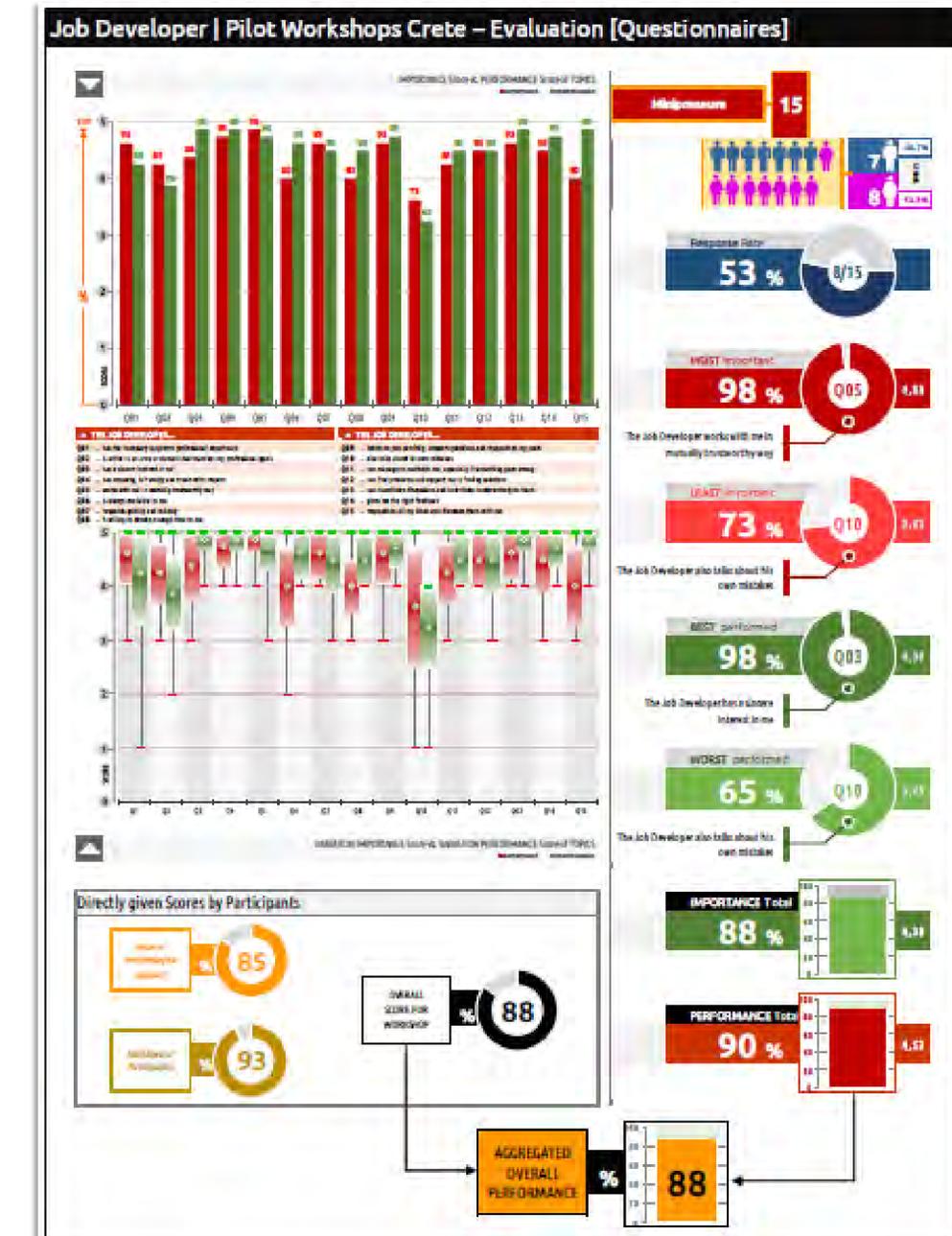
Major project implementation milestones of enterprise+ & Job Developer



