



TEMPLATE - progress report in teams (young women + students) related to the challenges and the core capabilities expressed/ developed in them

INTRODUCTION

This is a short report for your team to track your progress working together. It will help you to look back at teamwork and cooperation, notice moments that have been difficult as well as how you have succeeded to overcome obstacles and also reflect both personal as well as on common learning.

We recommend analysing the process and how things have been within the group, writing the main findings down could be done by one person or as a shared responsibility.

As every project or initiative can be visualised in a few main steps the progress report will look at 3 different phases of your cooperation: initiation phase as a starting period, implementation - when main activities took place and closing phase as an evaluation of your actions and plan for next steps. Since in real life and action the phases usually don't have a clear moment or transition, we propose that a mentor/teacher will help you to keep track and remind you if needed to take some time and reflect on the process so far.

Initiation phase

Please describe the process so far - how has the **initiation phase** gone? What have been the activities, successes, difficulties, important learning moments, outcomes etc in terms of **team building and engagement, creating a shared vision, building collaborative links, setting clear objectives and creating an action plan** etc?

Some guiding questions that might help to elaborate the process: What did you do to build trust within the team and outside of the group? How did you build connections with partners and stakeholders to mobilise resources? How was the communication (both in the team as well as outside) built up? What did you do to support motivation and ownership in the team and in community/partners? How was the space and autonomy for independent action created?

Vladan: Recruiting marginalized young women to participate in the pilot has been *much* more difficult than originally envisioned. It simply turned out that they were not interested enough. Initially, we ended up "offering solutions where nobody seemed to have a problem". To improve this situation, we have intensified our search for potential learners. One of the approaches is to use personal contacts of the teachers involved with the project in order to reach potential candidates. Another approach (not implemented yet), suggested by Sonja, is to record a 2-3 minute video in Serbian to explain the essence of the project and share it on the Internet for potential learners to get a quick idea of what benefits they can have from participating as learners. The video would show the links to project promotion materials and the WINnovators platform.

Sanja: The communication with the team went excellent. BADEN and ABW Serbia achieved high level

Project **WINNOVATORS**

"Boosting young women entrepreneurial spirit and skills to become the Women INNOVATORS of the future"



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cooperation from the very beginning of the project. We actually divided target groups so BADEN went for students and we went for marginalized women. Our previous experience with another project, related to the support for Roma women to become entrepreneurs, as well as would-be-entrepreneurs women in rural areas with the mission to transform them from farmers to entrepreneurs, proved to be helpful in this pilot study. This group is not that much familiar with the new technologies especially with the e-learning platforms. Their average education level is secondary school or lower.

Since we expected that there will be no readiness to use the WINnovators e-platform, we actually targeted the leaders among them who are more advanced in using e-tools and actually we mentored them on how to approach the female members of their respective communities. It seems that the approach of better get quality than quantity will have finally good results.

Implementation phase

Please describe the process so far - how has the **implementation phase** gone? What have been the activities, successes, difficulties, learning moments etc for example in terms of **outcomes, team performance** - ability to **decide, engage** and **take risks, meeting the set objectives, leveraging resources and actions, learning by doing**.

Some guiding questions that might help to elaborate the process: What have been the most important outcomes so far -both tangible and intangible? How have you supported aspiration and perseverance, as well as determination and conviction for action? How has the cooperation and partnerships with others managed in order to pursue the goals? How have the plans and action been adapted and modified based on monitoring of progress and outcomes? How has the team managed and embraced the challenges and change, incorporated new ideas and supported individual and organisational learning?

Evaluation and closing

Please describe the process as a whole, including the **evaluation and closing phase**? What have been the activities, successes, difficulties, important learning moments etc for example in terms of fulfilling the **objectives, management**, to balance **control** and **flexibility**, to gain **credibility** and **legitimacy**.

Some guiding questions that might help to elaborate the process: What has supported the ability to plan, decide and engage collectively? What helped to build relationships to gain trust in the eyes of community and stakeholders? What were the different cycles of stability and change, how was the balance between innovation and change versus stability and focus managed? What helped to develop shared short- and long-term strategies and visions, to encourage both productive disagreement and consensus in the process, integrate and harmonize plans and actions? What has supported being aware of collective capabilities to cope with changing contexts and develop resiliency?