



RESEARCH



IDEA



DESIGN



DEVELOPMENT



COMPLETION



SUCCESS

Strategic Organisation Counseling using Symbols for Visualization



Newsletter 1

October 2020

The project

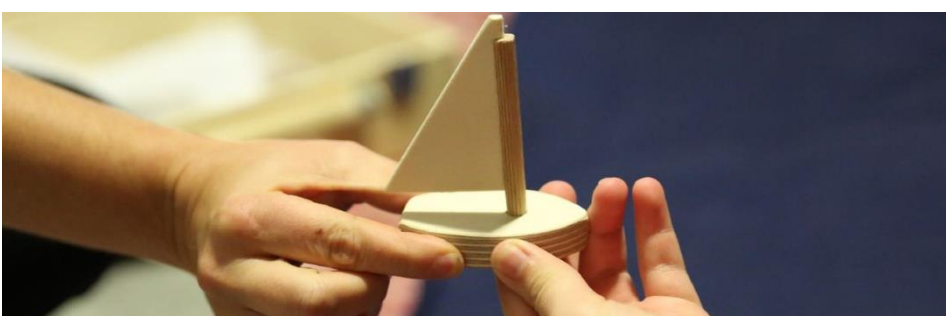
SMEs (especially social enterprises), Start-Ups or young entrepreneurs are very often low budgeted and therefore do not have the financial means to develop and install tools and trainings to further develop their business and the competencies of their teams. It is usually impossible for them to hire an external counsellor to support them in their strategical plan. In times of the current COVID 19 pandemic businesses need to become even more flexible and competitive through talent and innovation. The project SOCS, which started in November 2019 and will last until October 2021, aims to provide support for this need by improving learning provisions tailored to the specific needs of organisations or people who have HR and organizational development tasks.

“Overall, demand is growing for non-routine analytical skills and strategies involving creativity, problem-solving, communication, teamwork and entrepreneurship – all skills that help workers to maintain their employability and enterprises their resilience in the face of change.” (“A Skilled Workforce for Strong, Sustainable and Balanced Growth”, A G20 Training Strategy, INTERNATIONAL LABOUR OFFICE, GENEVA, NOVEMBER 2010) Therefore, the project partners aim at proposing innovative and effective tools for face to face and online business counselling and strategical development. Building up on the effective method of Symbol-work for visualization of specific challenges and resources, the tools of SOCS project will lead to empowerment of the targets, to self-activation, taking self-responsible decision for their business, build their capacities in problem identification and developing effective action plans to solve problems, thus improving entrepreneurial practice.

For this purpose, partners will develop the following results and tools:

- IO1 - Symbol - Toolset for Strategical Organizational Development
- IO2 - Symbol - Toolset for Team Development
- IO3 - Symbol - Toolset for efficient Communication and Conflict Interventions
- IO4 - Symbol - Toolset for Work Place - Quality Check and Evaluation of Staff Satisfaction

At the end of the project funding period, by October 31st 2021 all these tools will be available in all partner languages as online solutions on the website for free.



Pilot the tools with us!

Partners spent the last months developing the online tools. Those tools will be then tested with the support of one of our consultants between the months November 2020 until June 2021. If you are interested in participating in these pilotings don't hesitate to contact the partner in your country.

The consortium includes 5 partner entities:

- Asociación Caminos - Asociación para el intercambio educación y desarrollo social, Spain
office@asoccaminos.org
- Hafelekar Unternehmensberatung Schober GmbH (Hafelekar Business Consultancy Ltd), Austria
paul.schober@hafelekar.at
- Bimec Ltd., Bulgaria; bimec@bimec-bg.eu
- Center for Social Innovation (CSI), Cyprus
georgia.nicolaou@csicy.com
- INSTITUTO POLITECNICO DO PORTO, Portugal
vivianameirinhos@iscap.ipp.pt

Find us on the Web

We are very excited to announce the launch of our newly designed website. Visit <https://socs-project.eu/> to find out more about our project, to get informed about our news and activities, and stay tuned to get informed about the trainings and the online tools that will be developed in the context of this project.