



Training concept for the module
limits and possibilities of empowerment
in the implementation of digital solutions

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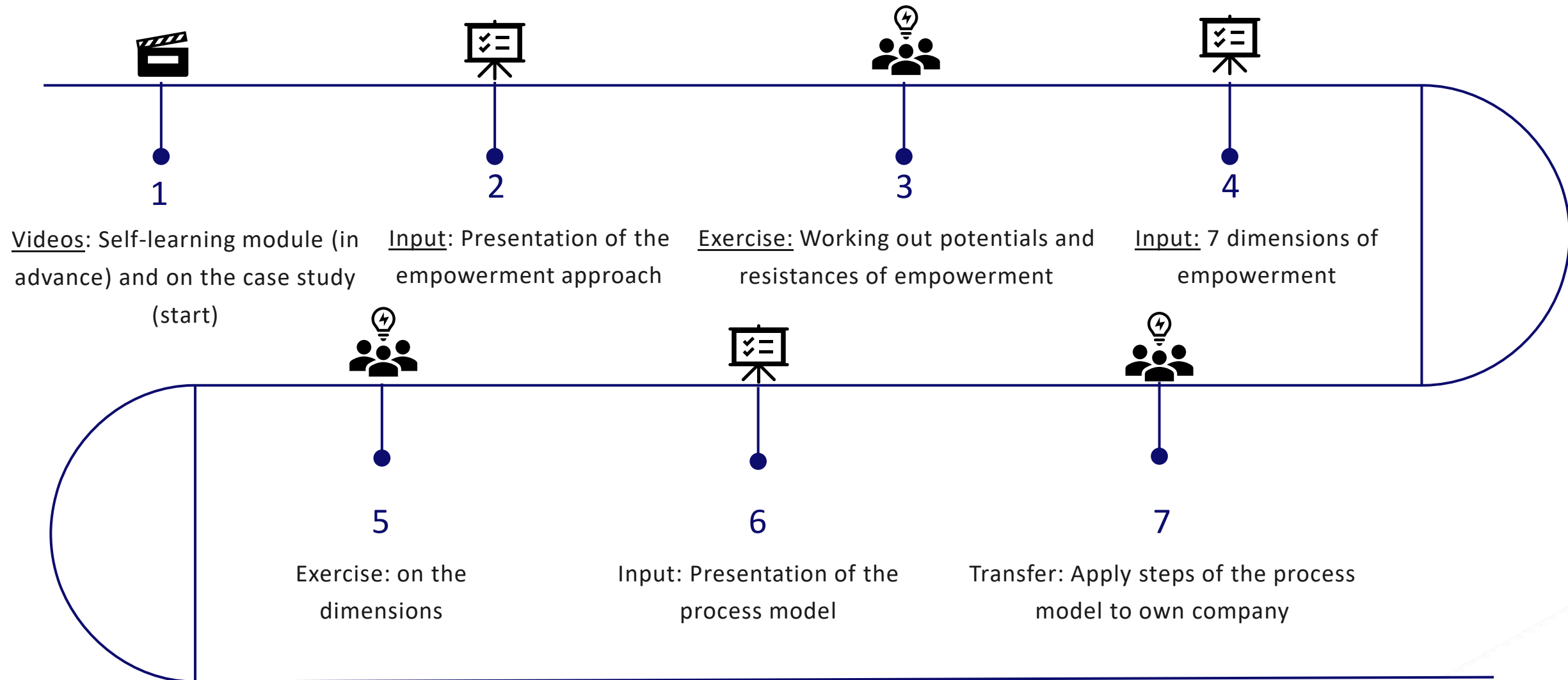
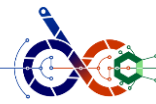
Agenda



