

## What have you learnt?

| Learning outcomes                                      | Frequency |
|--|-----------|
| Self-organisation                                      | 5         |
| To manage/work with people                             | 5         |
| Personal development                                   | 4         |
| Persistence in following own goal                      | 4         |
| Communication skills                                   | 4         |
| Business/entrepreneurial skills                        | 3         |
| I keep on learning all the time                        | 3         |
| To take responsibility                                 | 3         |
| Becoming more independent                              | 2         |
| Looking for solutions, improvisation                   | 2         |
| Fashion designing skills                               | 2         |
| Media/performance production                           | 2         |
| Marketing  | 2         |
| Complexity of organisational issues                    | 2         |
| To separate private and professional life              | 2         |
| To learn from failures                                 | 2         |
| Accounting   | 1         |
| Selling skills   | 1         |
| Becoming more patient                                  | 1         |
| Humility   | 1         |
| Assertiveness  | 1         |
| Important knowledge                                    | 1         |
| Not to be so detailed and perfect in everything you do | 1         |
| Commitment   | 1         |
| To have people who can support you                     | 1         |
| The importance of sharing my goals                     | 1         |
| The importance of ethics and morals                    | 1         |
| Not to be afraid to take risks                         | 1         |
| Not to be afraid of taking decisions                   | 1         |
| Pro-activity in finding offers                         | 1         |

### SELF-ORGANISATION

*To be less chaotic and disorganised.*

*I learned to be more organised.*

*Certainly self-discipline, because there were a few trials before and recently I appreciated how good it is to be a free boss and yourself.*

## **TO MANAGE/WORK WITH PEOPLE**

*How to work with people on many levels*

*I've learned a lot of things, for me it's a collective action support, we're a group that helps each other. I've learned understanding that if we cooperate then everyone can have their own way of acting. That if I want people to work with me I can't impose on them the way they are supposed to do it. Also such care for the team, for me it was very important and I learned a lot.*

*How to manage people, how to deal with people.*

*I improved my cooperation with people.*

*To be a leader at the youth exchange*

## **PERSONAL DEVELOPMENT**

*Started the organisation when I was a student at the university, so I became part of it without knowing anything about the world, and I left the organisation a completed human being*

*I increased my awareness of my own abilities and strengthened my ego*

*I learned my endurance, look at myself, what do I miss. It was very reflective period but also how to deal with the fact that I was working in "Olde Vechte" and have a people around me with a big reflective abilities. I took a lot of tools in terms of personal developments or how to think about the stuff or how to be, how to create visions and plans etc.*

*I learned a lot in terms of research but in terms of personal. I learned more from life in Germany than from my studies.*

## **PERSISTENCE IN FOLLOWING OWN GOAL**

*I learnt that we have to try really hard so as to achieve the recognition that we fight for.*

*Persistently try formulating my ideal academic and career path. Everyone of us and even more every young person, as we are in our most productive years, shall chase his/her dreams, learn to dare trying and failing, take the best out of this experience and thereby, becoming more determined. In other words, we must be unstoppable."*

*To be persistent and to follow my goal.*

*Determination*

### **COMMUNICATION SKILLS**

*My selling, marketing and communication skills are better than before.*

*I learned a lot about communication. We had a change in the staff. As in our work with children we don't simmer their emotions down but we empathise with their emotions, we name the emotions. So in this way it influences also the adults. And I learned about such sincerity in the group as many people were experiencing various crises, a lot of things appeared but people did not say anything about it until the end.*

*I worked in the projects with people much younger and much older than me. This knowledge may seem invisible but it is valuable that I can now get along with everyone.*

### **BUSINESS/ENTREPRENEURIAL SKILLS**

*I have learnt a lot in fields I have never studied before such as business contacts with clients, contract signing rules, etc.*

*About the reality of "technical" and organisational aspects of running own enterprise.*

*I have learnt a lot of things related to running a cooperative.*

### **TO TAKE RESPONSIBILITY**

*I have learnt while working in a group about responsibility, taking responsibility. If there is one person who is responsible for everything this person is responsible. And when we cooperate this responsibility is shared - who is responsible for what.*

*By taking this initiative, I learned that you really have to take responsibility for what you are doing, and that there is no stalemate that could stop you.*

*I have certainly learnt responsibility for what I do. The fact of the maintenance of such a salon which is rented requires you to arrange a lot of things in your head and the responsibility for payment.*

### **LOOKING FOR SOLUTIONS, IMPROVISATION**

*I'm learning not to dwell on difficulties but move forward*

*I've learnt the ability to improvise in any conditions. No matter what happens you have to act, you can't wring your hands. So it is for sure the ability to look for solutions.*

### **MEDIA/PERFORMANCE PRODUCTION**

*I think what I have learned the most is how to produce things. Like how to make them happen or to how to look for details and organise stuff and how to somehow manage people as well. I think is the*

*biggest learning outcome because for example now I am in the school and I get a lot of compliments about how good producer I am which is not necessary in my priority.*

### **MARKETING**

*I visited many classes and programs and I've learned a lot about the marketing and accounting. It is for sure that I have upgraded myself during the process.*

*I did Internet Revolution, a free online course. It's very good and you can learn a lot from it: <https://learndigital.withgoogle.com/internetowerewolucje>. Majka made some tutorials for us and her friends who worked for marketing agencies helped as well: they too made tutorials so I could watch and learn. I also learned a lot from her directly. She showed me the tricks: how to edit photos in Canva and how to copy write. Now we have our own educational programme. We're working on it so we can train new employees.*

### **COMPLEXITY OF ORGANISATIONAL ISSUES**

*I have learned that organisation is something really complex but behind a small artistic things there is huge organisation which is usually underestimated.*

