



small enterprise promotion + training

**TOWARDS E-COACHING,
THE FIRST STEP TO BUILD TRUST WITH A DIGITAL COACH**

Project Period: 03/2021 – 02/2023

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January, 18 2023

MOTIVATION & MAIN PROJECT GOAL



How to motivate online participants to talk openly?

How to encourage online collaboration?

How to create great online courses?

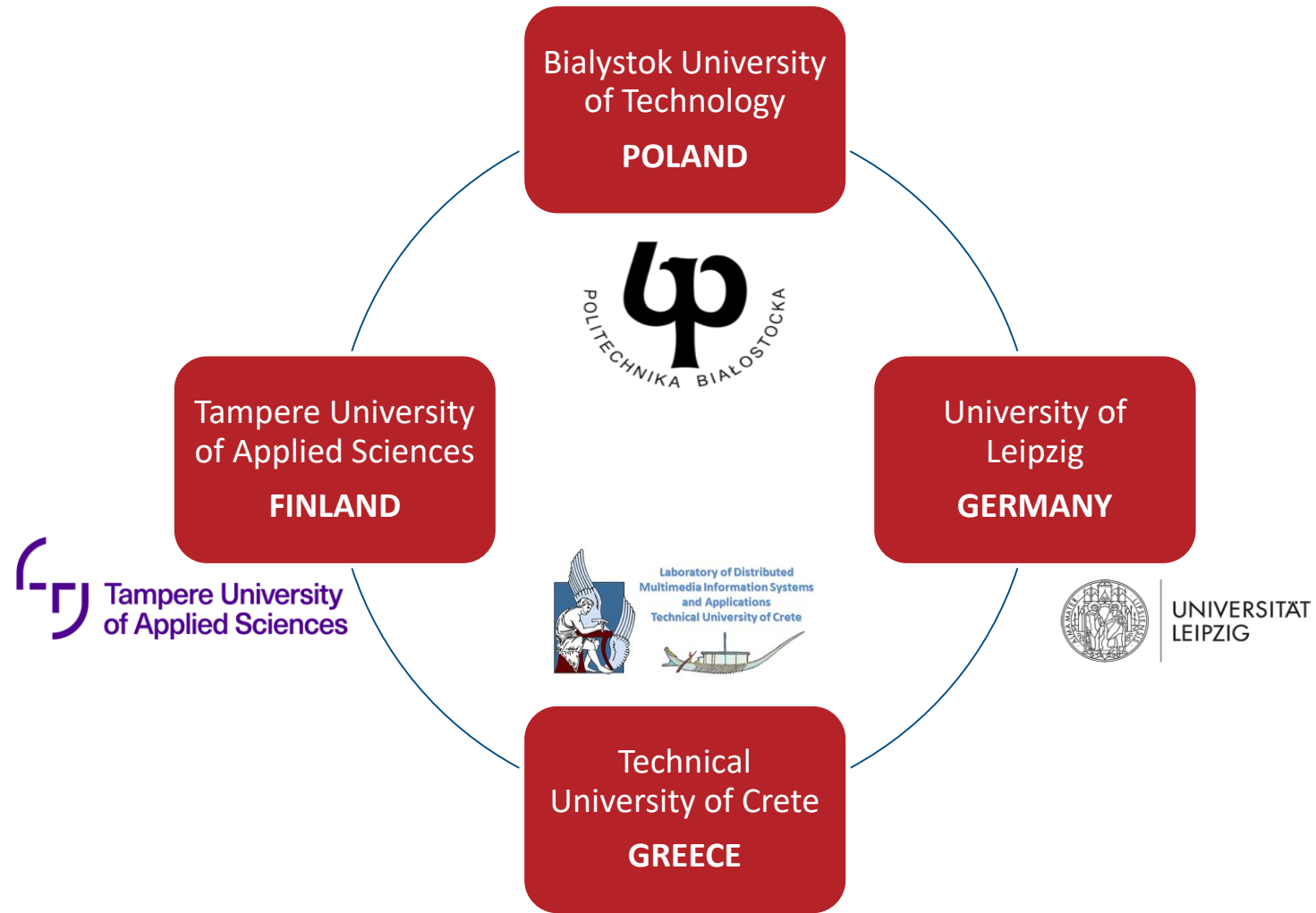
Current situation:

