



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

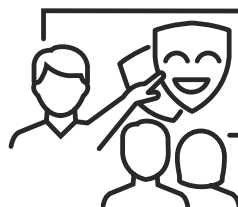
THENOVA stands for the Erasmus+ project **Theater-based training for supporting innovations in enterprises**, which started on the 1st of November 2020. THENOVA partnership is composed of passionate teachers, experienced company trainers and professional artists from Austria, Germany, Greece and Poland 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:



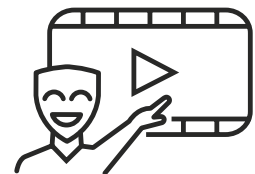
IO1:

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)

Final meeting in Graz

The final meeting in Graz concluded in the best way the consortium's work for more than two years. On March 27, the partners met in this picturesque Austrian city, at the FH JOANNEUM and vividly discussed the final results of their pilot theater-based sessions with employees, the creative process leading to the production of theater-based learning videos, and generated exciting ideas for the scenarios of the upcoming Multiplier events. The sustainability of the project and future collaborations monopolized the conversation in a great atmosphere that was characteristic throughout the project's lifespan.

A guided tour through the city offered by our passionate colleague Alexandra from the department of Construction and Architecture, and a great common dinner (keyword bear's garlic ☺) rounded up our harmonious reunion.



THENOVA Multiplier Events

THENOVA experience can only be preserved if wider audience is interested in replicating our approach. Therefore, partners designed and conducted four dissemination events in their countries aiming at presenting our achievements and sharing good practices.

Learn more about our multiplier events below!

Multiplier Event in Greece



IDEC conducted its Multiplier Event on Tuesday, 25th of April, in Athens with great success. 30 people from small and medium companies, Human Resource managers and trainers joined the event, which had the form of a workshop led by trainer Ersi Niaoti. The challenge to coordinate and engage thirty people in one session was great, but due to the quality of the exercises and the participants' willingness to absorb this new knowledge, it resulted to an impressive outcome.

The workshop started with warm-up exercises, continued with communication exercises such as the typewriter, and proceeded with trust exercises. Of course, the

weight exercises were a big part of the workshop, having a great effect on the participants. Improvisations and brief scenes were performed towards the final part of the workshop, creating an atmosphere of excitement and exhilaration.

The feedback collected was extremely positive, which was also obvious from the discussions that took place after the end of the Multiplier event. Once again, THENOVA had a great effect on everyone, raised creativity and enhanced our trust to theatre-based methods.



Multiplier Event in Germany



THE NOVA

„Anything but boring“ was the résumé of the final event of the project in Bielefeld, which placed theatre-based methods in the context of organisational and team development. The highlights of the event were definitely lots of movement and ... a live crime thriller!

The event was designed and implemented by joint efforts of three German project partners, which were Energie Impuls OWL, Fachhochschule des Mittelstandes, and Bayenwerft Rhenania Kunsthaus. After an introductory summary of the project, in which both the scientific background and examples of brilliant acting performances were presented, all the guests had already made them-

selves comfortable in their chairs with a drink. But then suddenly there was movement in the group. Under a pretext, one of the theatre experts lured the guests out of their comfortable role as audience members: whether as players in a live crime thriller or as guided through a crowd of people with their eyes closed - the participants could no longer escape the concentrated power of theatre and the effect of the intentional and unintentional interaction with others. With their heads full of impressions, there was plenty of fresh conversation afterwards at the buffet.

Multiplier Event in Poland



The ME event entitled “Emotions in Different Roles We Take Upon” took place in Lublin, Poland, on April 17. It was organised by PAIZ Konsulting project team together with Lublin Business Club – The Mentor Club, and NN Theatre demonstrating one of the way of cooperation between training provider, business and creative industry.

The event was organised for business mentors as a professional development opportunity. It was a live event for the participating trainers, mentors and SME owners with virtual participation of one of the speakers. The highlight of the event was a location since it took place in an actual theatre, on the stage. This setup created natural

surroundings for PAIZ trainers – Katarzyna and Artur to introduce THENOVA project results and involve the participants in the theater-based training performed right there on the stage.

There were 34 external participants representing mentors, coaches, SME consultants and internal trainers, adult educators and business owners as well as managers. All participants extremely enjoyed the meeting in which they were able to try out theater based techniques to use them later in their work. The meeting full of enthusiasm encouraged the participants to learn more about the videos and results of the THENOVA project.



Multiplier Event in Austria



The Multiplier Event in Austria was implemented by the FHJ team on April 25 in one of the guest rooms of the Wildmoser restaurant in Graz. The room was very suitable for the selected event formats, which were a mix of classical presentations, discussions and activity-based sessions, embedded in a cozy setting.

27 external guests participated in the event. The fields of activity of the participants were very diverse: they were representatives of the construction industry, design companies, the legal and administrative sector, e.g. the City of Graz, health care and social enterprises.

Apart from the presentations that highlighted the features and added value of the THENOVA outputs for our target groups, the FHJ team organized short round tables dedicated to viewing and discussing THENOVA learning videos in changing groups.



Then the discussion results from the different groups were put together and presented to the audience.

The FHJ team was happy to learn that the event guests expressed their willingness to deal with some topics by means of the presented methods, both in the form of a guided workshop or through the guidance provided by the learning videos.

Conclusion

On April 30, THENOVA project was finished. Looking back at the project hypothesis – to which extent theatre-based methods can be used to promote innovation in a company, we and our target groups can definitely confirm this. There was acting, controversial discussion and improvisation in front of the camera - with the necessary seriousness, but also with a lot of fun and great learning effects allowing for opening minds and creating a harmonious atmosphere required to start generating innovations. How do I and others appear in everyday situations? What power do our choice of words, tonality, facial expressions and gestures convey? All this was looked at from a new perspective, so that the teams and workshop participants profited in many ways.



In conclusion, we would like to thank all those who made this project possible and who can now use their experiences and new perspectives in diverse interaction contexts. Thanks also to all the guests and workshop participants who courageously got involved in the tried and tested theatre-based methods!



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)



The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Follow us

Learn more about further developments in the next Newsletter and follow us on **Facebook, LinkedIn** and **YouTube!**



www.thenova.eu