



Minutes Deaf Enterprise, Consortium meeting 2 Rotterdam, 9-10 February 2016

Venue: *Roots & Routes*, Delftsestraat 17C, Rotterdam NL

Participants: Ana Baric (host), Liesbeth Pyfers (chair & minutes), Lynne Barnes, Luigi Lerose, Outi Toura-Jensen, Ole Vestergaard, Miriam Grottanelli, Pia Rizzi, Jade Schiff

Interpreters: Lissa Zeviar, Eddie Moriarty

All Powerpoint presentations, photos, agenda, minutes:

<http://www.deafenterprise.eu/index.php/management-info/category/rotterdam>

1. Welcome, practical matters

Ana welcomes us to Rotterdam, and explains some of the practical matters.

2. Logo Deaf Enterprise

Outi shows us three proposals for our logo, designed by Eva Schuurman, one of the current Frontrunners. The logos are not finished. Partners give their comments: birds eye view versus eye view? Hand cut off at wrist? Please incorporate the name of the project in the logo: Deaf Enterprise. Eva is now in Bali. She will work on the logos after her return. Outi will send us updated proposals for the logo, 1 March.

3. Welcome video Website

Ole and Outi have not recorded a welcome video yet. They would prefer to develop the entire website, using Wordpress. Liesbeth will set up Wordpress on the website. We can then combine the two websites: one 'deaf friendly' with a lot of video developed by the CBG team, and a text oriented one supported by Liesbeth, for the National Agency and our secondary target group: mainstream teachers / trainers of deaf people.

4. Winston Scholsberg

See page 7.

5. Our target groups: partners present the results of their 'market research'.

Luigi interviewed 12 deaf people during a Debate on Deaf Employability at UCLan (Feb. 2). He presents his results. The participants had many recommendations. See Luigi's PowerPoint presentation on our website.

The CBG team interviewed 4 Deaf entrepreneurs and recorded the interviews on video. They show us the interview with Jakob. Ole will send us the links to all videos. The target group of the CBG team is: Deaf people who want to start their own business. In Denmark, there is a lot of information & support available for Deaf job seekers, but very little for

entrepreneurs. Most Deaf entrepreneurs are male, there are very few Deaf women who want to start their own business.

ISLA team:

The Italian target group is difficult. In Italy, entrepreneurship is not supported. For jobs, CVs are not relevant, you get jobs through networking. There are many great Deaf artists, but they produce art in their free time. They do not have the skills to make a living as an artist. But will they come to a workshop? And: what can we teach them?

Liesbeth: maybe it is easier to choose 'beginning' artists, or students in art schools? Or: choose a group project, e.g. organize an exhibition, or an event together, so that participants can 'learn while they are doing'?

It may not be easy to find participants for the national workshops. Partners agree that the workshops should be open to everyone. If you limit participation to certain target groups (young people, academics, unemployed, ...) it will be even more difficult to find participants. Plus: you may exclude valuable persons, just because they don't meet the criteria.

6. Our curriculum

<http://www.deafenterprise.eu/index.php/category/curriculum>

Liesbeth made 'activity cards' that partners can choose from to make a first outline of a programme for a 5-day workshop. Partners prefer to first discuss the curriculum, per country. They will then discuss the programme with the trainers at home.

Partners suggest a number of skills / topics that should be part of the workshop (also see the minutes of the Preston meeting). Jade makes a list of headings / modules for these skills / topics:

- Networking
- Communication Skills
- Promoting yourself / your business
- Cross cultural skills
- Career planning
- Writing CVS and application skills
- Employment rights
- "Getting the job" journey
- Who am I, what do I want, what are my rights?

We discuss the format of the curriculum. Jade thinks that Liesbeth's activity cards are too detailed. We should not try to tell trainers exactly what they should do; we can leave that up to the trainer.

But that depends on who our trainers are: are they experienced entrepreneurs / artists / employers who can teach from their own experience, but who may need instruction in how to deal with groups? Or: are they experienced trainers who need information about entrepreneurship / job skills? See item 7 on the agenda.

Jade tells us about their “Peer Training” curriculum: it was made at the very end of the project, after the national workshops. Different people wrote different chapters. The end result: over 100 pages of text. In the second project, “Routes to Employment” they developed an online database that trainers can select modules from. However, the descriptions of the modules are not complete. It tells trainers the objectives of a module, but not what the trainers can do, to reach the objectives. R&R are still looking for the optimal format.