- increased use of digital technologies in teaching and learning
- need for changes in didactics and pedagogy

Goal:

- combining coaching pedagogy with online learning

E-COACH CONSORTIUM



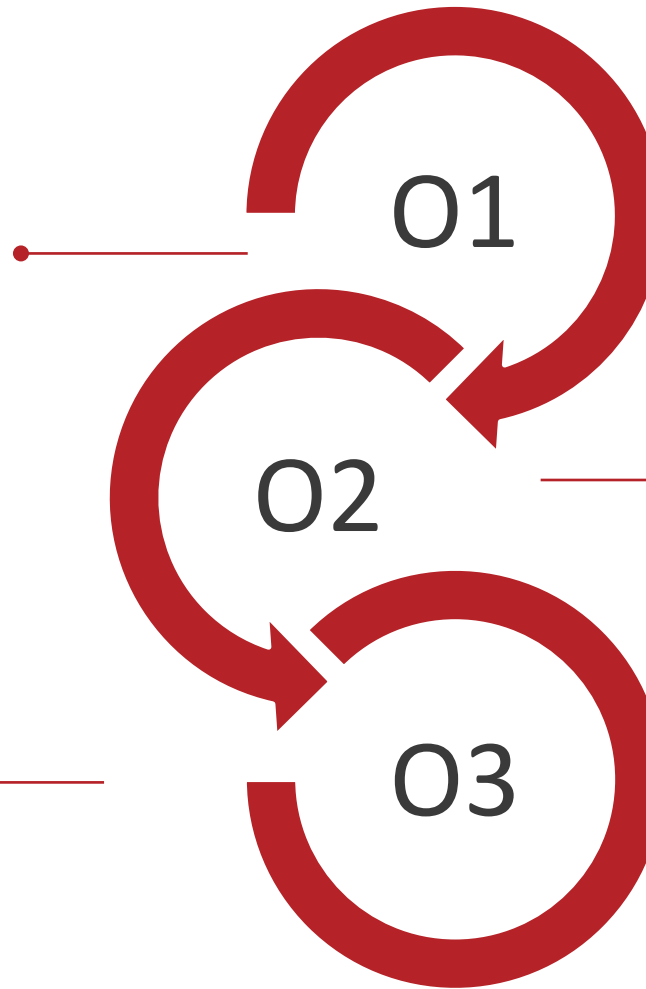
OBJECTIVES OF THE PROJECT

Output 1:

E-coaching methodology built on extensive research around topics such as team coaching, learning design, online collaboration, trust building, etc.

Output 3:

Pilot courses designed by teachers who have completed the e-coaching training course.



Output 2:

Integrated e-learning platform on the application of e-coaching methodology.

Training course for students and teachers willing to use the e-coaching pedagogy.