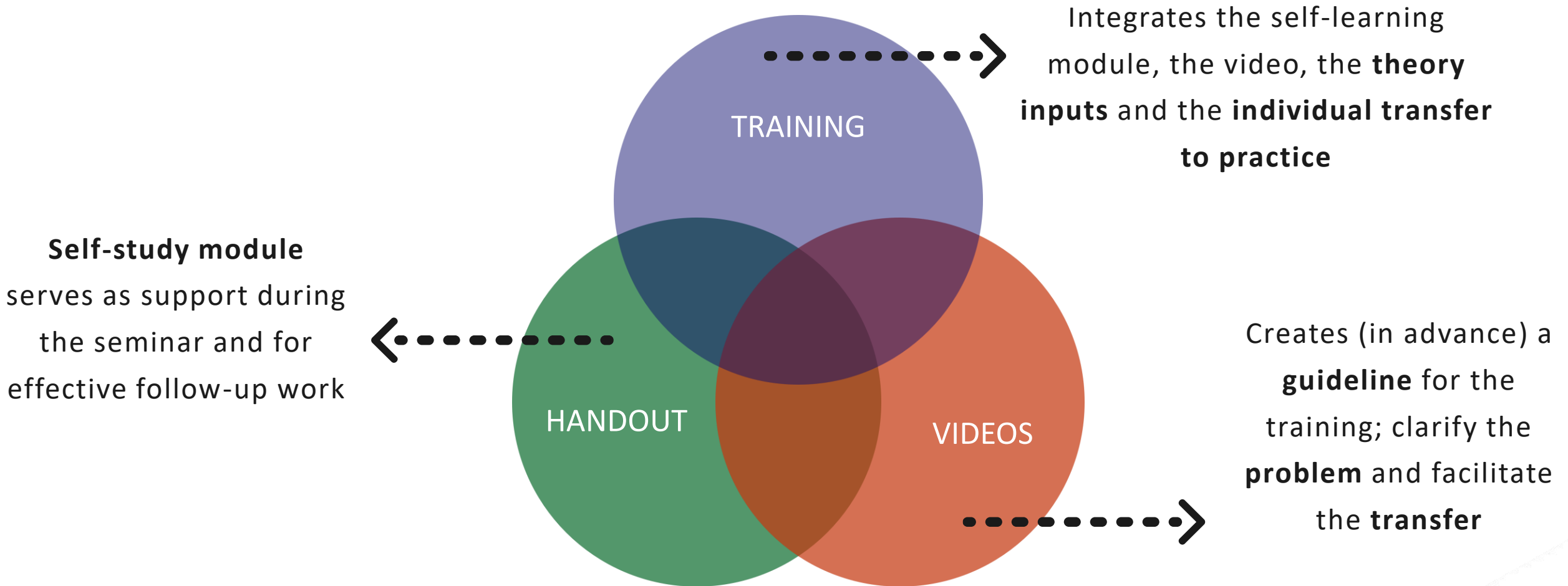
- 01 — Training concept
- 02 — Presentation of the individual steps of the training concept
- 03 — Reflection questions for today

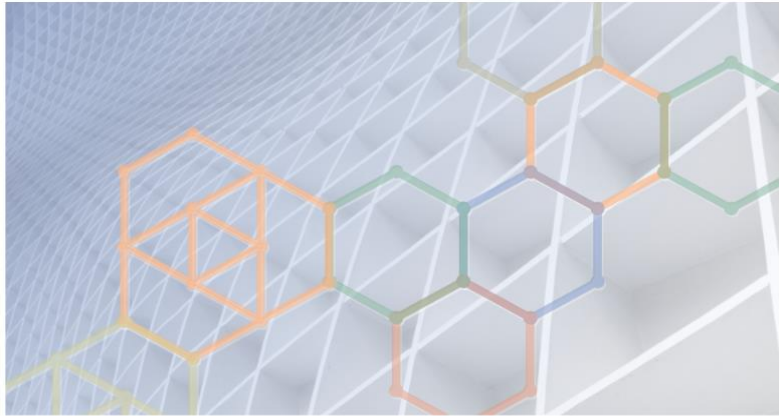


Training structure (1day-session)



How is the knowledge about the module communicated to the participants ?