On the Deaf Enterprise website you can find the info. about our curriculum:

<http://www.deafenterprise.eu/index.php/category/curriculum> :

- Roots & Routes Peer Training Curriculum
- The “Routes to Employment” curriculum
- Liesbeth’s activity cards

Friday morning, partners brain storm and we watch Jakob’s interview.

CBG will use Jakob’s interview as their starting point. What can we teach participants so that they can do (or: try to do) what Jakob did – without making his mistakes? They will ask Jakob and another successful entrepreneur to be the trainers at the workshop. They think it will be two 2.5-day (weekend) workshops. The first weekend will focus on empowerment, communication skills, personal fears and strengths, cross cultural skills. The second weekend will focus on business skills, business opportunities. After the first weekend, participants can do homework, think about what they learned, etc.

UCLan Lynne and Luigi discussed the problems of finding trainers who meet our criteria. They will look for trainers, then develop a draft programme for the national workshop, together with the trainers.

ISLA Miriam and Pia will look for trainers, will think about their target group, and what they need / want.

7. Our national trainers

Requirements:

- The trainers must be Deaf sign language users.
- For the International “Train the Trainer” workshop: they must know International Sign.
- If possible, they should be experienced / successful entrepreneurs, artists, jobseekers.
- They must be able to come to the International “Train the Trainer” workshop in Siena (November 2017).
- They must be willing to teach (at least) 1 national workshop, April – June 2018/

In the UK and in Italy it will be very difficult to find Deaf trainers. Successful Deaf entrepreneurs / artists are probably too busy to come to the ‘Train the Trainer’ workshop, and/or to teach at the national workshops.

At the next meeting we will discuss the Trainers and the programme for the international Train the Trainer workshop, in more detail.

We will be the trainers at the international Train the Trainer workshop , together with 2 experienced R&R trainers.

The national trainers will be paid, see Liesbeth's Powerpoint.

For the national workshops, each partner has a budget of 1000,- euros to hire two experts to come to the national workshop, to answer questions, to make a presentation, etc. Two experts for each 500 euros, or 4 experts for 250 euros each, or ..

The budget heading: Exceptional Costs, so only 75% funded. You pay the experts 1000,- euros, you only receive 750,- euros from the National Agency).

8. The website

<http://www.deafenterprise.eu/index.php/category/website-oer>

The CBG team will make a proposal for a deaf-friendly website. Official launching date of the website: May 2017.

All partners will look for Deaf Entrepreneurs to be added to the website. Partners will interview entrepreneurs, so that we can add their videos to the website.

At the Preston meeting, we decided what questions to ask the entrepreneurs. The CBG team added some more questions. Outi will send us their questions, so that we can all ask the same questions.

9. Minutes of the kickoff meeting in Preston

The minutes were short: just a list of decisions and a 'to do' list. Partners are happy with this format.

Partners completed most of the activities on the 'to do' list. Some activities have already been discussed in the meeting. The minutes are approved.

10. Next meetings: dates & locations

The **international 'Train the Trainer' workshop**

CBG and ISLA both sent Liesbeth estimates of the costs of hosting the international Train the Trainer workshop in Denmark or in Italy (see Liesbeth's Powerpoint:

Siena will be cheaper; in the workplan, it says that the workshop will be in Siena. All partners agree: the Train the Trainer workshop will be in Siena.

Dates in 2017

Meeting 3: 25 – 26 May, at Castberggaard (Denmark)

International "Train the Trainer" workshop: 23 – 26 November, in Siena (Italy).

Lissa and Eddie will be our interpreters in May and in November.

11. Collaboration agreement

Uclan sent us a proposal for the Collaboration agreement (January 27th 2017)

Outi will represent CBG in the management team.

Ana will ask Jade who will represent R&R in the management team.

Liesbeth will send them corrections (See Liesbeth's Powerpoint)

When UCLan has made the corrections, they will send us the final agreement. Each of us prints the document (2 copies), signs both copies, and sends these to UCLan. UCLan will sign both copies and return one to each partner.

12. Timesheets, budget

Most partners sent Liesbeth their timesheets (see Liesbeth's Powerpoint). There are no problems with the timesheets, they are easy to use. Liesbeth will send the data to UCLan. We will discuss timesheets and budget, at every meeting. If there are problems, we can discuss solutions. It is possible to transfer budget from one heading to another heading, or from one partner to another partner. But there are strict rules, not everything is allowed.