OUTPUT 1: THE E-COACHING METHODOLOGY

OUTPUT 1: ACTIVITIES



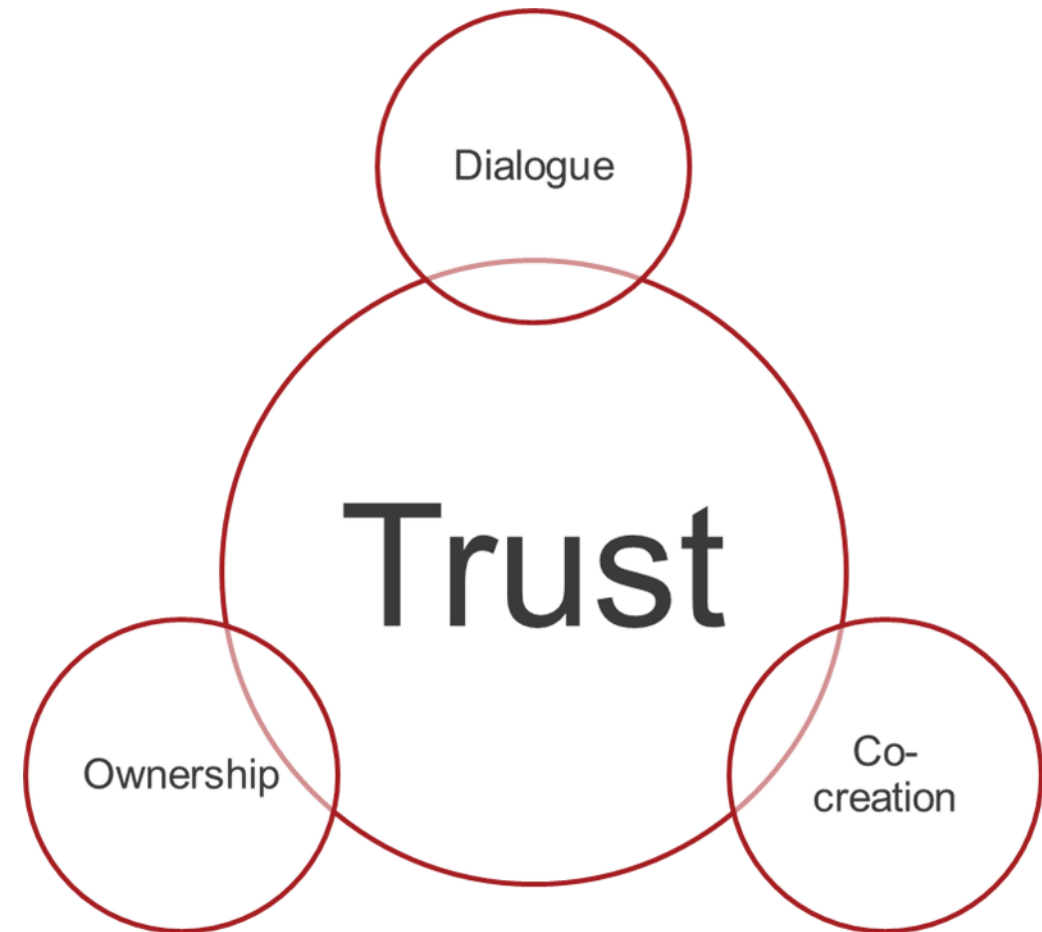
WHAT IS COACHING?

powerful
tool for
unlocking
a person's
abilities

“Coaching is a goal-oriented, solution-focused process in which the coach works with the coachee to help identify and construct possible solutions, delineate a range of goals and options, and then facilitate the development and enactment of action plans to achieve those goals” (Grant, 2006, pp. 156–157).

Coaching is the
universal language
of change and
learning.