Digital Coach [2020-1-DE02-KA202-007683] – Intellectual Output ##

Grenzen und Möglichkeiten der Partizipation bei der Umsetzung von digitalen Lösungen

Prof. Dr. Martin Kröll; Kristina Burova-Keßler, IAW, Institut für Arbeitswissenschaft

Video of the self-learning module

- Presentation of the self-study module:
 - Placement in the larger context (DC project)
 - What are the objectives of the self-study module?
 - How is the self-study module structured?
 - Short summary of the content

THEORETICAL INPUT



Training Part 1: Video of the case study

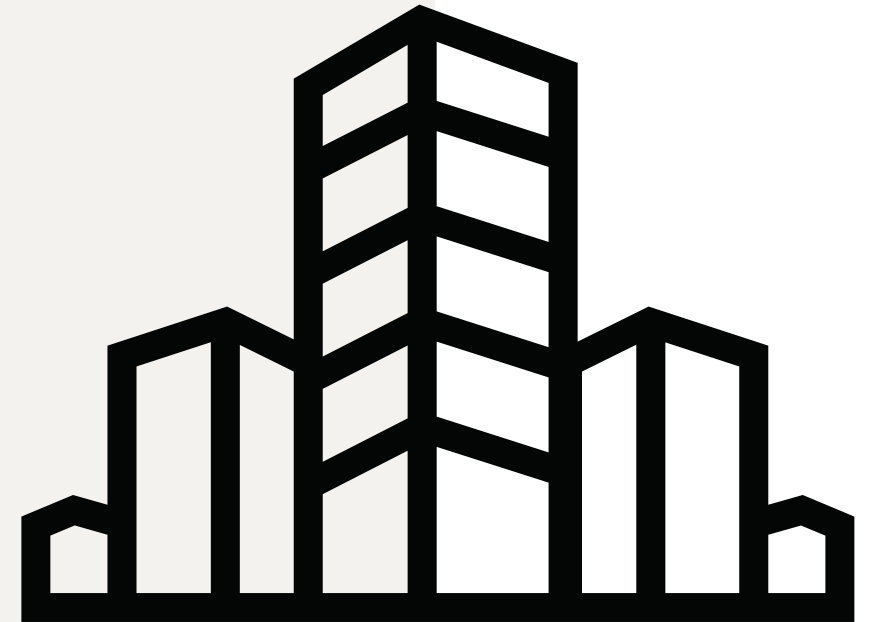
- Video about a case study, which is also taken up in the self-study module (duration approx. 2-3 min)
- Serves as a workshop introduction to the topic
- Clarification of the problem
- Establish transferability to reality

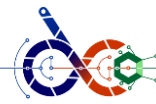
PRACTICAL INPUT

Training Part 2: Presentation of the empowerment approach

- What is empowerment?
- What does empowerment mean in the context of the digital transformation?
- What are the roles of key stakeholders in companies in the context of empowerment ?
- What are the prerequisites for the implementation of the approach ?

THEORETICAL INPUT





Training Part 3: Potentials and Resistance within the framework of empowerment

- Which potentials and resistances of empowerment are recognisable from the concrete case study (video)?
- What other opportunities and risks does the digital coach know about?

GROUP WORK +
SUBSEQUENT PRESENTATION OF THE RESULTS

POTENTIALS ?

RESISTANCE?



