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**'Work-Life Management and CSR in the finance sector: a training path to incentivize the social dialogue at company and European level.**

***VS/2016/0394***

# PROPOSALS FOR STRUCTURING THE TRAINING COURSE ON “CHANGE””

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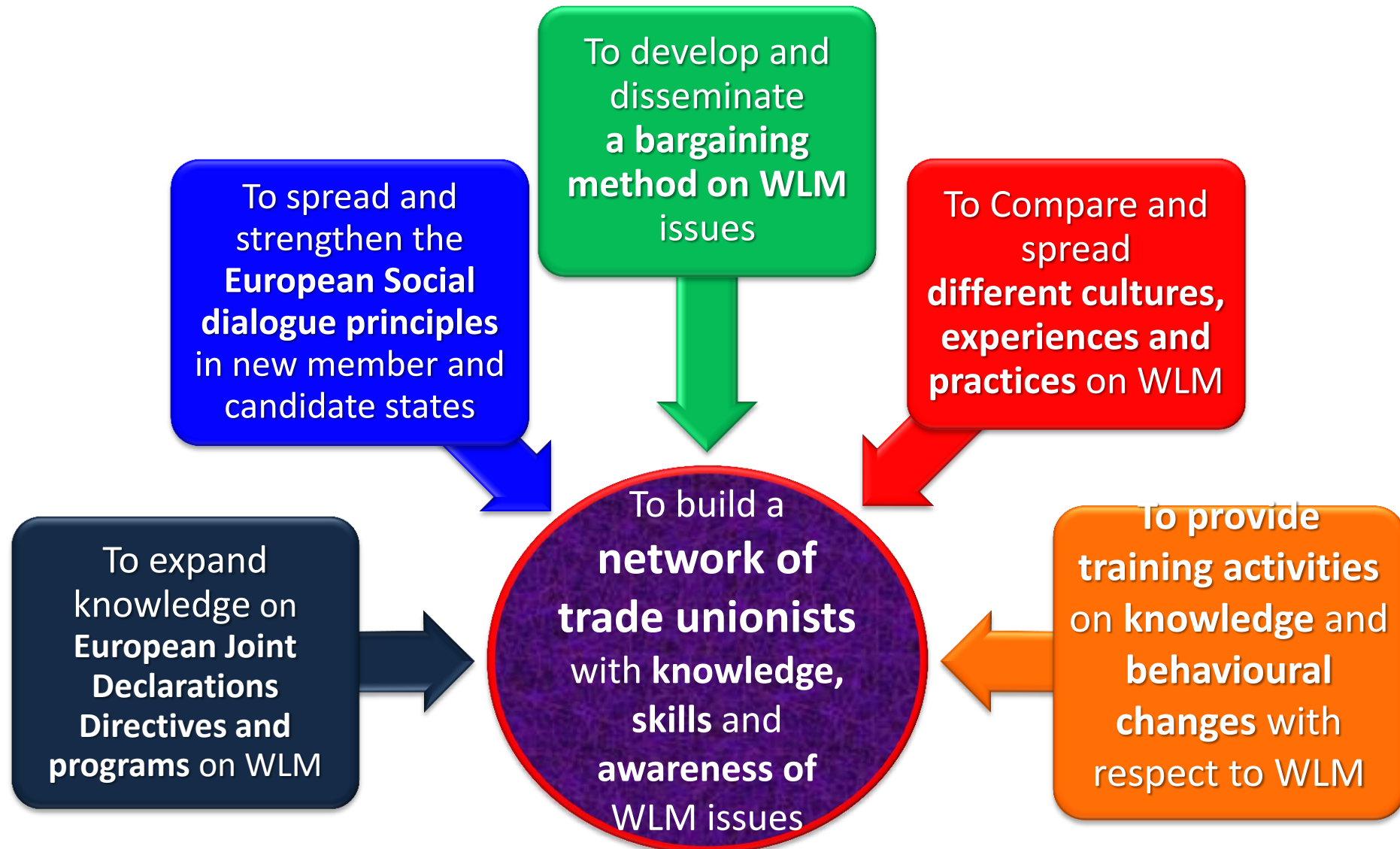
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*VS/2016/0394*

SEVILLA– AM



# The project goals





# The project structure





Today will be dedicated to preparation of the second training Course:

## ***“The Change”***

We'll work together to prepare the next training course.

The contributions of each one of you will be very important for the final planning of the training event by our staff.

It will be essential to prepare: work agenda, topics, case study, evaluation tools, teaching materials



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# Training Course: “The Change”



The training activities of this project are divided into two main steps:

The First Course on the “**Knowledge**” aspects of the European and the national laws, on the remote work outcomes and on the analysis of good practices gathered during the distance work.

The Second Course will be primarily devoted to “**Change management**”, the resolution of a case study and various participatory activities aimed at finding innovative approaches and tools to be included in negotiated agreements, as a result of the working groups contribution.



# Training Course: “The Change”



The primary objective was to build a network of trade unionists prepared in terms of knowledge and sensitivity to the Work Life Management issues.

This network, using the training tools made available by the Project, will be able to deal with new operational methods in negotiations at company/national level and will be able to make an effective contribution to the European Social Dialogue through the involvement of the participating European federations.





# Training Course: “The Change”



The methodology used is innovative because it is based on self-training. In this process, the participants work together guided by process supervisors that stimulate discussion on various topics and move to the next step only after they have found a common approach.