*It was also cool to see the basis of the organisational machine. How to deal with people who come from different cultures who behave differently.*

### **OTHER LEARNING OUTCOMES**

*I had gained important knowledge about many things that made me a different person from what I was in the beginning, when the whole process started.*

*Ethics and morals are very important.*

*I learnt that I should never be afraid taking risks.*

*Not to be afraid to make decisions because we learn the most from these bad decisions even though they can cost us a lot.*

*I've learnt the importance of commitment.*

*The importance of sharing your goals.*

*The importance of having free time. That you have fun, that maintain some balance in life. Not only work or study but that you need to have rest, travel etc. But I also learned that running a business, it was in my case that if I didn't mobilise, I didn't earn money. If I mobilised myself and I was looking for partners such as schools to run workshops then everything went smoothly, efficiently. And when I let it go, it stopped. So it taught me more mobilisation to look for different offers.*

*I have learned I am too precise in organisation and you cannot be completely consequent and coherent. It is not possible to be completely. So you do not need to worry to much for little stupid things, for example. Which does not mean that you need to cheat. Try to be organise and transparent but not so detailed. It is also with arts, or publishing for instance. You can spent years on book because from perspective it will never be good and you never gonna be satisfied. So I would rather say where are you close a bit to be satisfied you can present your work and then you can always change it. If you are not saying really bad things, you are not standing behind it then is yes do not be afraid of talking.*

## What are your reflections on the whole process?

*Try every day harder!*

*Do you want to turn your idea into a real business? Work hard, do not spend money on impulse and have all the luck!*

*I think everything is worth trying as long as you believe it.*

*Not to give up. Maybe it is a cliché but it really seems that the path to success is easy but it is full of stumbles and falls. The one who can rise wins so you need to rise every time.*

*The path is hard. Is this worth taking this fight? You can't tell everyone that this is a solution for everyone because it's not true. For sure, young people should try as much as possible all they have the opportunity to experience because even if they will not like it or they will fail at least they know what doesn't suit them and what direction they should take.*

*Do whatever your heart desires, while you can. Follow your heart, while you have the time to do so or until you have something important that is putting pressure on your back (like making a family). And do not fall back or retreat more than you can withstand.*

*And it is important not to listen to people who say that something will fail or not worth our attention. You have to experience everything yourself.*

*A social entrepreneur has to be quite flexible. Despite the various hindrances, he must stay focus on his goal and be persistent and patient. It is of great importance to create the right network and maintain his enthusiasm through the whole process.*

*The best thing about it is that we decide ourselves, how everything will go on, there is no person above us who shows us what to do.*

*In Greece, do not have any "relationships" with the public sector. Its is going to slow you down, it costs, there is corruption, ineffectiveness and sometimes it is not going to offer you anything at all - not at least when you mostly need it and this is crucial. Make your relationships with the public sector as little as possible.*

*You have to read the contract and whether it is a contract with a bank or with the phone or gas station, I read the contract. If someone can read and actually reads contracts, there is nothing to be afraid of. It is not so scary; and beside there is now plenty - what was not there before - lawyers who help for free, and there are also companies that really for a small fee analyse such contracts and can actually help a lot.*

*Nowadays, there are a lot of programs that support people who have never had a company. To set up a company we do not need a specific education. What counts is an idea, a business plan that will convince an official that what we want to do may turn out to be an idea worth putting in reality. Such a person should ask a lot. Most often, people who have achieved effective results in any field of life share their knowledge. Such a person who wants to set up a confectionery, for example, should look for some interviews or to go and meet a confectioner who has a confectionery network on the market. I believe that this would get help how to approach certain things in order to open own business. Someone who knows that he/she is doing something well is not afraid of competition because he/she knows that he has such a value on the market that regardless of how the competition develops, he/she is convinced about own competences and position.*

*Most important is to know that you are starting something and you usually need to create something, like a question what is your practice and how during the practice you take care of yourself. And how to practice something that will take ages and you need to admit it will take ages but how to take care of yourself during that time. This is very important thing because that fuel the vision that you are having. But the thing of giving everything away is actually really dangerous, I think, it should be ready to give everything all the way but at the same time know the limits.*

*I would say that language is the most important thing, it is not easy to find, here is the society which work and language are most valuable here in Germany. To inform them to what they can do. Not just start planning their career not knowing the rules. Here everything is regulated. And the people are not informed enough since the people need to know everything on their own. They assume that is common knowledge but for the person from different country is not that obvious.*

*I do not know, because I am not the one who says „yes, believe in your dreams and do whatever you want”, follow American dream because it is not true. Not everybody can realise her or his dreams. Which does not mean that is not worth trying. If you really stay behind it then it is worth trying. Do not be afraid to talk and to see but also think about what you really want to do with your time. This is the most important. What your desires are and how can you feel about it. So it is the thing about responsibility at the same time. Because you can follow your dreams but you take a lot of responsibility in doing it. So maybe to reflect a bit more what I really want. What dreams are really mine, what am I doing to follow them. Maybe another tip would be look what other people have done and if there is something you like maybe you start cooperating. Because not everybody needs to make his or her own project. You can always join another's people project or transform it.*

*There so many of us out there that only when you use all your imagination, creativity and passion you will be known with your brand name. And what's better than that?*

*Benefit from the offer of career counselors or career offices, especially for students. Above all, define what do you expect from your business, find a niche, because there are few sectors in which you can compete freely with those who have been on the market for many years. Choose the right form, regardless of whether it will be activity within the Incubator or own entrepreneurial activity. Generally, I recommend a consultation either with a career counselor, or with an Entrepreneurship Incubator, or with a lawyer who will certainly help you choose the right form. In my opinion the key two things are the original idea and self-determination.*