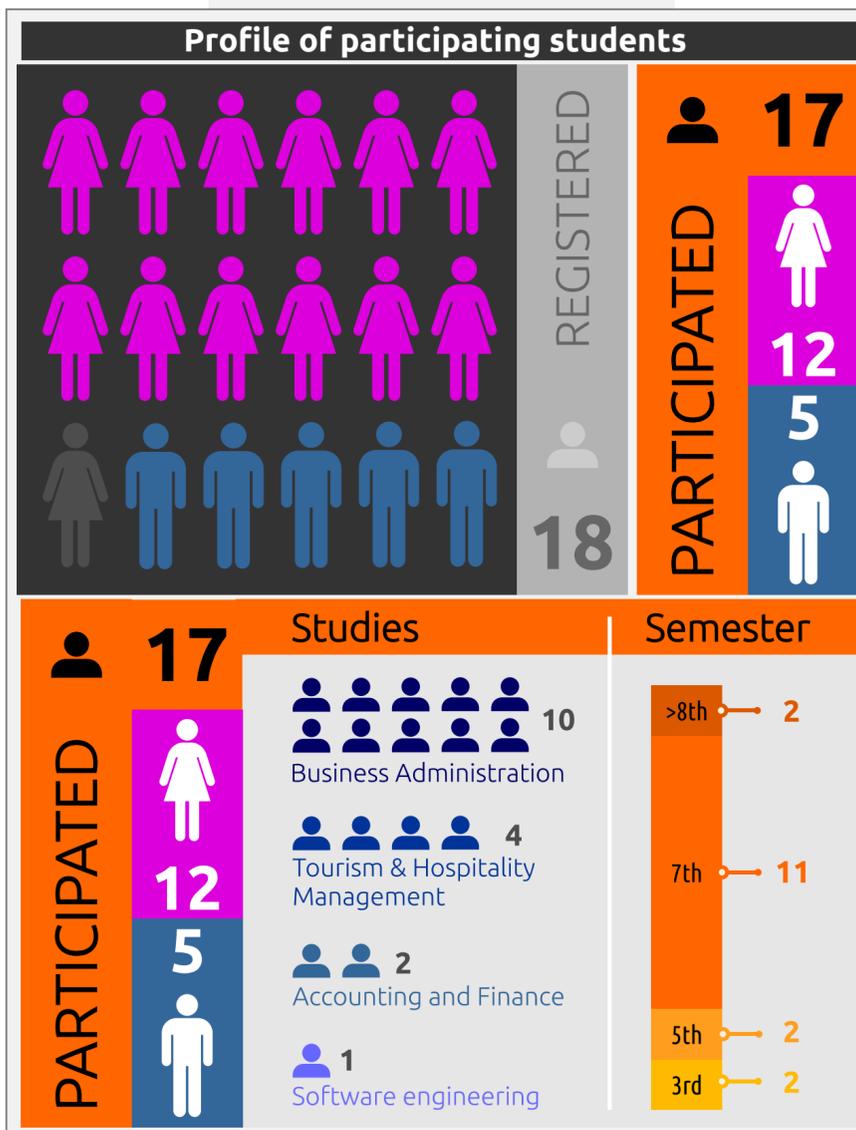
Evaluation of the respective workshops



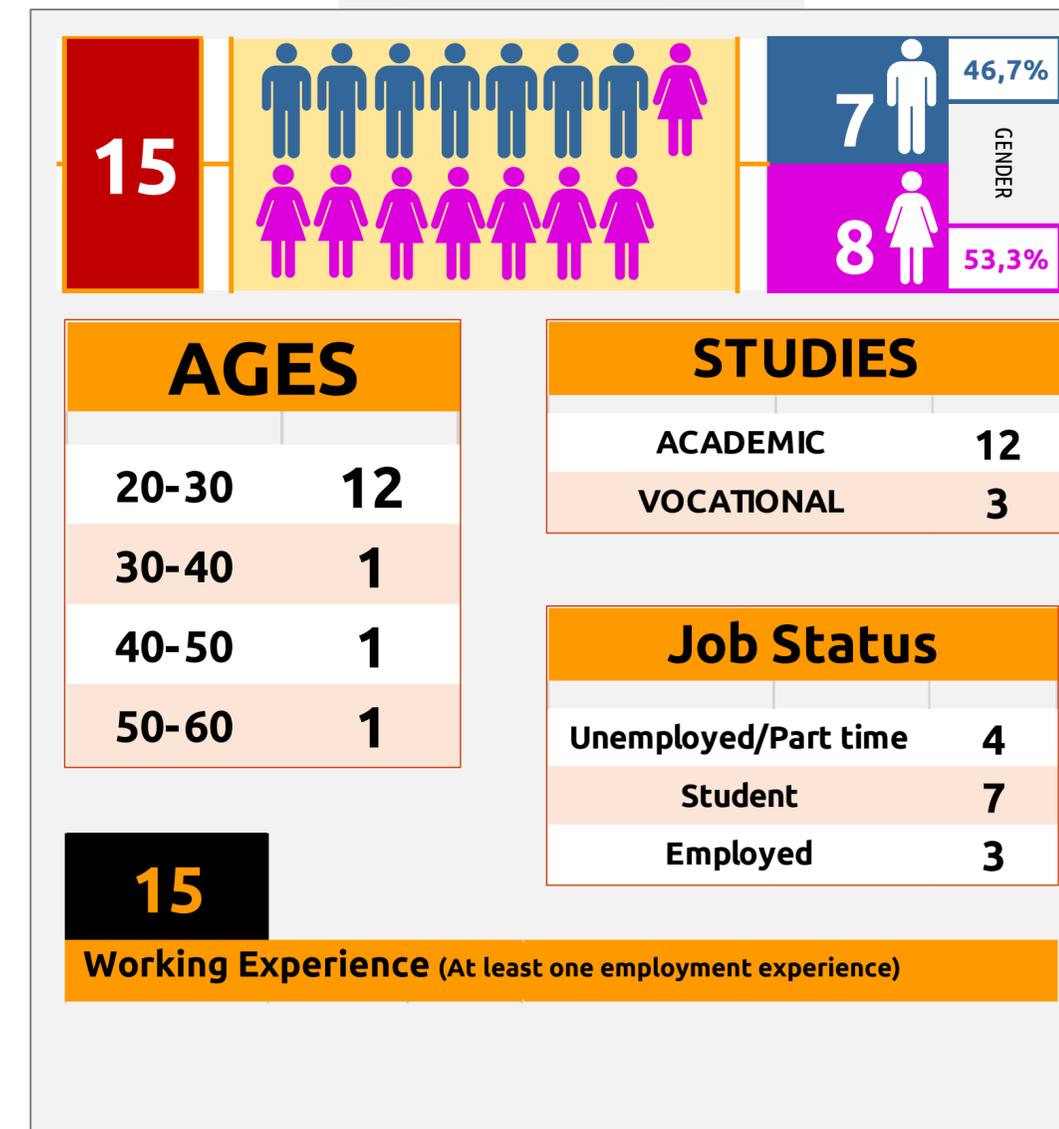
- ▶ High acceptance of the methodological approaches
- ▶ Participants' Expectations fulfilled



Participants at the respective Workshops



- ▶ More than 150 persons involved in the different phases of both projects
- ▶ Approx. 30 persons trained as Talent Scouts, Mentors, Job Developers
- ▶ = Network Building