And now we can proceed with the **second course**.





# *Training Course: “The Change”*



## **Objectives:**

- 1. Check the level of knowledge acquired by the participants during the previous training course;**
- 2. Strengthen the participants' awareness of their role as agents of change in their own working scenario;**
- 3. Provide methodological tools for the participants to negotiate collective agreements based on the needs of workers according to Work Life Management;**



# Training Course: “The Change”



## Objectives:

4. Provide methodological tools for the participants to negotiate collective agreements for the P&Ms category;
5. Focus on: health and safety at work, reconciliation of work and family life, gender equality;
6. Make the participants aware of the need to protect specific elements within the P&Ms category.



# Training Course: “The Change”



## The target Trainees:

The Course lasts **three days** and involves the **same target of the previous Course**, i.e. **trade unionists from the participating organisations**. **Negotiation experts, trade unionists of banks and insurance companies** from different **European countries**.



# Training Course: “The Change”



## The training approach of the project

In line with the methodologies adopted at European level - in particular by ETUI, the ETUC institute for training and research, and by our project partners EUROCADRES and UNI Europa - and in accordance with the aims of the project (knowledge and **change** in the trade unionists' behavior), we adopt an **active learning approach**, promoting participants' engagement in deep analysis and problem solving activities.



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# *Training Course: “The Change”*



## **The training approach of the project**

Cooperative learning, problem-based learning, and the use of case methods and simulations are some of the methods used in the project training activities in order to encourage and motivate the participants to take responsibility of their own learning. The trainers – avoiding a top-down approach - act like facilitators of the learning process while the experts help by sharing their knowledge and, above all, systematizing what emerges from the groups.



# *Training Course: “The Change”*



**Training Methodology:** the courses adopt an active learning approach in order to foster participation, share expertise and engage participants in a collaborative exchange.



# Training Course: “The Change”



During the next course we will use particularly  
these **metodologies**:



# Training Course: “The Change”

**Case study:** it is a learning approach that allows in-depth, multi-faceted explorations of complex issues in their real-life settings. Trainees are asked to study and take action strategically starting from a fake but realistic situation in order to exercise and reinforce their knowledge and skills on a certain matter.







# Training Course: “The Change”

**Role play:** where participants will be asked to rehearse situations in preparation for a future performance in order to improve their abilities within a role in a certain context. We will apply this method after the case study to practice the participants' negotiating skills.





# Training Course: “The Change”

**After Action Review (AAR)** is a structured review or de-brief (debriefing) process for analyzing *what* happened, *why* it happened, and *how* it can be done better by the participants.





# Training Course: “The Change”

**After Action Review (AAR)** is a structured approach for reflecting on a group activity centred on four questions: what was expected to happen? what has actually occurred? what went well and why? what can be improved and how? It will be used to assess the result of the role play on negotiation.





# Training Course: “The Change”



**A teaching unit of the next training course will be dedicated to the analysis, by the participants, of the aggregated and disaggregated data of the online survey on work life management.**



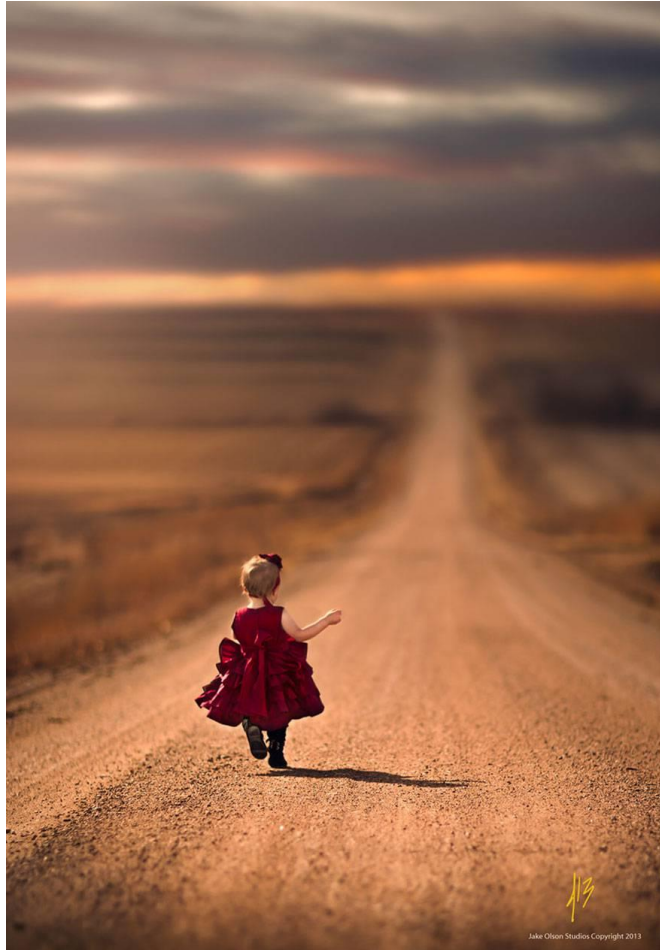


# Training Course: "The Change"



these are our general proposals for the next course, now it's time to collect the contributions of all the partners to structure the "Change" training course





*...the road is  
long and  
difficult ... but  
it will be  
easier if we  
travel  
together ...*



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# Thanks!