THE 4 CORNERSTONES OF E-COACHING

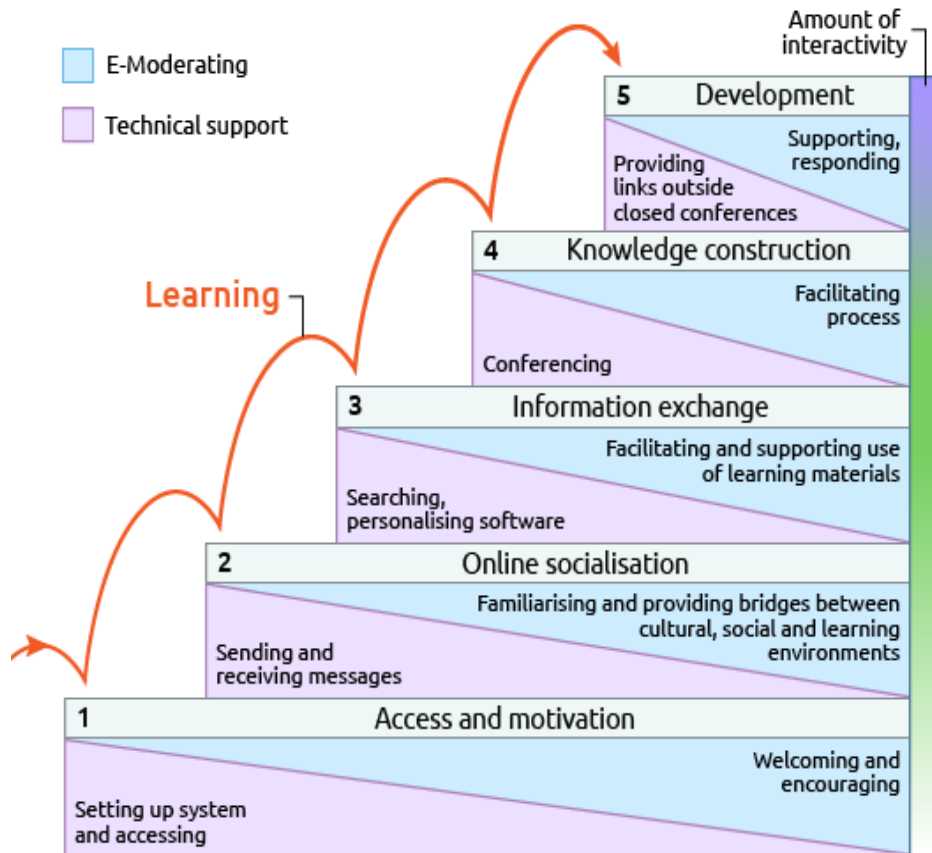


THE 4 CORNERSTONES OF E-COACHING

TRUST	DIALOGUE	OWNERSHIP	CO-CREATION
<ul style="list-style-type: none">• from initial politeness to open, trustful dialogue• enables all the other cornerstones of coaching	<ul style="list-style-type: none">• helps to gain insight into individual and collective ways of thinking behind our choices and actions	<ul style="list-style-type: none">• Students are the primary owners of their own individual and collective learning process	<ul style="list-style-type: none">• Creating something of value together by making use of a diverse set of skills and personal strengths within a team
<ul style="list-style-type: none">✓ ability to talk openly, sharing ideas and concerns✓ to think creatively	<ul style="list-style-type: none">✓ increased trust among the participants✓ increased clarity regarding the goals of cooperation✓ will to take responsibility	<ul style="list-style-type: none">✓ increased initiative✓ decrease in the students' reliance on the teacher's expertise in everyday work	<p>opportunities for:</p> <ul style="list-style-type: none">✓ joint reflection and learning✓ constructive feedback to team members✓ collective sense of achievement ("We did this!")

E-LEARNING COURSE DESIGN

Gilly Salmon's 5 Stage



Storyboard

	STAGE 1	STAGE 2	STAGE 3	STAGE 4	STAGE 5	
Weeks	WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6
Topic	'Nature' of research	Asking great questions	What's known?	Choices methods	Analysis to evidence	Project planning
Assessment & feedback	Personal quiz	Groups on draft Qs	Feedback on search	Choices quiz	Feedback on wiki	Submit project brief
Synchronous Activity	Informal meet ups	'Giants'	Padlet brainstorm	Informal meet ups	Progress share	Reflections
Asynchronous Activity	Research e-tivity 1	Team talk e-tivity 2	Literature e-tivity 3	Pitches e-tivity 4	Meanings? e-tivity 5	Networking e-tivity 5
Independent Work	1st journal entry	journal notes	1st personal blog	choose for your idea	Resources to wiki	Personal Blog 2

TRUST; DIALOGUE; OWNERSHIP; CO-CREATION

OUTPUT 2: INTEGRATED E-LEARNING PLATFORM ON THE APPLICATION OF E-COACHING METHODOLOGY

OUTPUT 2: ACTIVITIES

Activity 1

Needs assessment of the e-learning platform to support e-coaching methodology

Activity 2

Set up and implementation of the integrated e-learning platform


Activity 3

Development of courses for academic teachers and students on the application of e-coach methodology

Activity 4

Testing and finalization

LEARNING PLATFORM COURSEVO






HomeProgramsStatisticsContactCoursevo

English (en)


Training Platform of the e-Coach Project


The e-Coach Project

Towards e-Coaching, the first step to build trust with a digital coach



Online	1
Registered Users	38
Activity Spaces	19
User Logins	975
Hits	149205


Username


Password

Login

Forgot your password?


☐ Remember me

 Log in with Facebook

 Log in with Google

Free entrance

Sign Up Now



Welcome

The e-Coach project will introduce a coaching method in distance education (e-coaching), based on the consortium's extensive experience in successfully building trust through the use of coaching in the educational process. This method enables to "activate" students (inclusive education) and personalizes the education process (each student receives "material" which is required, not a general lecture directed to "everybody"). Coaching is a method of shaping skills based on the art of asking questions that mobilize the questioned (coachee) to self-analyze, act and seek knowledge. The time of the pandemic in which we find ourselves is the time of limited contact between students and teachers and this time can be used to introduce a coaching methodology that can make our students very "independent", increasing their creativity and commitment.


