

MARCH 2023

Newsletter Vol. 4



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Theater-based training for supporting innovations in enterprises (THENOVA)

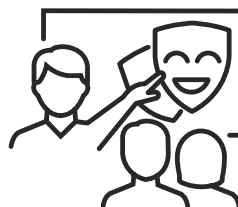
THENOVA stands for the Erasmus+ project **Theater-based training for supporting innovations in enterprises**, which started on the 1st of November 2020. THENOVA partnership is composed of passionate teachers, experienced company trainers and professional artists from Austria, Germany, Greece and Poland who seek to integrate performative and theater-based methods in company training to boost innovation potential of Europe's small and medium-sized enterprises (SMEs).

THENOVA intellectual outputs:



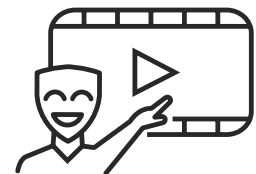
IO1:

Theater-based training program for SMEs trainers (completed)



IO2:

Theater-based training sessions for SMEs staff (completed)



IO3:

Video-based Open Educational Resources on theater-based training in SMEs (completed)

THENOVA theater-based learning videos for all!

The most of us did, do or will have links to the labour market, as an employee, manager, trainee, apprentice or whoever else. Surely, we have asked ourselves how to effectively organize work in teams, or resolve conflicts, or give feedback, or conduct a successful job interview? A series of short learning videos designed and developed by the THENOVA team showcase in an edutaining manner typical situations we could face at our workplace. These videos do not aim to provide the audience with ready-made recipes or instructions. We rather want you to reflect upon the characters and situations performed, to match them with your own experience, to try some exercises, and to finally change your behaviors at your workplace to the benefit of yourself and of your company!



Who performed on camera for THENOVA videos?



We believed, our videos would only be *authentic* if they reflected what we practiced ourselves. Therefore, all the scenes were performed by THENOVA members themselves, including creation of the storyboards and elaboration of the scenarios. Moreover, at some THENOVA institutions we discovered hidden talents among students or colleagues who were fond of theater and actively supported us when video production.

What are the topics of THENOVA videos?

THENOVA videos covered a wide range of topics linked to the companies' daily routine and appropriate human behaviors, such as giving constructive feedback, or performing well in front of an audience, or using effectively the body language and the power of voice in the communication process, or understanding how our given status effects our behaviour, and many more.

In total, THENOVA team produced 30 videos. The key message is: they are all available online at our YouTube channel meaning that they are accessible without any limitations for free. Check out our playlist and enjoy the characters and situations!



Below we provide you with a few direct insights into the THENOVA videos!

Self- and external perception



Energie Impuls OWL

Do you always know how are you being perceived by others? Feel the difference between the self- and external perception by watching the video created by THENOVA Partner Energie Impuls OWL!

Without words - full of meaning

A story without words can still be a story, says our THENOVA partner IDEC. Gibberish is an amazing tool to understand the power of body language and the strength of gestures and expressions.



IDEC

And, Action...!



Fachhochschule des Mittelstands (FHM)

The right appearance in front of the camera and a self-confident authenticity is becoming increasingly important for companies these days. The FHM team showed how to present yourself well and credibly when being filmed.

Goals - align yourself!

THENOVA partner PAIZ Consulting, being an experienced training provider for Polish companies perfectly knows that a goal aligning conversation between a manager and an employee can greatly contribute to the company's success. Watch this meaningful video and learn a few strategies in an informal way.



PAIZ Consulting

Conflict management



FH JOANNEUM

Can crises be solved better in a team? How to deal with a boss who thinks he has to solve everything on his own but doesn't know what to do? The video designed by the THENOVA partner FH JOANNEUM shows how a theatre scene can be developed to help a group of people understand, how and what they can contribute in a situation of crisis with such a 'boss' and what it feels like for individuals to take initiative.

