



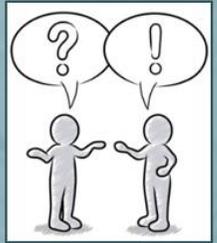
SoCoCo⁺

THE PLUS OF SOCIAL-COMMUNICATIVE-COMPETENCY



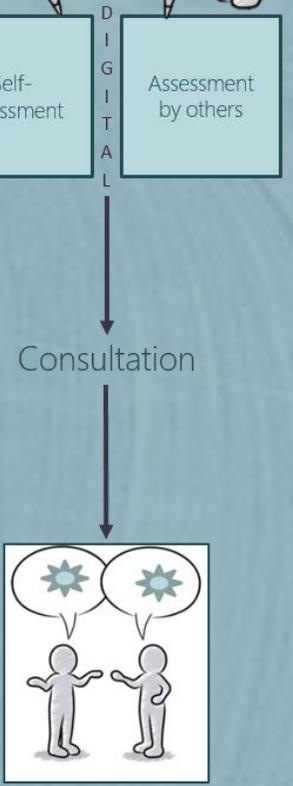
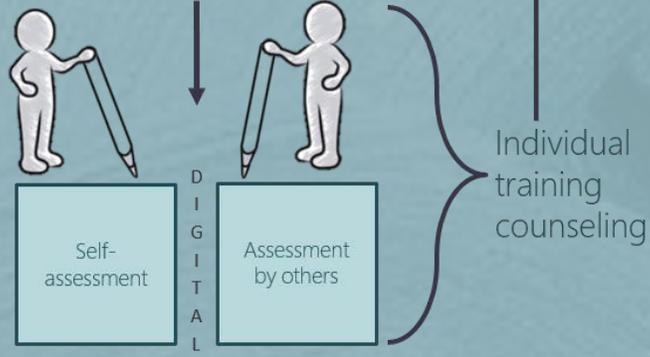
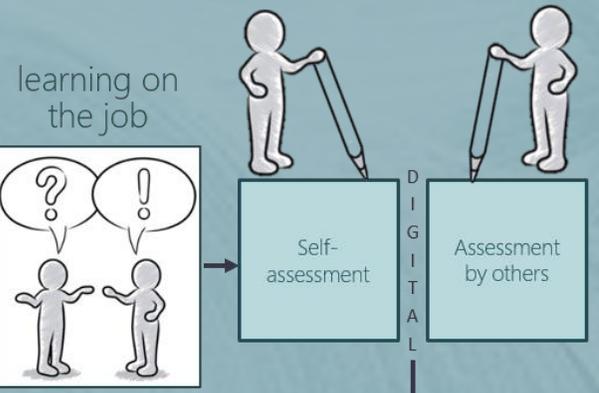
Key Competencies

Ability to resolve conflict	Competency Package 1
Ability to solve problems	
Awareness of consequences	
Teamwork capability	Competency Package 2
Dialogue capability	
Ability to cooperate	
Willingness to understand	Competency Package 3
Articulateness	
Communicative skill	



Acquisition
 Requirement

SoCoCo⁺ The Plus of
 Social-Communikative-Competencies



Continuous Support

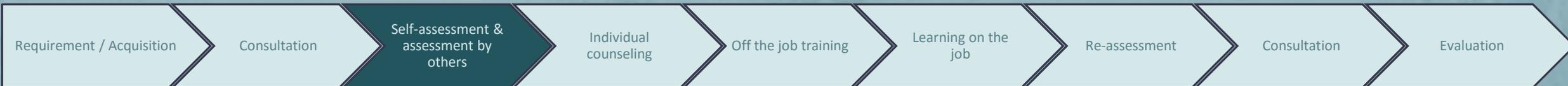


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REQUIREMENT / ACQUISITION

- + actively acquiring, approaching and directly getting in contact with potential cooperating companies
- + interested companies can contact us (the SoCoCo+ team)
- + consultation of process (how many participants, special requirements)





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SELF-ASSESSMENT & ASSESSMENT BY OTHERS



Scale
 + = less applicable
 ++++ = fully applicable

Self-assessment

Communicative Skill		+	++	++	++
				+	++
1.	I pay close attention to what and how others say something.				
2.	Others tell me, that I understand them properly.				
3.	Even in bigger groups, I can express my opinions understandable.				
4.	I inquire if I don't understand something.				

Assessment by others

Communicative Skill		+	++	++	++
				+	++
1.	<i>Jane Doe</i> pays close attention to what and how others say something.				
2.	Others say about <i>Jane Doe</i> that he understands them properly.				
3.	Even in bigger groups, <i>Jane Doe</i> can express his opinions understandable.				
4.	<i>Jane Doe</i> inquires if he doesn't understand something.				