The project will deliver the following outputs:


01. An innovative didactic methodology for distance education (E-Coach), which will create the basement to build trust between parties of the educational process.
02. Integrated e-learning platform on the application of e-coaching methodology; it includes the activation program for teachers.
03. Pilot examples of e-coaching courses i.e. 12 recorded Calculus, Algebra, Programming and Entrepreneurship classes using the innovative e-coaching methodology dedicated to higher education institutions.


These outcomes may be relevant also for other fields of education, training and youth. Our direct target groups are academic teachers. The implemented methodology will have also a direct influence on students. It is planned that over 50 teachers and students will be involved in the project during the execution phase. At least 160 people from target groups will take part in the dissemination events.


Programs


Activity Spaces

 e-Coach Training Program (English)

 e-Coach Training Program (Polski)

 e-Coach Training Program (Deutsch)

 e-Coach Training Program (Suomi)

 e-Coach Training Program (Ελληνικά)

<https://ecoach.coursevo.com/>

OUTPUT 3: THE PILOT E-COACHING COURSES AND SHARED EXPERIENCES

E-COACHING AT BIALYSTOK UNIVERSITY OF TECHNOLOGY

- 4 courses, 3 meetings at each course
- 3 meetings with Computer Science students (out of 15 meetings of the Entrepreneurship course)
- Overall topic: Business Model Canvas (Key Activities, Key Resources, Key Partners)
- Our (coaches) topics:
 - How does the leader inspire actions? - **activities**
 - How does the leader manage the team? - **resources**
 - How does the leader manage the company? - **partners**

STUDENT'S EVALUATION

How different were the last 3 meetings from the previous ones? (11 answers)

- a lot - 3 (**27%**)
- significantly - 5 (**45%**)
- a little - 3 (**27%**)
- no difference - **0**

Based on student's evaluation, we found the following success factors:

1. The involvement of the coaches
2. Good explanation of topics and friendly approach
3. Positive atmosphere
4. Individual approach to each team, examples from the real world
5. The very form of classes, its curiosity, simplicity
6. Interaction with the lecturers, the knowledge provided and the way it is conveyed. An interesting "deviation" from the current way of conducting class
7. Interaction with the lecturers, in-depth analysis of the topic, examples provided by the lecturers which greatly facilitated the understanding of the topic

In short:

- ✓ involvement,
- ✓ atmosphere,
- ✓ individual approach,
- ✓ interaction

CHALLENGES

It is challenging to encourage/involve students in dialogue.

Once the dialogue starts:

1. let it last and try to follow the flow,
2. bring curiosity into the dialogue,
3. let students discuss in the smaller groups and present results in front of the whole group.

E-COACHING AT TAMPERE UNIVERSITY OF APPLIED SCIENCES

Case: Experience of transformation of teaching methodology from online to e-coaching

Marketing Strategies for Wellbeing and Health Technologies (Masters' level)

Analysis of student feedback: grading from 1 (very poor) to 7 (excellent)

- ✓ overall satisfaction in grades 5-7 increased by **+27%**
- ✓ dissatisfaction in grades 1-3 decreased by **-38%**
- ✓ learning improved by **+26%**
- ✓ activities appreciated more by **+44%**, and students' personal effort increased by **+10%** (in grades 5-7)
- ✓ performance in grades 1-3 overall decreased by **-33%**
- ✓ involvement in terms of how much effort was used for studies improved by **10%**



Vision without action is just a dream
Action without vision just passes the time
Vision with action can change the world

Joel Barker

NEXT STEPS

Project Call:

Alliances for Innovation (deadline 3rd of May)

Goals:

Implement e-coaching at partners HEI to be the pioneers that are using e-coaching pedagogy.

Inviting new universities, VETs, and companies to adopt/monetize e-coaching pedagogy

Meeting:

When: today at 16

Place: SEPT Office, Seminar Room 2nd Floor

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