Characteristics of the methodological approaches

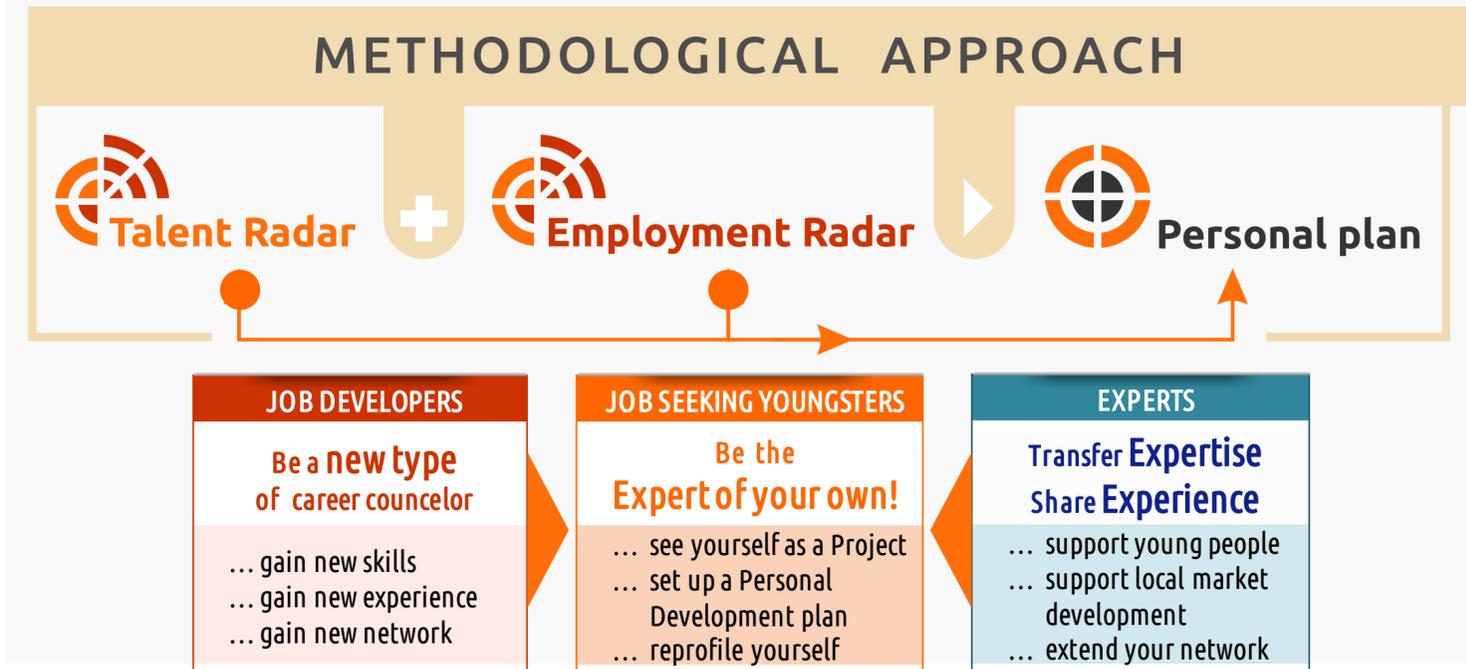


Detection, analysis & enhancement of entrepreneurial potential

Youngsters 16 – 25 years old



PEDAGOGICAL AND DIDACTIC APPROACH EXISTING IN THE ORIGINAL METHODOLOGIES



ORIGINAL METHODOLOGY RATHER A PHYCOLOGICAL APPROACH PEDAGOCICAL AND DIDACTIC