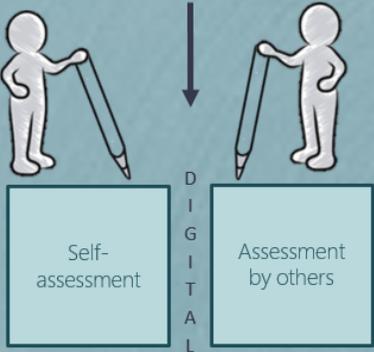


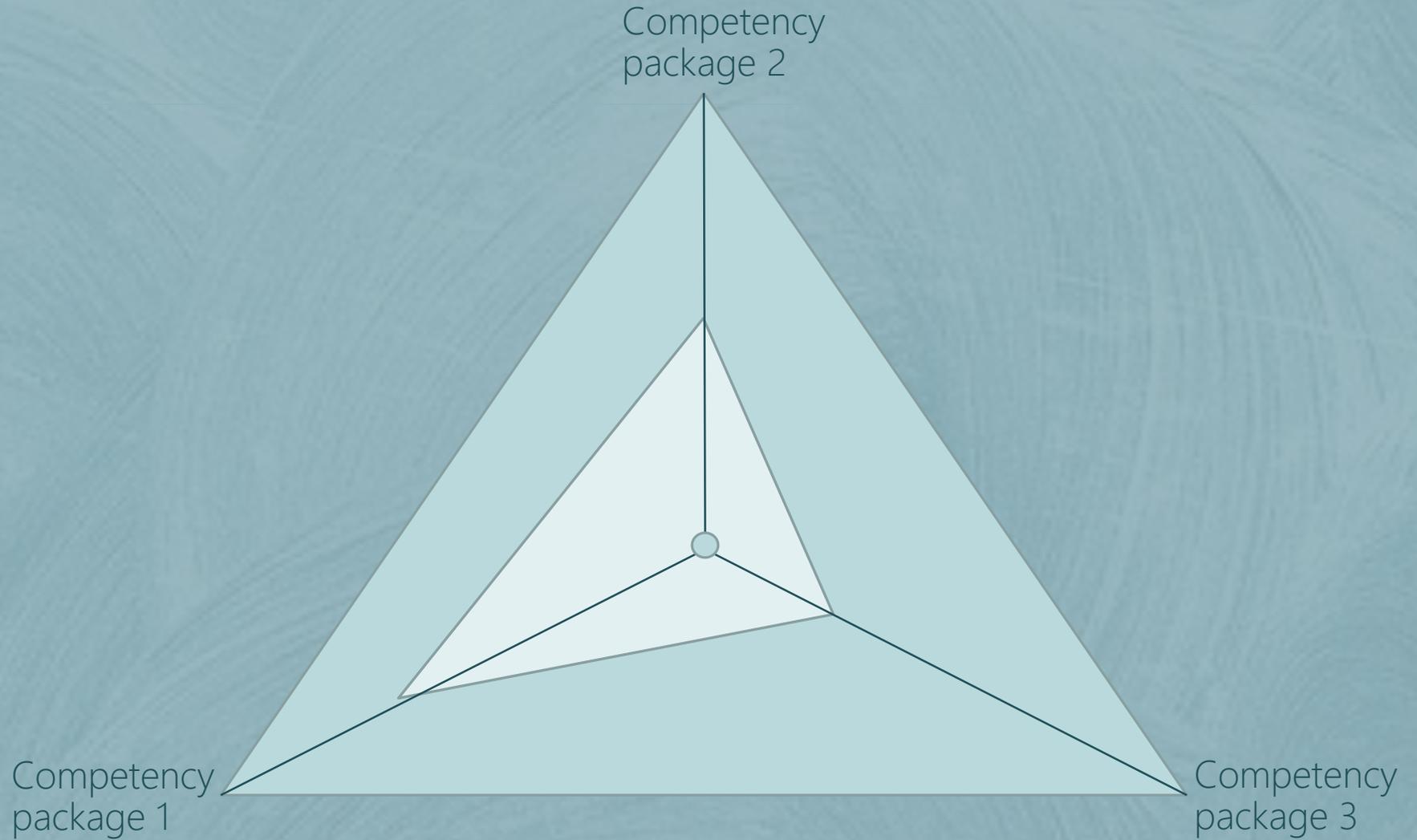
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SELF-ASSESSMENT & ASSESSMENT BY OTHERS

Other type of questions:

- + analysis of short texts, that describe situations containing background information like relationship constellations with possible answers to choose from (e.g. courses of action, emotional relations)
- + situations in one short sentence without background information which have to be appraised

