

Pre-employment program



Appreciate
the beauty
around us



Project Academy



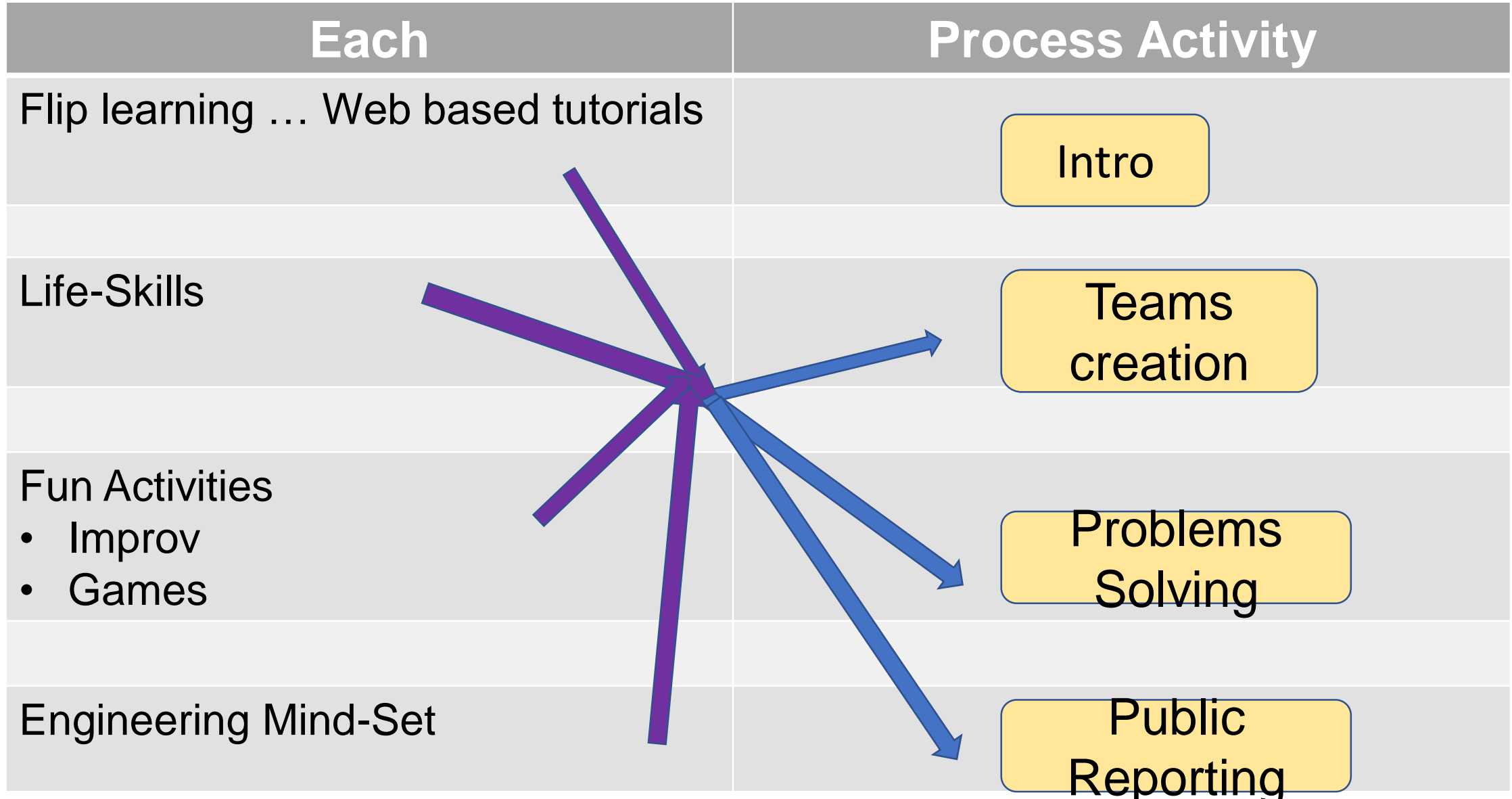
Ownership mindset



Society and Community



Process Elements



Schedule



- Get to know each other
- Create an environment to work in
- Why are we going to be successful
- Pick a problem to work on
- Use the problem-solving process to collect ideas and pick a good solution
- Create a presentation board that shares your work with other
- Celebrate



Schedule

4 weekly sessions



1 st session	Intro & Brain Plasticity/ Mindset/Culture Forming teams and setting values
2 nd sessions	Picking the project, Problem solving
3 rd session	
4 th sessions	
Notes:	Testing and iteration

Need:

Young adults need skills & mindset for employment

Young adults need a learning community...