Training Part 4: Seven empowerment dimensions

THEORETICAL INPUT

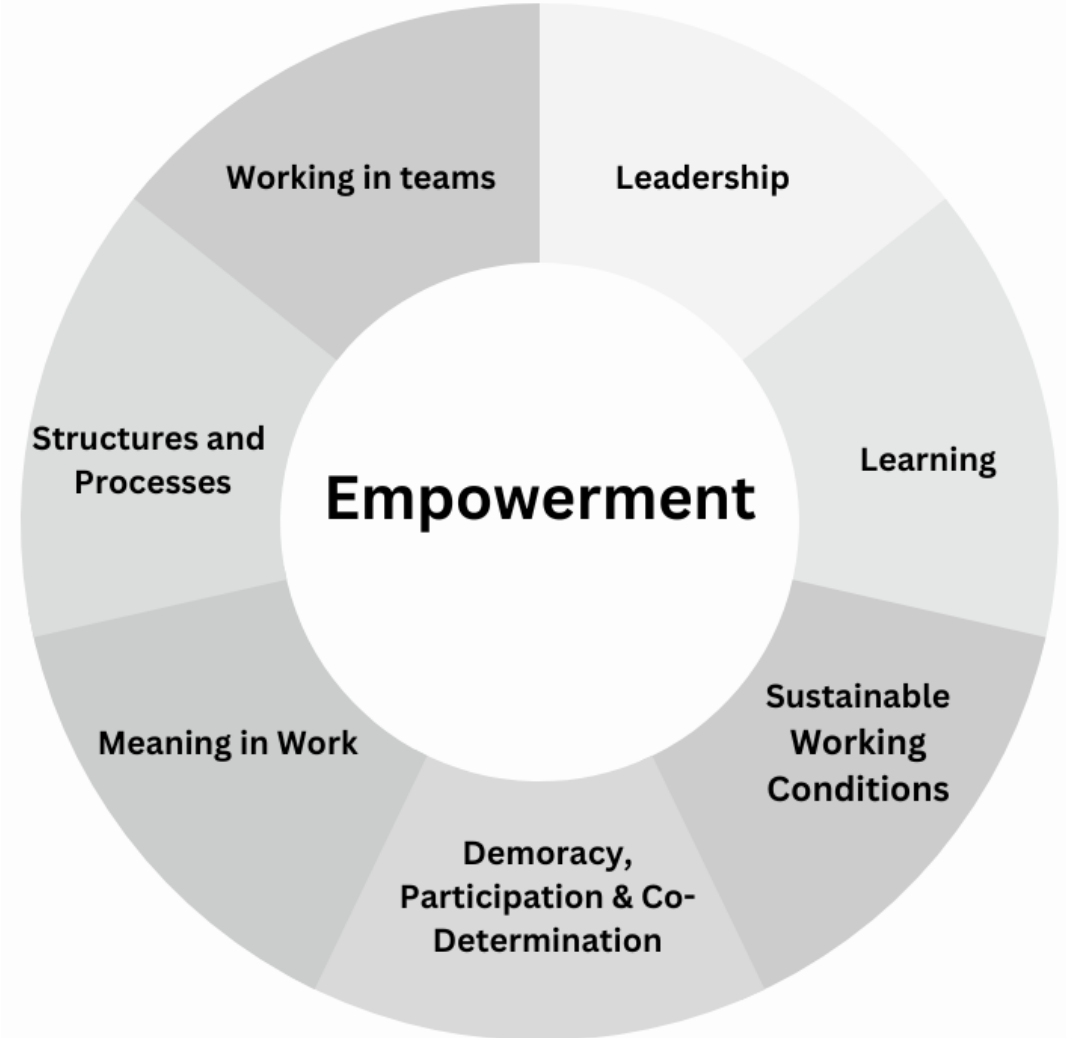
- According to Boes et al. (2020), what are the dimensions of empowerment ?
- Why is it important to pay attention to the individual empowerment dimensions?

GROUP MEETING

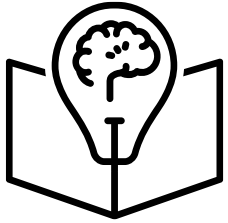
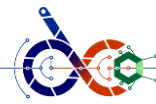
- To what extent are the dimensions transferable to the case study ?
- To what extent can individual dimensions contribute to the solution of the problem of the case study?



Reflection in large group

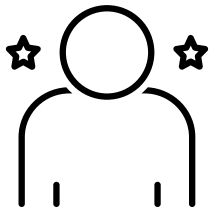


Training Part 5: Process Model Empowerment



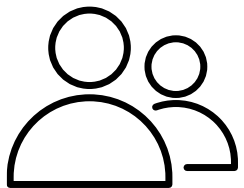
Theoretical input

- Which individual steps does the process model consist of ?



Individual work

- Establish transfer to own company/practical example
- Note/summarise the individual steps of the model for implementing empowerment in one's own company.

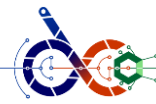


Exchange in teams of two (sparring partners)

- Present ideas regarding the process model to each other
- Reflect together/ feedback from the sparring partner

COMBINATION OF INDIVIDUAL AND TEAM WORK





Reflection questions for today's workshop

- What are the **advantages of** this training concept? Which aspects have not yet been sufficiently considered in the concept? Can this training concept also be used **for other self-learning modules**?
- What other design options do you see with regard to the **objective, format, methodology, materials and place of implementation**, etc.?
- How can we make the trainings **more transfer-oriented** (close to the reality of the potential DC)?

https://docs.google.com/document/d/1jEaSUIvTep_RZTOMkqKNnUX9X2sD1ozhv-umY0O4pBA/edit?usp=sharing





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