



Blueprint for advanced skills
& trainings in the social economy

Training Catalogue

Support Psychological Well-being at the workplace as a key leadership competence in Social Economy (Care sector)



Area

Fair

Level

Advanced

EQF

5 / 6

EU frameworks

GreenComp

Area 1: Embodying sustainability values

EntreComp

Area: Resources

Duration

30 hours



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TITLE: Support Psychological Well-being at the workplace as a key leadership competence in Social Economy (Care sector)	
Duration / Notional workload	<p>30 hours (1 ECTS):</p> <p>The suggested structure implies:</p> <ul style="list-style-type: none"> - 15 hours of training in presence - 5 hours of online training (synchronous/webinar) - 10 hours of autonomous study and hands-on activities, including the preparation for the final exam.
Who is this course for	<p>The course aims at team leaders with leadership responsibility within Social Economy organisations in the care sector.</p> <p>According to the baSE Occupational Profiles classification, the course is for OP1 Manager and OP2 SE Enabler (intermediate/advanced).</p> <p>The objective is to equip participants with the necessary concepts and tools to foster innovation and readiness for change by creating a culture of psychological well-being at their workplace.</p> <p>Participants will be able to develop effective strategies to pursue these goals within a strongly client-related, interpersonal challenging work field.</p> <p>Finally, the course aims to equip the participants with strategies on how to foster their internal and cross-organisational networks supporting their communication and coordination skills.</p>
Skill Gap Area	The Skill GAP refers to the SocioComp Area “Fair & Inclusive Transition”, competence “Cultivating Ethical Leadership & Responsible Decision Making”.
Related standards	<p>The European competencies’ frameworks related standards are:</p> <ul style="list-style-type: none"> - GreenComp Area 1 Embodying sustainability values, competence 1.2 Supporting fairness - EntreComp Area Resources, competence 2.5 Mobilising others
EQF Level	EQF 5 and 6 ADVANCED
Learning Outcomes	<p>Participants, on completion of the learning process, can</p> <ul style="list-style-type: none"> - Understand the concept of Psychological Safety and reflect the inclusiveness of the personal leadership style - Analyse the possibility to adapt the learned concepts and tools into leadership strategies aligned to the unique context of SEOs in the care sector - Evaluate critically complex situations and possible interventions - Support processes of change as well as internal and cross-

	organisational communication and coordination.
Contents	<p>LU01 Foundation: Establishing Well-being at the Workplace with the Concept of Psychological Safety (A. Edmondson)</p> <ul style="list-style-type: none"> - Introduction to the concept of Psychological Safety - Toolkit to create psychological safety: creating the conditions, invite to participate, respond productively - How to apply Psychological Safety in a complex environment (care sector) with a participatory governance structure. <p>LU02 Inclusive Decision-making Processes</p> <ul style="list-style-type: none"> - Reflection session: How inclusive do I design my decision-making process? (autonomous hands-on-activity) - Discussion/Group reflection (synchronous/webinar). <p>LU03 Application to special fields of action</p> <ul style="list-style-type: none"> - Interventions in the field: staff interviews, team meetings and other day-to-day leadership activities (to be decided on by the training participants). <p>LU04 Communication and network creation</p> <ul style="list-style-type: none"> - Cooperation and coordination between salaried and voluntary board members - Cross-organisational exchange and learning process.
Learning methodologies	<p>The most effective teaching methods with adult learners are active methodologies, combined with a hands-on approach, encouraging critical thinking and real-world application.</p> <p>We suggest for</p> <p>LU01: Lecture, case studies, group discussions, role-playing</p> <p>LU02: Reflective exercise, guided reflections</p> <p>LU03: Autonomous Hands-on-Activity, Reflective exercise</p> <p>LU04: Group discussion, case studies.</p> <p>Blended training can be offered, using the MOOC platform to integrate more traditional face-to-face training.</p>
Learning materials	<ul style="list-style-type: none"> - Psychological Safety toolkit <p>M-assive Open Online Course available on the MOOC UP baSE project platform</p> <p>Complementary learning materials are:</p> <ul style="list-style-type: none"> - ad hoc handouts; - learning materials and publications on the topic in English or the participants' languages.

	The course trainers will provide the bibliography and website references.
Entrance requirements	There are no formal prerequisites to participate in the course, except being managers or enablers with leadership responsibility in Social Economy Organisations (in the care sector).
Assessment & Certification Schemes	<p>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.</p> <p>The Certification Schemes will follow the standards defined by EuroCert.</p> <p>Upon request, it will be possible to have (for MOOCs only) the recognition of micro-credentials.</p>

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