

INNMAIN INTERNATIONAL TECHNICAL DEPARTMENTS HUMAN FACTORS & SOCIAL SKILLS

Meeting in Valencia, Spain, March 16-18 / 2016

FINAL CONCLUSIONS

Participant institutions:

1. Järvamaa Kutsehariduskeskus	Paide. Estonia
2. TEC	Copenhagen. Denmark
3. Markiezaat College	Bergen op Zoom. Copenhagen
4. University of Pitesti	Pitesti. Romania
5. Konya Teknik ve Endüstri Meslek Lisesi	Konya. Turkey
6. Izmit Vocational School	Izmit. Turkey
7. Xabec.	Valencia. Spain

WORKSHOP: GOOD EXPERIENCES ABOUT HOW TO IMPROVE OUR LEADERSHIP IN OUR LESSONS"

- When we have to “give orders” we should try to avoid the “*Imperative mode*”. We have to use “polite questions”. It is good to use the word “please”.
- A teacher sometimes has to shown himself as a “boos”; really he is partially a “Leader” and sometimes partially “a boss”: when it is necessary to say the student to do something concrete. But it is very important to show them that the teacher is asking something that is good for the student; in some way we could say that the teachers give orders “*to serve the student*”, to help him to learn and to improve as a person.
- Sometimes the students don’t see the aims of the teachers... The teachers should make questions trying to make thinking the student, so he can discover by him/her-self the meaning and the benefit of what he/she must do, and the reason to behave in a good way. This is the methodology of “questions and answers”.
- The teacher attitude depends on the personality and characteristics of each student: sometimes he/she must “push”, and sometimes he/she must “pull”.
- If the teacher shows him/ser-self as a “person” (his/her “human side”), then he/she becomes a better leader. He is perceived by the student as a “good person”. His/her stile-life is very important. They perceive that the teacher is acting “friendly”.
- It is very important that the teacher to be always “impartial”: not using different criteria to evaluate different students. And, at the same time, not to give better marks than what the student has got by his/her own merit.
- The social and economic background is important to deal with each group of students (classrooms). Taking this into account, the teacher has to show more his/her face of being a leader or a boss. This is the challenge: to balance both sides and to succeed in the way of acting.
- It is important for the teacher to know the feedback from the students. On the other hand, he must show the students what is happening in the labour-market, so they can behave well when dealing with the costumers.

- To be a good leader entails to be a good person. It is not only a matter of the “technical skills” but also the “soft skills”.
- We have to guide them to be good technicians and also good citizens. We have to give this feedback to the students.
- It is important that the students can understand that when teachers demand efforts it is because they want their benefit: really they are “serving” them with their work
- Every year I ask my students to write an anonymous letter to me, saying my strengths and my weaknesses. The next year I try to modify my job according to what they say. It works!

THE VOICE OF THE STUDENTS: ABOUT WHAT CAN HELP THE TEACHERS TO DO HIS/HER JOB

1. Working together teachers and students
2. Teachers can encourage the students in giving them a feedback about their way of teaching.

WORKSHOP: HOW TO IMPROOVE THE NEXT EDITION OF THE PROFESSIONAL EXCELLENCE DAYS

- The football match is really a good activity for succeeding in becoming friends: it should be done the first day on the evening, at 16.00 hrs.
- Another activity that can help the students to break ice, to know each other and get confidence between them is to prepare some games for the first day (music games, etc.)
- The two academic workshops have been very good; it would be better to have one each day (first and second)
- Time for rest has been very good; then they can speak...
- We should organize the teams for them to be mixed
- **BIG ISSUE: THE ENGLISH SKILLS.** Really it is frustrating for them not to be able to communicate in the same language. They don't understand, and they cannot participate. At least one of them should be able to communicate properly: he/she can be the translator.
- We should give advice: from the beginning to the end EVERYBODY should speak in English all the time, also when the students of the same country are speaking while are other students from other countries.
- **BUT** not it is only a matter of English skills, it is also a matter of **COMMUNICATION SKILLS.** Some students can speak or understand English, but they are ashamed to speak...
- We should prepare the activity with more time in advance: 6 months in advance, in order to prepare better the workshops. We can organize teams of students from different countries: they can prepare the workshop via Skype or email.
- **ACCOMMODATION:** there are pros and cons about living in host families or living together in the same place (like a youth hostel): finally we think it is better the second option. But there is no problem for the students to sleep in mattress in the same school!
- Skype conference in the Company was bad because of the internet connection: we should check this kind of technical issues before the arrival of the students

- Film-forum was very interesting, but the investment of watching the film maybe is too much: maybe we could select short scenes. On the other hand, it has been good because that time was very relaxed time. So... we don't have a fixed opinion about this matter.
- One interesting activity could be to present a "STUDY CASE", so the students have to think about it and trying to solve it giving different solutions working in a team-work. This activity should be a Technical one, in technical workshops.

WORKSHOP: THE INTERNATIONAL DEPARTMENT OF HUMAN FACTORS AND SOCIAL SKILLS

- Definitely we agree in organizing the Professional Excellence Days every year
- Next year could be in The Netherlands (TBC); and the following one in Turkey
- We agree that XABEC will coordinate this activity together with the host organization: it is important to adapt the activity to the real life of the host organization and their way of living.

THE OPINION OF THE STUDENTS IN HOW TO IMPROOVE THIS ACTIVITY

- ACCOMODATION: Again they think different about what is better, to live in host families or in the same place. But finally we agree the second option, like the teachers.
- They want more time to prepare the workshops: to know the details of the work to do much time in advance. They had not a clear idea about what they had to prepare.
- Little information about public transports in the city: please give more information.
- SKYPE conference in the Company: please check it before.
- They agreed with all the activities.

SOME IDEAS TAKEN FROM THE LAST WORDS OF THE REPERESNTATIVES AND STUDENTS

- It is wonderful to get in touch with the different nationalities, to know their way of thinking and living, and feel friendship with students from other schools.
- For the students it is a great opportunity to grow in integration
- *"You are the nicest people I've ever met"* (the opinion of one student)
- *"I've got great impressions about what I've lived these days"* (the opinion of one student)
- *"I've improve a lot my English skills"* (the opinion of one student)
- *"We are putting our brick in the construction of a better society"*
- *"In this meeting I've seen that nobody put their hearts in the "heart cloakroom"; the entire contrary!*
- *jWe are really a big network!*
- *"What we feel here is that we are more than a simple network that is constructed in personal interests. Our relationship is closer to what is a family, where the people gives value the other not because what they HAVE, but because what they ARE"*
- *jSEE YOU NEXT YEAR!*