Corporate partners

Positive & responsive employees

More successful business

Missing Skills according to corporate America

- **Attitude**
- **Social & Emotional skills**
- **Team player / Planning**
- **Problem-solving**
- **Communication**
- **Listening/ Financial literacy**

Training plan

Jobs ... tie-in with companies

Logistics support

Tie in with court system

Family & community

Follow-up services; Life-long learning

Problems are opportunities

Mindfulness learning

How / Uniqueness

Infuse life-skills during the training

Thinking like an owner of your own business

Listen to the Young Adults needs

Self-directed work teams

Engineering mind set... success starts with failure

Questions are the answer... be curiosity

The brain is like a muscle ... use it or lose it

Goals:

- Provide young adults a chance to enter the work force with marketable life-skills
- Build a community culture of helping each other
- Encourages personal values & commitment within the companies ... Cost saving & better culture
- Builds a work ethic & improved corp. values
- Develops & encourages smiling, enthusiasm & thinking

The diagram features three main components. At the top left, a green-outlined arrow points right and contains the text 'Ownership Mindset'. To its right, another green-outlined arrow points right and contains the text 'Life-skills'. Below these two arrows, a blue-outlined box with a light gray background contains the text 'Ability to Dream'. A blue arrow points downwards from the bottom center of this box. The background of the slide is decorated with faint, concentric curved lines on the left and right sides.

Ownership
Mindset

Life-skills

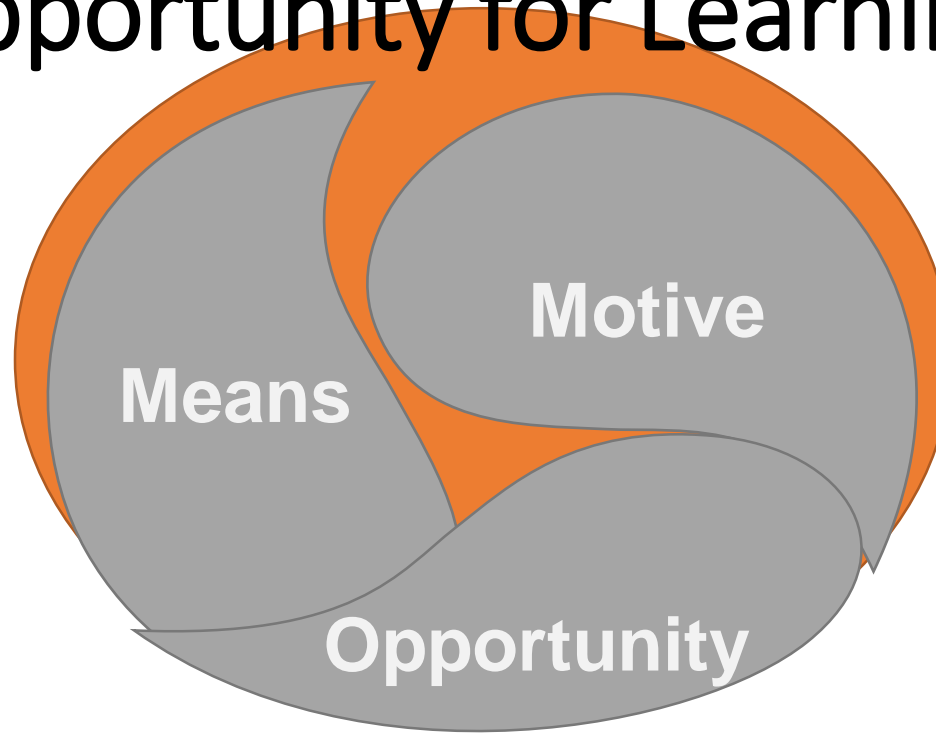
- Teamwork
- Thinking skills
- Problem-solving

