baSE

Blueprint for advanced skills & trainings in the social economy

Training Catalogue

Support change management to achieve the triple transition – Green, Digital, Inclusive – within the SEO

Area
Digital / Fair / Green

Level
Intermediate

EQF
5

EU frameworks
EntreComp
Area: Ideas &Opportunities
Area: Resources
Area: into action

Duration
16 hours

TITLE: Support change management to achieve the triple transition – Green, Digital, Inclusive – within the SEO	
Duration / Notional workload	16 hours (0,5 ECTS) The suggested structure implies: -12 hours of synchronous training (online or face-to-face with webinars/workshops) -4 hours of autonomous study and hands-on activities (asynchronous), including the preparation for the final exam.
Who is this course for	The course aims at managers, supporters, enablers and practitioners within Social Economy organisations. Change management is crucial to ensure the sustainable transition process - be it ecological, digital or inclusive - of its social economy organisation. The aim of this course is to equip all social economy workers to identify the human and contextual factors at play in the change process of the organisation. Among these factors, some can act as obstacles to transition (e.g. change resistance), while others can act as levers to consolidate the transition process at play. The course will also guide the participants in driving change step by step and assess its impact on their organisation.
Skill Gap Area	The Skill GAP refers to the SocioComp Areas -"Digital Transition", competence "Leading digital innovation and strategy" -"Green Transition", competence "Applying systems thinking for Green Transition" - "Fair & Inclusive Transition", competence "Cultivating Ethical Leadership & Responsible and Participatory Decision Making".
Related standards	The European competencies' frameworks related standards are: EntreComp -Area Ideas &Opportunities, competence 1.5 Ethical & sustainable thinking; -Area Resources, competence 2.3 Mobilising resources -Area into action, competence 3.1 Taking the initiative
EQF Level	ALL PROFILES EQF 5 -INTERMEDIATE Preliminary LU01 BASIC EQF 03 (can be offered autonomously)
Learning Outcomes	Participants, on completion of the learning process, can - Understand the issues of change management and the role of the social economy in fostering the triple transition (green, digital, and inclusive).

	- Identify the key drivers of change - human, organisational and contextual factors - that can act as levers or obstacles to change in the social economy organisation. **-** Apply relevant approaches to planning and/or implementing a sustainable, positive change within the social economy organisation (including a stakeholders' analysis). **-** Convey a sustainable, constructive and positive approach to change by overcoming change resistance, strengthening motivation for change, and using collaborative approaches.
Contents	**LU01 Understand the context and key drivers of change in the social economy** **-** Presentation of the issues of change management in the context of societal transition (at national and European levels), considering ecological transition, digital transition, and inclusive transition. **-** Place and role of the social economy in the green, digital and inclusive transitions, respectively. **-** Description of the key drivers of change (human, organisational and contextual factors) that can act as levers or obstacles to change in the social economy organisation. **-** Role of the emotional dimension of change in the workplace (personal and interpersonal): impact on workers' engagement and working relationships. **LU02 Apply change management strategies and actions within the social economy organisation** **-** How to determine the organisations' priorities and needs (among the triple transition) to lead to successful change management (e.g. SWOT analysis). **-** Stakeholders and power dynamics analysis inside and outside the organisation, to develop appropriate engagement strategies, effective communication, and engagement plans for change (e.g. analysis framework methods, stakeholders' analysis approaches,…). **-** Relevant methods and tools to support people through change (e.g. strategies to overcome resistance and strengthen motivation for change) and to implement change within the social economy organisation (e.g. collaborative 'co-design' approaches, Kotter 8-step method). **LU03 Develop a sustainable change and assess its impact within the social economy organisation** **-** Strategies and action plans to maintain a sustainable,

	constructive and positive change within the social economy organisation. **-** Sustainable assessment methods to evaluate the impact of change within the social economy organisation.
Learning methodologies	The most effective teaching methods with adult learners are active methodologies, combined with a hands-on approach, encouraging critical thinking and real-world application. We suggest for LU01: Exposition of theoretical aspects and critical discussion, case studies based on testimonies and success stories in social economy organisations LU02: Study of Fundamentals, guided discussion to involve active participation and sharing ideas among participants, autonomous additional readings LU03: Hands-on and practical exercises, testing phase to apply some tools and methods within their organisation. Blended training can be offered, using the MOOC platform to integrate more traditional face-to-face training.

Learning materials	- Lectures combined with collaborative/active learning.
	- Interactive teaching methods (for instance: a quiz to introduce the key concepts, to challenge and start from the knowledge and beliefs of participants)
	- Testimonies.
	
	Complementary learning materials are:
	- ad hoc handouts;
	- learning materials and publications on the topic in English or in the participants' languages.
	- activity sheets
	- resources section:
	   o Toolbox: existing manuals and tools
	   o Publication: scientific or grey literature
	   o Videos (if any relevant)
	The course teachers will provide the bibliography and website references.

Entrance requirements	There are no formal prerequisites to participate in the course, except being workers in SEOs or members of SEOs. However, the Learning Units (LUs) are not autonomous:

	- LU2 and LU3 are optional and open only to SE managers, supporters and enablers. LU1 is open to every profile of SE workers, including SE practitioners. - Participating in the LU1 is mandatory to go on with LU2. Participating in LU3 requires having participated in LU1 and LU2.
Assessment & Certification Schemes	The assessment process will evaluate the learning outcomes outlined in the prototype and will follow established procedures. Grading criteria, levels, and assessment location will be communicated to learners before the baSE pilot phase, with authentication required. The Certification Schemes will follow the standards defined by EuroCert. Upon request, it will be possible to have (for MOOCs only) the recognition of micro-credentials.

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More Info and contact
www.socialeconomycompetences.eu

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