

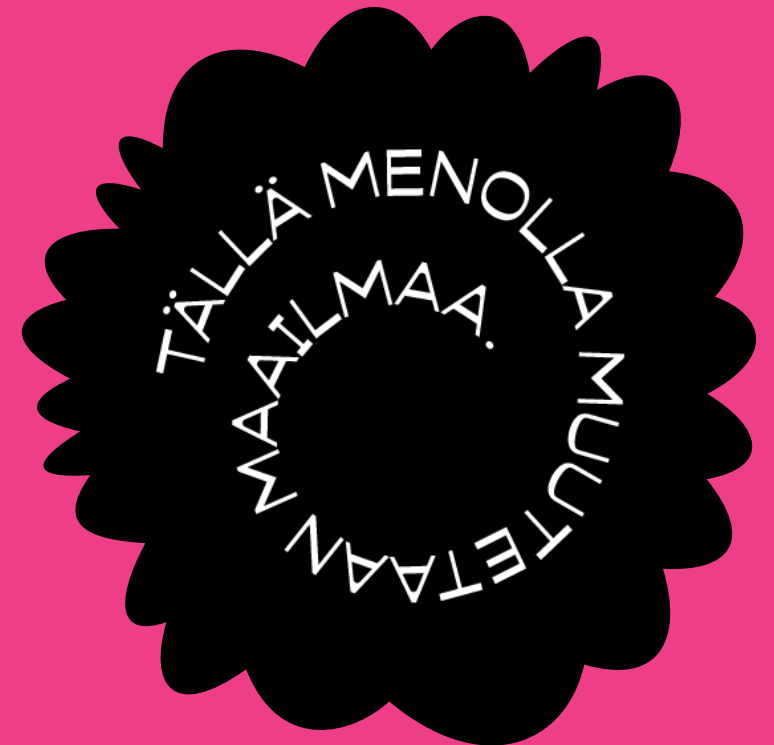
SAVONIA

Enhancing Capacity Building and Skills Development in Agricultural Education through Semi-structured Interviews with Coaching

DualAFS project

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To what extent coaching could be “the way” to support individuals in achieving their objectives within the mobilities?



- Nuertingen - Geislingen University, Germany
(*Project management*)
- Savonia University of Applied Sciences, Finland
(*Project coordination*)
- University of Prishtina, Kosovo
- University "Isa Boletini" in Mitrovica, Kosovo
- Agricultural University of Tirana, Albania
- University "Fan S. Noli" Korca, Albania

The logo for DualAFS, with 'Dual' in a green box and 'AFS' in an orange box.

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Strengthen the Livestock and Agribusiness sector, food quality and safety in Albania and Kosovo by developing knowledge, curricula and practical training.

The flow of the session

- **WHY** did we decide to have such approach in the project towards mobilities
- **HOW** did we approach it
- **WHAT** have we achieved by applying such approach

WHY?

*How often have you experienced feeling of
confusion, stress or uncertainty*

when confronted with...

*the unknown, tight time schedules, grappling with
cross-cultural challenges, speaking not your
language or meeting the expectations of
others/project?*

*How **supportive** and **encouraging** is
the acquisition of new skills, competences and
practical learning*

*in an **unfamiliar foreign environment**,*

when facing stress and challenges?

*Behind the mobilities we
noticed first*

a human being...

just the way you are...



*Everyone is different,
has different ways of
learning
as well as needs
different conditions for
development.*



It is not about squeezing an individual to the same box called MOBILITY.