Ability to Dream

Creating the Motive, Means and Opportunity for Learning

Providing Models, Methods, and Support

- Ensure conceptual clarity
- Offer models and methods
- Support the competences necessary to learn
- Supply specialist assistance
- Invest financial resources



Understanding Learning and Why It is Important

- Ensure supportive leadership
- Develop and sustain a learning culture

Opening a Space for Learning

- Make organizational learning a strategic goal
- Integrate learning in the project cycle
- Invest in knowledge management infrastructure
- Build relationships of trust

Me		Fun
Project-Academy		Values
You	You-You	work together
Team	Roles	You-Community
Solve the problem	Assessment/ Reflection	Rubrics
Ownership-of-your-outcome		

The World is changing

- Intelligent machines, AI
- Robots

Smart Creatives ...Googles term for people they want to hire.

Knowledge workers are becoming obsolete.

Wagner, Tony; Dintersmith, Ted (2015-08-18). Most Likely to Succeed: Preparing Our Kids for the Innovation Era .



Questions:

A question is an expression of inquiry that invites or calls for a reply or an interrogative sentence, phrase, or gesture.

- What type of questions get you to think deeper?
- What makes a question good?
- How can we integrate questions in our project?

Brain Plasticity ... Your Brain is like a muscle



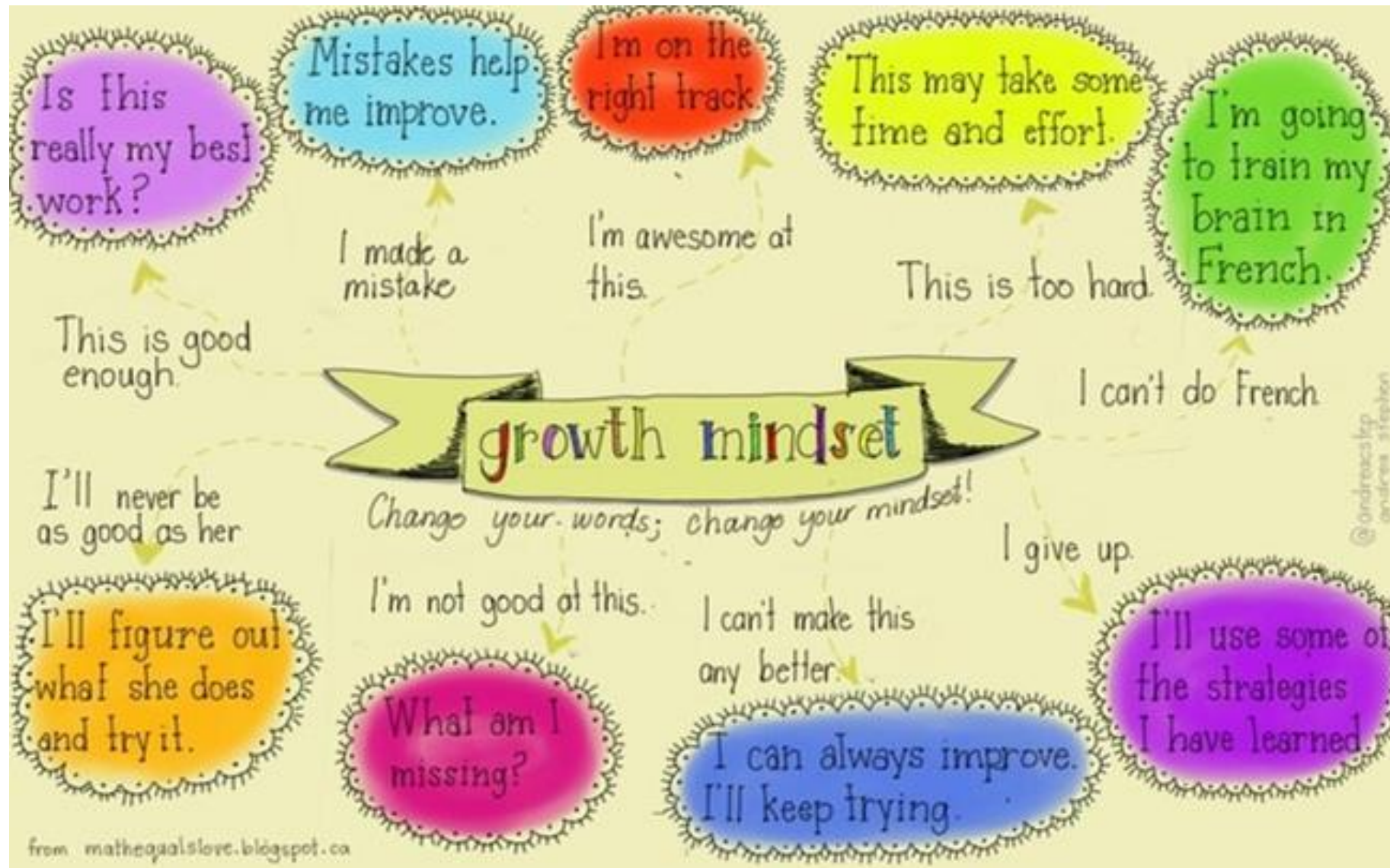
Mindset



Based on the works of:

- Carol Dweck, Ph.D
- Claude M. Steele Ph.D
- James Anderson, Habits of Mind
- Maria Diamond

Culture – The Fixed or Growth Mindset



Introduction of Bill Wolfson & Project Academy

- Organization of the Project
- Roles of students, facilitator, other stakeholders (need empathy)