APPROACH INCORPORATED FOR THE PROJECT IMPLEMENTATION

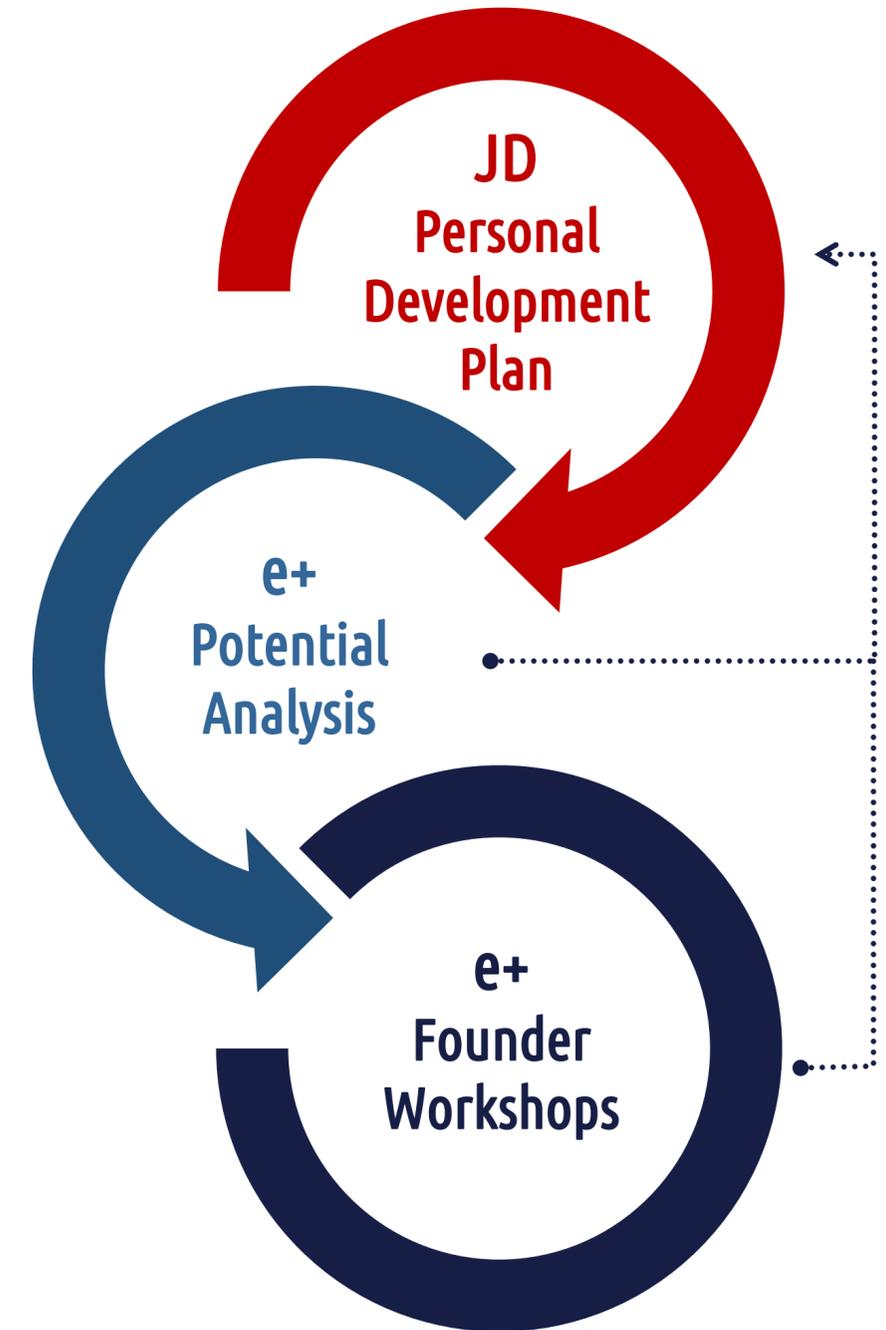
- 
- ▶ Need of huge amount of recourses (People, Time, Infrastructure)!
 - ▶ Success depends on high commitment of the involved persons (Organizers, Mentors, etc!)
 - Need of Coherent Project Management & Monitoring of Implementation Processes!