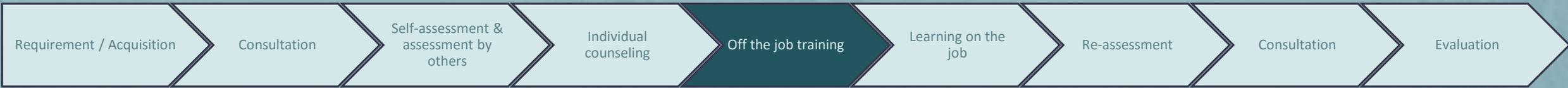






Analysis of competency Training offers

- + Competency analysis (analysis of the current state)
- + Supply of further education
- + Learning process
 - Experiencing, Trying, Reflecting
 - Off the job, on the job, near the job
- + Diary to reflect individual development of competencies (monthly)
- + Individual formulation of goals (target-situation)

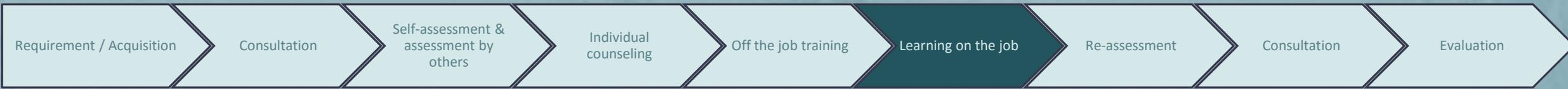


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OFF THE JOB
TRAINING

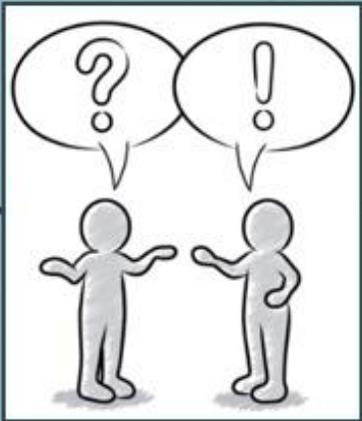
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Communicative skill	

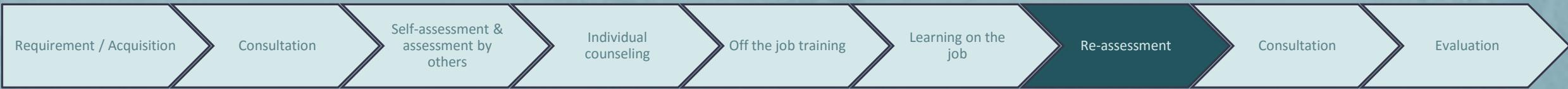


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LEARNING ON THE JOB

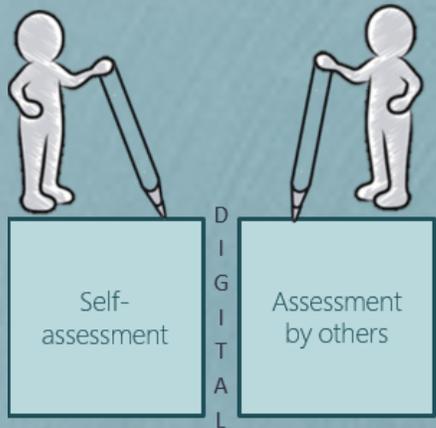


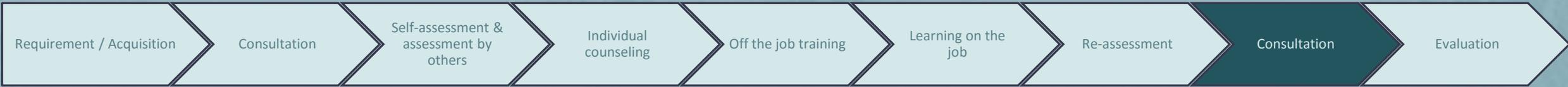
- + Trial of learned
- + Goal: expanding competencies in work process
- + Monthly diary of reflection: reflect and note all kinds of development, success or failure