- Our habits ... attendance is important
- What other habits should we practices?
- Collaboration
- Project-based learning

About You:

- What do you want to get out of this class?
- Any specific career or college goals do you have?
- Society Goals?

What's Project Busters about?



What's ours?



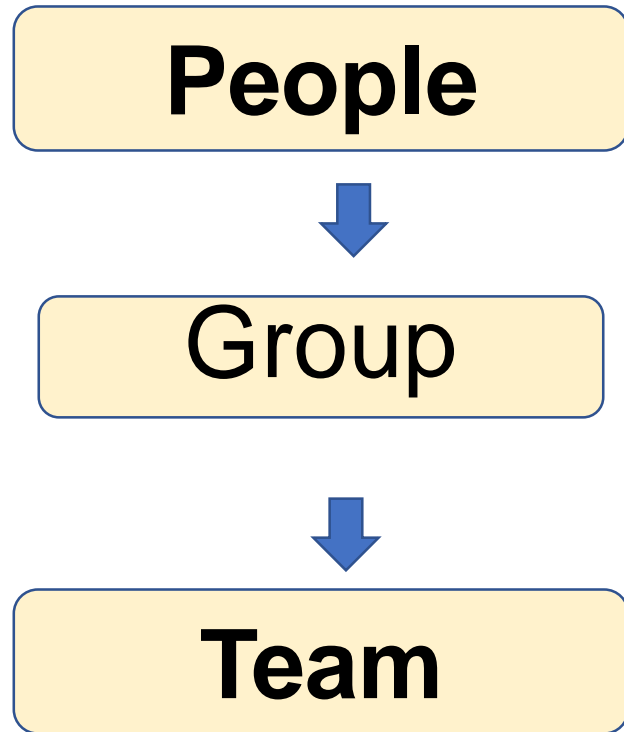
Do Organizations have a Culture?

- Organizational culture is a set of beliefs shared by the people in an organization. It contains the members' values, norms and assumptions. Organizational culture can be considered a system because it has input and output.
- Every organization's culture is different. The organizational culture at a bank, for example, is very different than that of a nonprofit. Some key indicators of an organization's culture are the dress code, furniture, topics of discussion and demeanor.



- Elements of Culture
 - Language
 - Communication
 - Symbol
 - Gesture, sound, color, design
 - Values
 - Goodness and beauty
 - Beliefs
 - Shared ideas
 - Norms
 - Rules and expectations
 - Rituals
 - Rites and Public ceremony

Path of creating a team



Individuals

- Collection of people
- Culture / Values
- **Generally NO roles**

Charter, Roles

Question: How do we make a learning team?

Results & Outcomes

- **Supporting the community ... involvement(Civics)**
- **Fun Activity**
- **Quality & Feedback in Learning**
- **Learning thru doing and mistakes**
- **Presenting your solutions**
- **Building social & thinking skills**

Values

Trust worthiness, Evidence, Respect, Empathy, Loving kindness, Curiosity, Innovation, Persisting, Flexibility, Continuous learning, Commitment, Buy-in, Humor and Taking responsible risk.