Typologies of methodological approaches from the participants (mentees') perspective

Q	Approach
Am I good enough to be an entrepreneur?	enterprise+ Potential analysis
What is expecting me if I decide myself to found a company?	enterprise+ Founder Workshops
Am I good for something? Are there any options to (re)arrange my professional goal setting?	Job Developer Personal development plan

COMPLEMENTARY USE OF THE APPROACHES





Project management of workshops based on the used methodologies

ENTREPRENEURIAL POTENTIAL ANALYSIS

←(vs.)→

FOUNDER WORKSHOPS

←(vs.)→

PERSONAL DEVELOPMENT PLAN

**Methodological Approach
(+ Adaptations)**

Differences?



Project Management
needs different ?



ROLES OF INVOLVED PEOPLE

Organiser / Facilitator / Operator (Project Manager) / Mentor / Mentee / Experts

Main Stakeholders



LEVELS OF MANAGEMENT

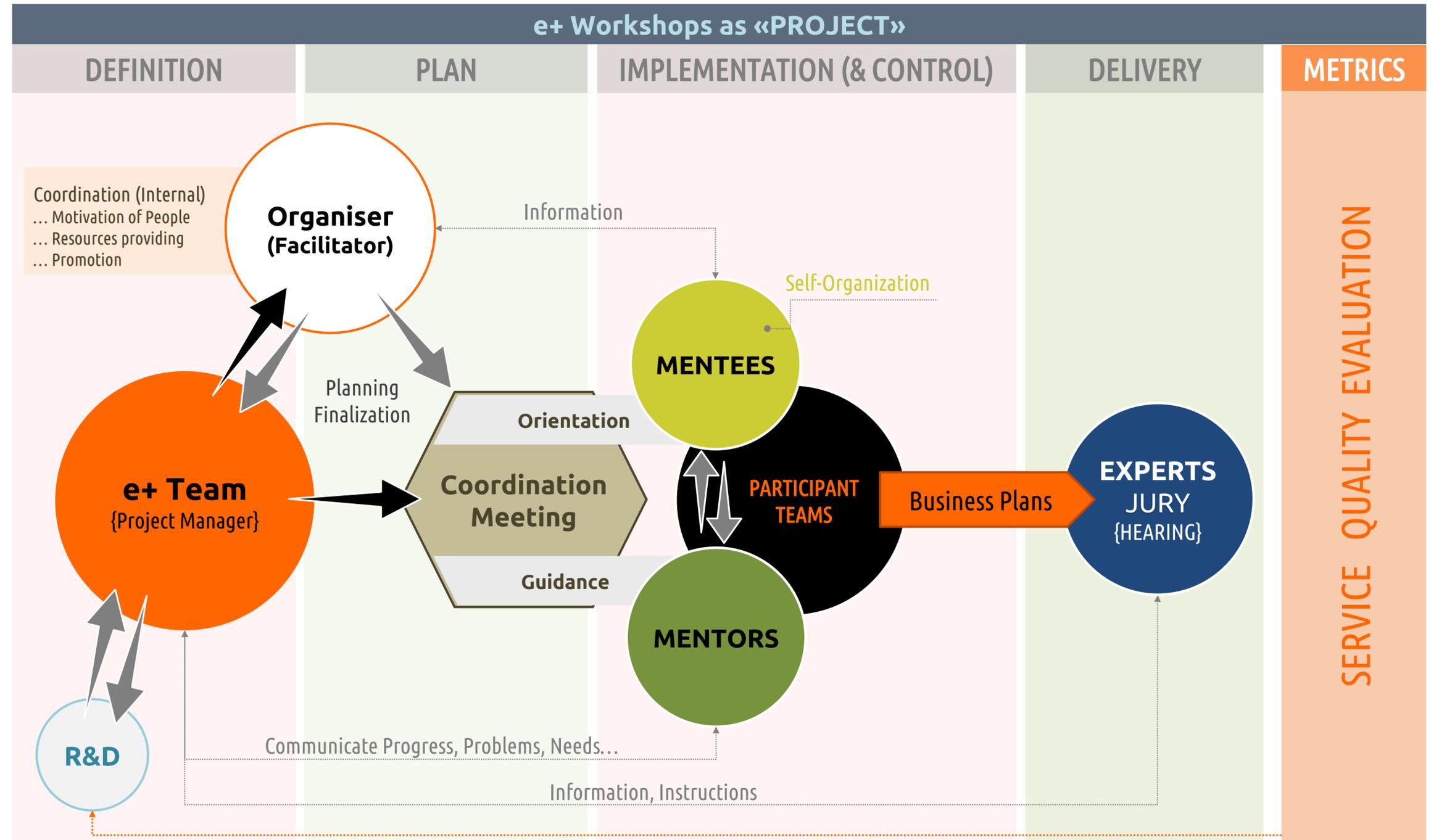
Coordination of the event / Workshop Implementation Processes (Mentoring Process) / (Self-) Organisation of Mentees teams

Process Management



Project Management Model of Workshops

- ▶ Clarifying the **purpose** of the project
- ▶ Project **Phases** Recognition and **Time** Management (Time Structure)
- ▶ Identification of **Organizational Needs**
- ▶ “**Social**” Planning Process (Team Building, Leadership, Communication, Conflict Management)
- ▶ Methodology and “**good practice**”
- ▶ **Quality** control of results (in relation to objectives)