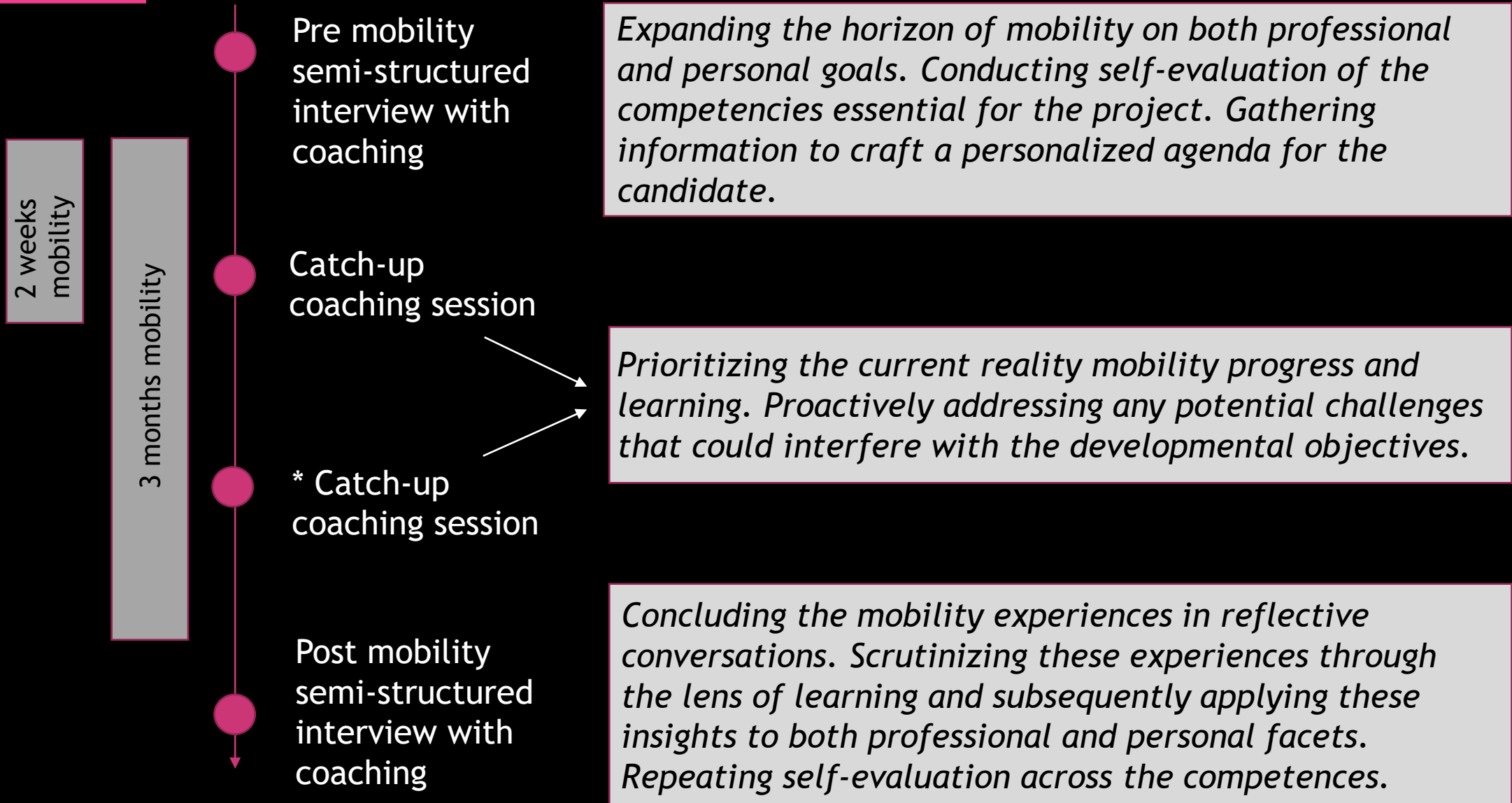
*It is about crafting for every individual
a unique, tailor made and well designed space
that supports
individual's learning and development.*

HOW?

By using coaching, we adopted a personalized approach to **meet the unique needs for learning and development** of each candidate.

This involved:

- **active listening** to gain their frame of perspective
- asking **good and incisive questions** to wake up new, wider or different thinking
- establishing a **secure environment** for **open communication**
- actively **partnering** with each of them throughout the entire mobility journey.



WHAT?

The utilization of coaching to facilitate learning and foster competence development during the mobilities has received from the exchange staff **an impressive rating of 9.8 out of 10.**

*“Semi-structural interviews with coaching were the **boosting mechanism for mobility**, I would recommend they should be used even more in the projects.”*

*“Semi-structural interviews with coaching **improved the quality** of the mobilities.”*

*“Semi-structural interviews with coaching **supported me** in all the way of my mobility. It was my best experience ever.”*

The exchange staff pointed out that **coaching played a pivotal role** during their mobilities.