Team Set-up

Acting like a sports team... When playing... everyone is committed!

- Form Teams... Count 1,2,3
- Team captain, Team scribe, Team scheduler, Team tracker, Team public reporter, Advisory officer, Team tester

Create a Team Charter

- Overview of the Team
- Measurable team goals, roles, Deliverables
- How will we measure success?
- Expectations ... How are we going to work together?
Handle conflicts?

Learning vs sports characteristics



What Jazz Can Teach Us About Leading Learning Teams



Develop individual competence.



Create opportunities for reflection during and after action.



Challenge habits and conventional practices.



Ensure everyone has a chance to solo from time to time.



Cultivate supportive practices.



Design more interdependence into tasks.



Create environments that value errors as sources of learning.



Balance control and spontaneity.



Look outside the team for new ideas.

Jazz & Learning

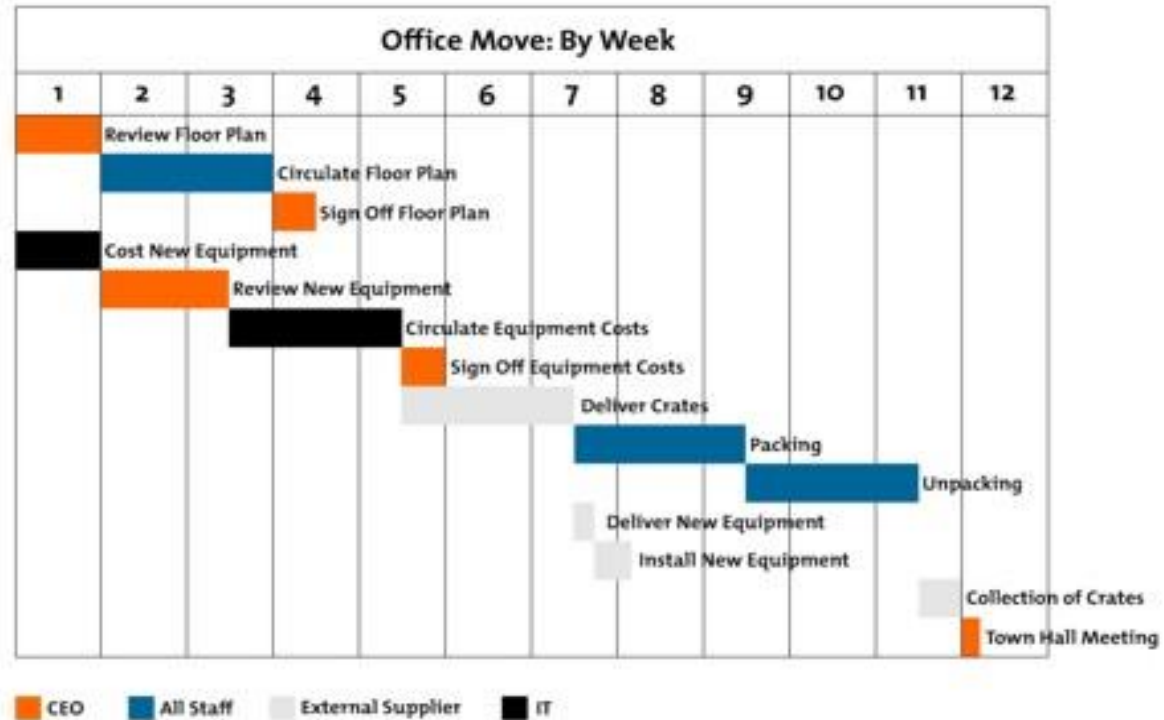
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Gantt Chart



Our Mission:

- Get students excited about learning (life-long learners).
- Have the reasoning skills to manage in today's society and begin to build a set of skills to use in multiple careers.
- Understand that problems are opportunities. The bigger the problem, the bigger the opportunity.
- Have students better prepared for a career.



Learning Objectives:

- **Getting to know one-another as a community / Team**
- **What this club is about**
 - **Solving problems to help community**
 - **Learning skills to interface with our community, school**

Fun Activity

Stacking the cups

- Planning & Understanding
- Doing
- What did we learn?



End

Feedback
sheet



Thank You