A. Vourlas, 2017 (2018)



Process Management Model of Workshops

PROCESS MODEL

Visualization of the implementation framework of the project

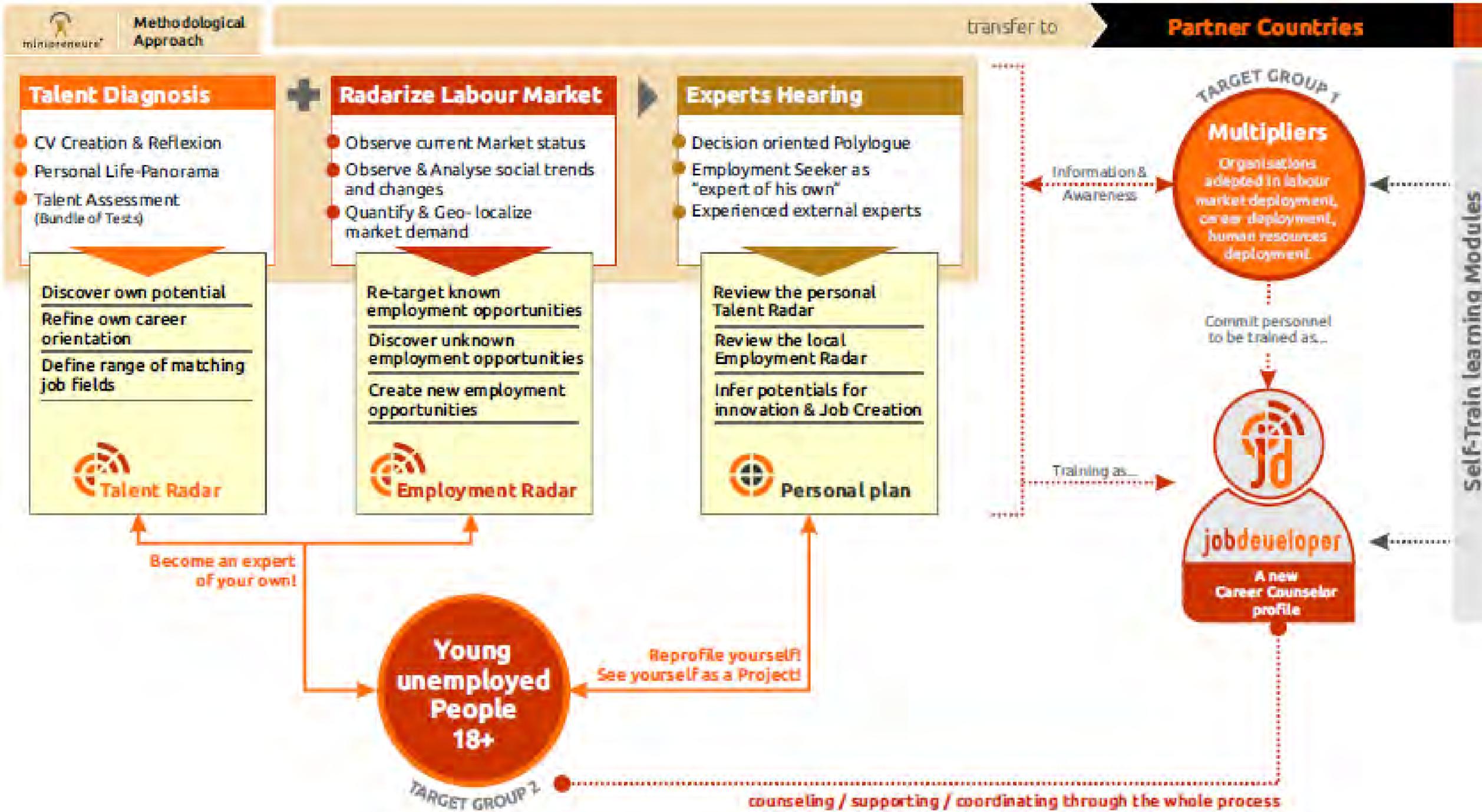
Processes
for the Implementation of the project's methodology

Main Roles
within the implementation

Stakeholders
of the project

Beneficiaries (i.e. Customers)
of the implementation

Outputs
of the implementation



Management of working materials, work in progress & outputs



Name	Modified	Members
e+_FOUNDERS@TEICrete[MENTORS_SUITCASE]	--	8 members
e+_FOUNDERS@TEICrete[TEAM01-CRETA SNAILS F...	--	7 members
e+_FOUNDERS@TEICrete[TEAM02-DAEDALUS PRO...	--	11 members
e+_FOUNDERS@TEICrete[TEAM03-GO GREEK IN 7 ...]	--	12 members
enterprise+_eniochos[Finacial]_1stReport	--	2 members
enterprise+_Photos1stMilestoneMeeting	--	3 members
enterprise+_Photos2ndMilestone	--	3 members

MANAGEMENT LEVEL
PROJECT MANAGEMENT
MENTORS - JOB DEVELOPERS - PARTNERS

OPERATIONAL LEVEL
MENTEES MINIPINEUR FOLDER

Name	Modified	Members
JobDeveloper_PilotImplementation-Crete_[JD-SUITCASE]	--	10 members
JobDeveloper_PilotImplementation-Crete_MP01_[Athanasaki]	--	8 members
JobDeveloper_PilotImplementation-Crete_MP02_[Asithianaki]	--	7 members
JobDeveloper_PilotImplementation-Crete_MP03_[Giannadak...]	--	7 members
JobDeveloper_PilotImplementation-Crete_MP04_[Gounalaki]	--	8 members
JobDeveloper_PilotImplementation-Crete_MP05_[Kallergis]	--	7 members

| e+_FOUNDERS@TEICrete[MENTORS_SUITCASE]