Status at eye level



Rhenania Kunsthaus

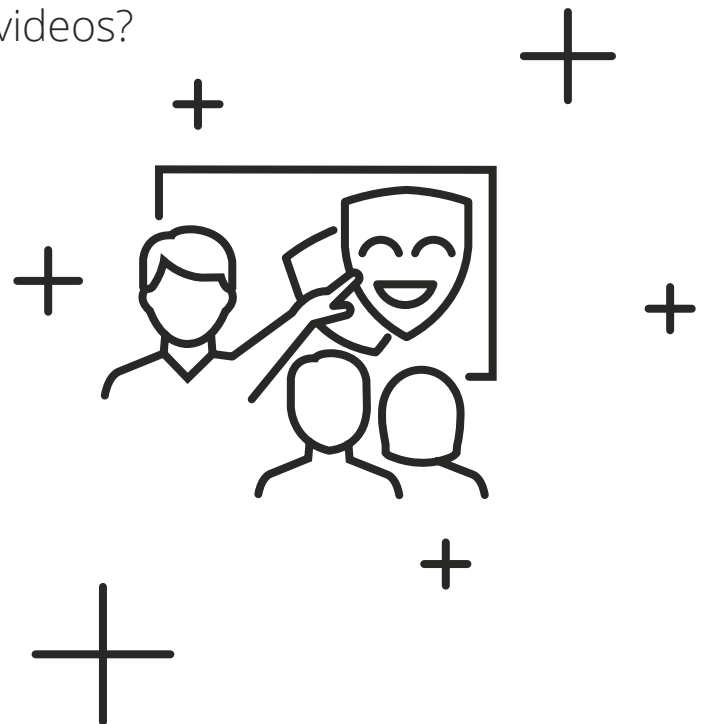
Last but not least: enjoy the short but very meaningful performance of real actors from the THENOVA partner Rhenania Kunsthaus. This video deals with the leadership, with unpleasant situations and strategies to get prepared for them.

How can you benefit from THENOVA videos?

The videos can be used as supporting training materials by company trainers at any enterprise for their own development on theatre-based methods. The videos can also be easily integrated in a running training session to enrich it with some additional visual resources.

Company staff in any position can surely benefit from the videos as they deliver in an informal way a few strategies towards enhancing our behaviour at workplace.

Finally, everybody interested in increasing communication skills and awareness of their body and voice are invited to benefit from THENOVA videos and reflect upon the scenes played.



Our lessons learned

The video production was an extraordinary experience for the THENOVA team. This is what our partner PAIZ shared: *"We decided to use as inspiration for the scenes the real stories of the participants of our trainings to make sure the emotions would be there. The preparations took us the longest since after having the idea for the educational scenes we were writing down the scripts for each of the roles as well as the intro and outro parts. Since we have had experience with recording the scenes and role-plays before, this in itself was not a novelty. We had some trials and it turned out that we are much better with role playing than we thought so this part was going to be spontaneous, results-based performance. What to do with hands while speaking to the camera was another story and here, we are still looking for the best solution 😊".*



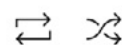
What we learned from this process, is:

- Have something interesting to say, and say it in an attention-grabbing way;
- Film your video with clear visuals and top-quality audio;
- Edit your video so that it cuts properly, includes captions, and has a nice background sound!

THENOVA videos in a nutshell:

- ✓ 30 videos designed by the THENOVA team themselves
- ✓ available in German, Polish, and Greek
- ✓ English subtitles
- ✓ Duration between 5 – 10 minutes
- ✓ Informal open educational resources
- ✓ Open and freely available at YouTube.

Theater-based training - 1 / 30



- Status in genre switch**
 Theater-based training
 9:42
- The sound makes the music. How to win people over with your...**
 Theater-based training
 8:17
- Fear/Trust: Letting Loose + Safe Fall**
 Theater-based training
 7:40
- Eskalation und Deeskalation - Escalation and de-escalation**
 Theater-based training
 4:29
- Engaging in GROW**
 Theater-based training
 9:27

What is coming next?

On April 30, 2023 THENOVA project is going to be finished. We have successfully completed all the expected outputs and are keen to demonstrate them to the audience in THENOVA countries and beyond. To this end, we will be organizing a series of dissemination events and kindly invite you to visit us so that you can learn more about our approach and give us your feedback.

We will be talking about the THENOVA Multiplier Events in the next newsletter. Stay tuned!



Program:

Erasmus+ , Key action 2: Strategic Partnerships for vocational education and training

Project lifetime:

November 1, 2020 – April 30, 2023

Project coordinator:

Fachhochschule des Mittelstands (FHM)



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