They mentioned following specific aspects of support:

- building **self-confidence** and growing **self-awareness**
- improving **communication** skills
- seeing **a bigger picture** of the mobility
- **a reality check**, needed for re-focusing for the mobility objectives
- giving **time to reflect**, to identify the areas of improvement

The exchange staff pinpointed the most successful aspects of the semi-structural interviews with coaching:

- open discussion, raising questions and self-reflection
- freedom of communication
- a comfort to open up
- self-evaluation used for the competences to map up the development progress

General results of the mobilities across the five competences (self evaluation)

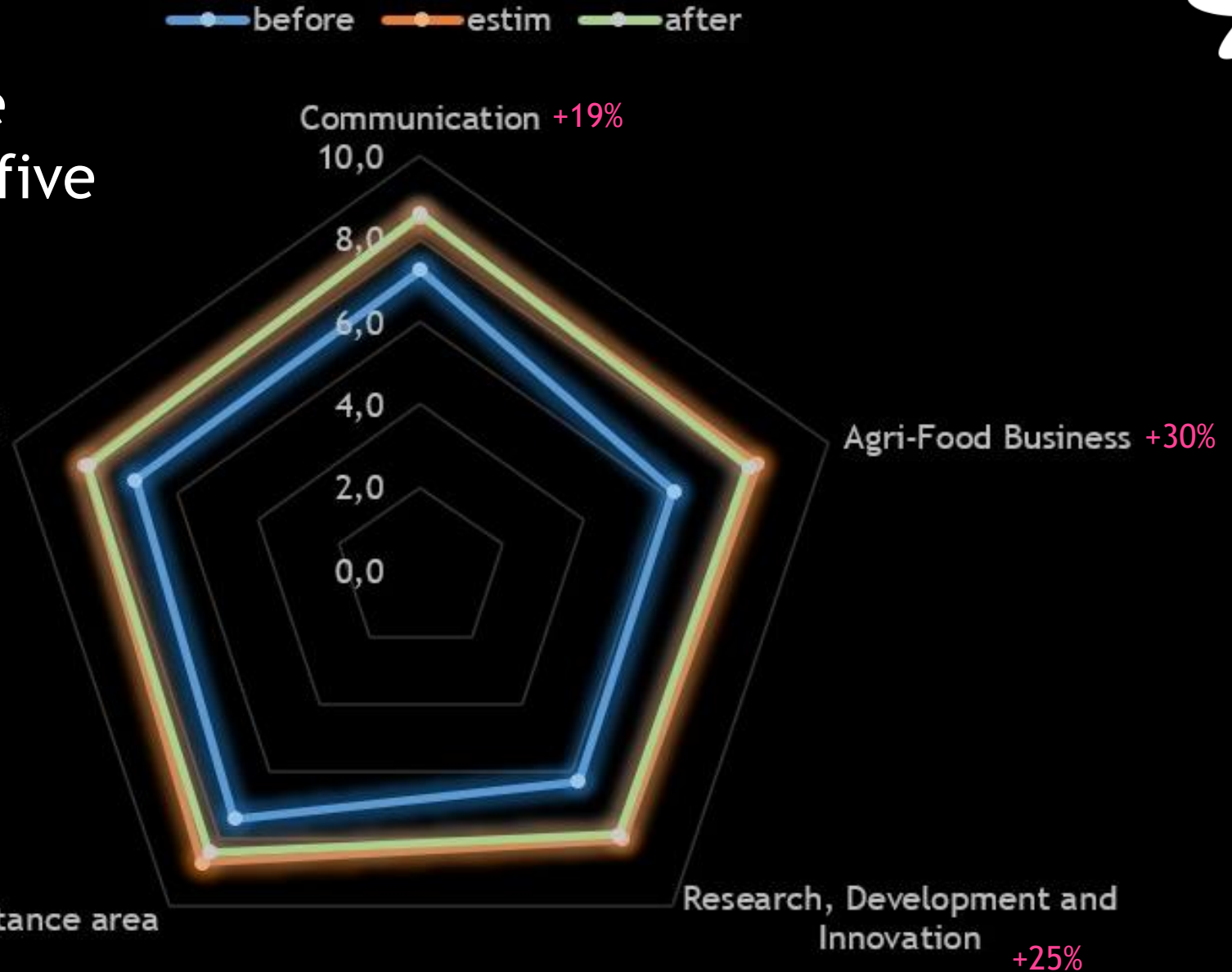
+16% Key skills for life-long learning

+14% Own substance area

Communication +19%

Agri-Food Business +30%

Research, Development and Innovation +25%



So, to what extent coaching could be “the way” to support individuals in achieving their objectives within the mobilities?



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Thank you for your time!

Agnieszka Laherto

Any questions?