13. Any other business

Outi tells us about another EU project that is similar to ours. She doesn't know the name. EUD is a partner. Liesbeth will ask Mark Wheatley for information. (> Designs project, www.designsproject.eu)

Outi suggests that we use podio.com as our project management platform. Liesbeth will look into it, but would rather not use a third platform. We already use Google groups and the management part of the Deaf Enterprise website. Too many platforms will be confusing. Already we have decided not to use Google docs, because it is difficult to access for some partners.

Luigi shows that the website does not work properly on his iPhone. Liesbeth will check and fix the problem.

14. Evaluation

Partners complete the evaluation form.

Most comments are positive, or positive plus (Great, wonderful!)

Some comments about the presentation by Winston:

- Not appropriate for the aim of the project.
- Maybe the timing of it was not so good.
- It was difficult for him, he was out of his comfort-zone.

➤ His experience is useful, but not in this meeting.

We will have to select the R&R trainers who will come to the int. Train the Trainer workshop, carefully. Before the meeting, we must give them clear instructions of what we expect of them.

Other comments:

- Let the group decide; more group decisions
- Not enough time for the curriculum

At the May meeting, we will have to plan the agenda even more carefully, so that everyone can contribute.

Partners thank Ana and R&R for their hospitality. Everyone agrees: a good meeting!

Tasks and timepath, February – May 2017

Who	What	Deadline
All partners	Will send names, addresses of Deaf entrepreneurs to Liesbeth.	Ongoing
All partners	Will interview Deaf entrepreneurs (in person, Skype, email). The info: to be used for the workshops / curriculum, and to be included on the website.	Ongoing
Outi	Will send us the questions that they asked Jakob, in their interview	Now
Liesbeth	Will set up Wordpress for Outi and Ole	Now
Outi, Ole	Will send us the Vimeo links for their interviews of deaf entrepreneurs	Now
R&R	Will inform Liesbeth who will represent R&R in the management team	Now
Liesbeth	Will send the corrected Partner Agreement to UCLan	Now
UCLan	Will send final Partner Agreement to all partners	Now
All partners	Will print 2 copies of the Partner Agreement, sign both copies and send these to UCLan	Now
R&R	Will send Liesbeth R&R's timesheet	Now
Liesbeth	Will send timesheets and other financial data to UCLan	Now
Liesbeth	Will ask EUD about other EU project for Deaf entrepreneurs	Now
Liesbeth	Will fix the www.deafenterprise.eu website so that it works on cell phones	Now
Liesbeth	Will look at podio.com, to see if we want to use it as a project management platform	Now
Outi and Ole	Will send us new proposals for the logo.	1 March
Outi and Ole	Will send us travel info to Castberggaard	March
All partners	Meeting 3 at Castberggaard (Denmark)	25-26 May
Outi and Ole	Will develop a proposal for a deaf-friendly website, with the Welcome video.	May meeting
UCLan, ISLA, CBG	Will look for and find Deaf Trainers	May meeting
UCLan, ISLA, CBG	Will contact Deaf Trainers, will develop a draft programme for the national workshop, with them, to be discussed at the meeting in May	Send out drafts to all partners, before 1 May
All partners + trainers	International "Train the Trainer" workshop , Siena (Italy).	23016 Nov. 2017

Winston Scholberg's presentation

Deaf Enterprise, Consortium meeting 2, Rotterdam, 9-10 February 2016

(<http://winstonscholsberg.nl/>)

- Winston is a professional storytelling architect
- Storytelling is not about us, it is about the audience.
- Make contact with yourself, before you engage the audience.
- There is always tension. Start by breathing slowly, put a smile on your face – even if it feels like role playing. Feet on the ground, breathe, start. Then: scan the audience, try to make eye-contact with every individual. No eye-contact? Pay extra attention to that person. Use scanning to pace your presentation.
- Important questions:
 - What do you want to communicate?
 - How do you bring it across?
- When two people meet, the most inspired, the most convinced person will influence the other. Go from what inspires you, and use it to connect to the other.
Ask yourself: why am I here? Do I know more about this topic than the other person?
Yes! Go from your own strengths.
- Make up 3 sentences to explain who you are. Use these sentences when you introduce yourself to new people. Make them curious, make them ask questions.
Then: give them your business card.
- Present your message as a story. Wait for the connection with the audience.
- When training others: tell them it is OK to make mistakes. You don't have to be perfect. Applaud them for trying. Build up their confidence: baby steps.
- Inspire the trainees, make them confident, help them succeed.
- Trainers will have different roles, depending on the group and the activity: trainer, teacher, coach. Trainers can be role models. They do not have to know all the answers to all the question. They can help trainees search for answers.