Name	Modified	Members
00_e+_FOUNDERS WORKSHOP@TEICrete_Implement...	5/3/2017 10:10 AM	7 members
01_enterprise+_ConceptFounder Workshop30days]_M...	3/3/2017 2:36 PM	7 members
10_enterprise+_FoundersWorkshop[Exercise book]_ELL...	3/3/2017 8:28 AM	7 members
21_enterprise+_FoundersWorkshop_BUSINESS PLAN_[...]	3/4/2017 3:41 PM by Menelaos	7 members
21_enterprise+_FoundersWorkshop_BUSINESS PLAN_[...]	4/4/2017 9:03 AM by Artemis	7 members
22_enterprise+_FoundersWorkshop_BUSINESS PLAN_[...]	5/3/2017 1:22 PM	7 members

OPERATIONAL LEVEL
Detailed View

| JobDeveloper_PilotImplementation-Crete_[JD-SUITCASE]

Name	Modified	Members
WORKING-MATERIALS [Editable]	--	10 members
00_WORKING MATERIALS & CODING SYSTEM OF FILES [JD-SUITCASE].pdf	7/12/2017 1:40 am	10 members
JD_Implementation-WORKSHOPS_Cre_[CertParticipation-JD]_Antoniou.pdf	17/12/2017 2:40 pm	10 members
JD_Implementation-WORKSHOPS_Cre_[CertParticipation-JD]_Chaniotakis.pdf	17/12/2017 2:40 pm	10 members
JD_Implementation-WORKSHOPS_Cre_[CertParticipation-JD]_Giampoulaki.pdf	17/12/2017 2:40 pm	10 members
JD_Implementation-WORKSHOPS_Cre_[CertParticipation-JD]_Karantonis.pdf	17/12/2017 2:40 pm	10 members

| e+_FOUNDERS@TEICrete[MENTEES_Folders]

Name	Modified	Members
00_e+_FOUNDERS WORKSHOP@TEICrete_Implement...	5/3/2017 10:10 AM	7 members
01_enterprise+_ConceptFounder Workshop30days]_M...	3/3/2017 2:36 PM	7 members
10_enterprise+_FoundersWorkshop[Exercise book]_ELL...	3/3/2017 8:28 AM	7 members

| JobDeveloper_PilotImplementation-CreteMP01_[“minipreneur”]

Name	Modified	Members
01_TALENT DIAGNOSIS	--	10 members
02_EMPLOYMENT RADAR	--	10 members
03_EXPERTS HEARING	--	10 members



Sustainability efforts

e enterprise+ | INNOVATIVE POTENTIAL MEETS EXPERIENCE
Experiential Workshops

fit+start
ENTREPRENEURIAL PROFILE ASSESSMENT

mentor PLUS
FOUNDERS WORKSHOPS

reprofile
PERSONAL DEVELOPMENT PLAN

mentor | pulse |
MENTORS NETWORK

Repositioning of the methodologies in the market (Integration of both Methodologies in a "Product")

Rebrand

Build up a fixed point of reference

Theoretical Framework & Aim



Economic Education and Entrepreneurship Education
(education in the sense of pedagogy and cultivation of entrepreneurial thinking)

Entrepreneurship as a perspective an a conscious career choice (Output of a Personal Development Plan)



Strategic Targets



Transfer of knowledge from research
Transmission of Know-How and experience from practice
Implementing good practices
A live network / ecosystem



Education in Entrepreneurship in Greece

- ▶ No clear Directions – Seeking for Methodologies (Change for our efforts!)
 - ▶ Plenty of Venues and Workshops... for the support of Start-Ups (different approaches)
- There is no way to compare methodologies and outputs

Advantages of the methodological approaches e+ & JD

- ▶ A real didactic Methodological Approach (especially Potential Analysis)
- ▶ Extended Documentation & Working Materials and Tools
 - Well proven!
 - Already existing Network of Stakeholders

▶ Make the good better!

- Effective and efficient project management
- Creation of a “location” of reference
- Enhance Mentor-Mentees relationship
- Strengthen of Network and “Ecosystem” of Stakeholders

Reflexion (personal / team) is possible only when one is and feels part of a process of creating a common result based on shared vision, strategy and goal assumptions!

Self-Questioning on personal & team level about...

... values

... performances

... strengths and areas of improvement

... perceptions and interactions

... future goals

**Retrospective
View of a
creation
process**



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