

Under My Wing Learning Outcome Matrix (LOM) 6.02

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On behalf of:

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Overview

The purpose of this information and the accompanying tables are to illustrate how outcomes align with teaching and learning methods and assessments within the Under My Wing curriculum.

The following general **aims and objectives** are focused within the LOM. This Learning Outcome matrix is designed to inform the development of a bespoke induction programme targeting Micro-enterprise Owners within the Project. Focusing on a learning outcomes approach facilitates the tailoring of the pedagogic induction resources. This provides the possibility to suit specific cultural and societal values and ensures that local issues and necessary topics are addressed within the UMW pedagogic induction measures.

The **topics** addressed in the UMW-measures for **Micro-enterprise Owners** are:

1. A Short overview of project objectives and aims to achieve
2. Introduction to the UMW curriculum
3. The target group: characteristics of the UMW target group, their needs and expectations
4. Introduction to the e-learning platform
5. The role of business owners in the immersion module
6. Effective team building and communication
7. Best practice on coaching and mentoring approaches and techniques (steps and advice)
8. UMW expectations of Micro-enterprise Owners
9. Benefit for Micro-enterprise Owners

Important Aspects and Challenges for **Micro-enterprise Owners** are:

It is important that the induction programme needs to be concise, short, relevant and delivered face to face in a flexible way. The benefits of participating need to be carefully considered, quantified and emphasised and the opportunities for questions and networking should be raised. It is necessary also to allocate appropriate time for graduates' needs. Good practice examples and mentoring models that are practical and easily undertaken should also feature in the Induction to Pedagogy for Business Owners.

Therefore, the main challenge will be the time commitment and buy-in amongst these stakeholders. Early and continued engagement with these Business Owners was seen as critical to the success and authentic learning experience of the Project's trainees i.e. graduate entrepreneurs.

Based on a survey at the Under My Wing partner meeting in Lithuania, September 2013 the following Learning Outcome Matrices could be derived:

Learning Outcome Matrix (LOM) for Induction of Micro-enterprise Owners (LOM2)

Outcome	Teaching and Learning Activities	Assessment
Having taken this induction/course, Micro-enterprise Owners will be able to:	The Micro-enterprise Owners will be taught to achieve this specific outcome through the following learning activities:	The Micro-enterprise Owners will be assessed on their achievement of this specific outcome through the following assessment tasks:
Understand the main aspects, fundamentals and modules of the UMW measure and the aims of the project as well as the philosophy of UMW.	The learners will get informed by a PowerPoint presentation which provides an overview concerning the UMW idea and the measure.	An oral feedback and a short evaluation questionnaire is main basis of assessing the right understanding of UMW.
Use and interact with the UMW e-learning platform and its functions and supporting elements.	The learners will go through a life demonstration. Therefore they are supported to see and reflect the actions and also to do all actions themselves.	The assessment will be carried out in the UMW online forum. There will be an easy and time-independent place to discuss, share impressions and get feedback of participants and trainers
Organise and create engaging face-to-face mentoring sessions fitting to the curriculum of UMW.	The learners will participate in a workshop to create their own mentoring plan.	During the workshop there will be feedback sessions and oral support by the trainers.
Understand key principals of the pedagogical approach of UMW.	This understanding will be raised by discussion groups. These groups work in teams on their expectations and requirements of the UMW curriculum and the pedagogical approach. In presentations main aspects can	The assessment will be carried out in a wall newspaper of each group on which main key principles are documented. This will be the basis for oral feedback.

	be combined and made available as a basis for intensive discussions.	
Know about coaching and mentoring approaches and implement it in their face-to-face sessions.	The learners can achieve these knowledge aspects via self-directed learning with the support of the trainers and their systematic coaching.	The assessment will take place in the direct communication situation and can be carried out in discussion forums as well to get direct feedback.
Use best practice approaches in the field of mentoring and coaching instruments and techniques especially about the steps and advances while using these techniques and acquire the skills of mentors.	The learners do role plays to interact in mentoring and coaching situations. They act (a) as mentors, (b) coaches, (c) mentees, and (d) coachees	To assess the role plays feedback sessions follow the role play sequences. In these sessions the actors, the observers and the trainers comment on the process and the undertaken actions. After that they discuss suggestions for improvements.
Understand the characteristics of the UMW target group and take this knowledge into account in their face-to-face sessions.	The learners can achieve these knowledge aspects via self-directed learning with the support of the business owners and their systematic coaching.	The assessment will take place in the direct communication situation and can be carried out in discussion forums as well to get direct feedback.
Create effective teams to implement UMW.	The learners discuss a presentation about group processes and roles in learning groups. They create an own working team and set roles to design a flipchart presentation themselves to highlight the key aspect	The assessment via creating an own team to achieve an aim is the basis for feedback on group rules, communication, roles and effectiveness.



Workpackage 6: Induction to pedagogy

Workpackage Leader: UPB, Germany

Discuss the expectations of UMW and the benefit for Micro-enterprise Owners.

The learners discuss these points in a discussion group.

Direct communicative feedback processes allowing for the assessment of awareness, expectations and benefits.