RE-ASSESSMENT

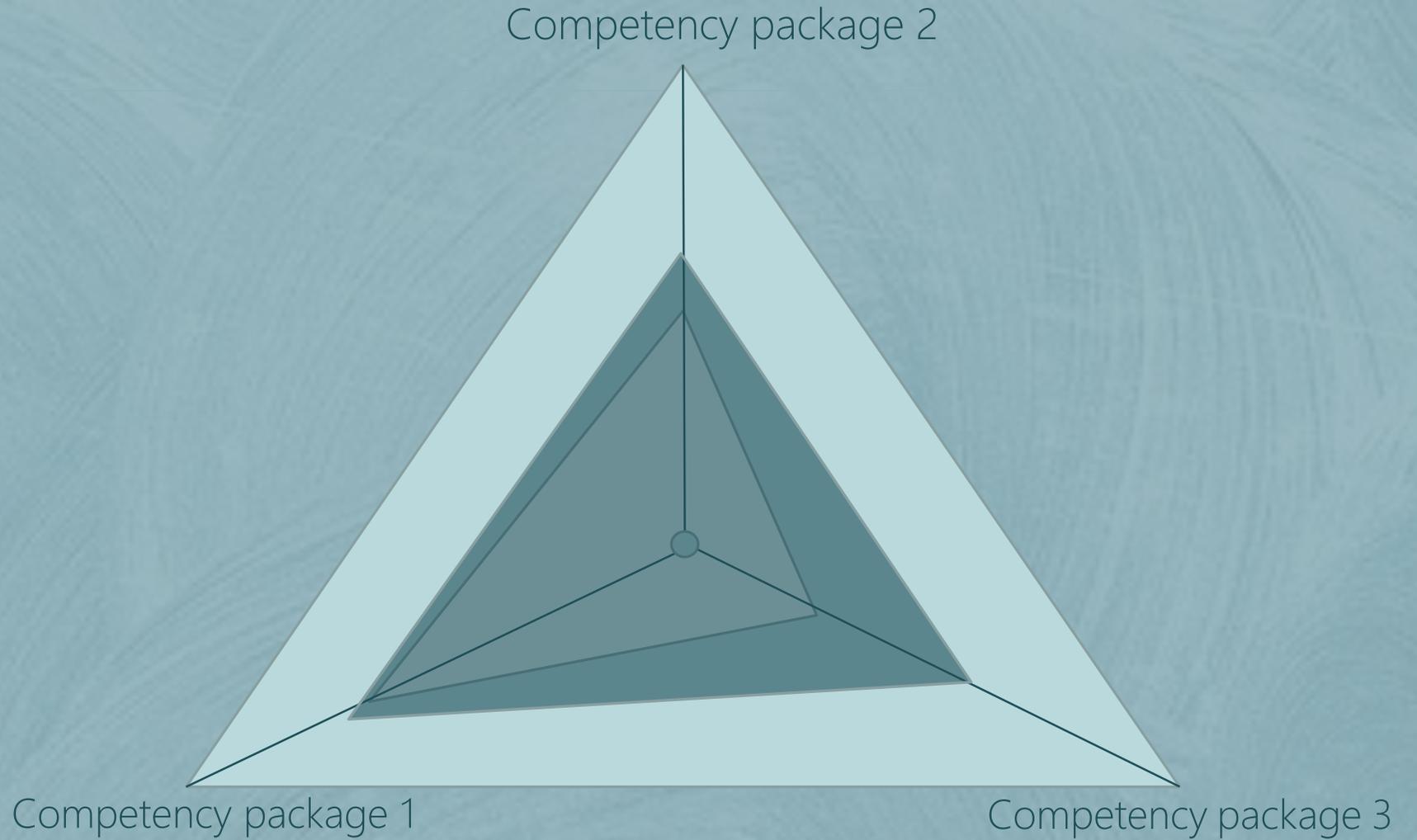
- + Same questions as in first assessment but in different order
- + Goal: Informations about the learning process of social-communicative competencies within 6 months

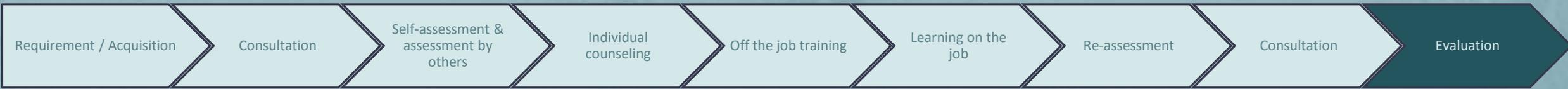




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CONSULTATION





Parts of follow-up discussion

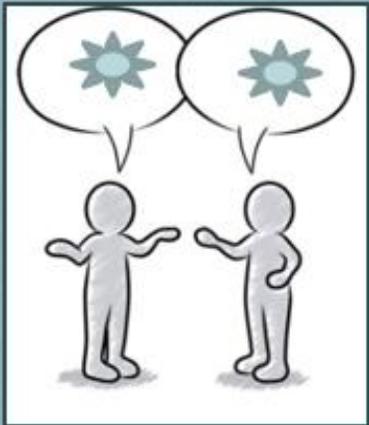
Contents:

- + What was your motivation to participate in SoCoCo+?
- + How did you experience the last months?
- + Do you think, you personally benefit from SoCoCo+?
- + Do you think, your company also benefits from SoCoCo+?
- + Was the survey suitable for you?
- + Were the results explained to you comprehensible?
- + Was the content of the competency package something new for you?
- + ...





- + Visualization of individual extension of social-communicative competencies
- + Extension of competencies without loss of personal authenticity and personality (of the participants?)
- + Increasing competitiveness and amenity of the company



‘Tell me and I forget,
Teach me and I may remember,
Involve me and I learn.’

Benjamin Franklin