



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

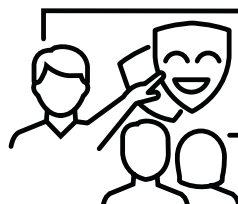
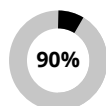
THENOVA stands for the Erasmus+ project **Theater-based training for supporting innovations in enterprises**, which started on the 1st of November 2020. THENOVA partnership is composed of passionate teachers, experienced company trainers and professional artists from Austria, Germany, Greece and Poland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



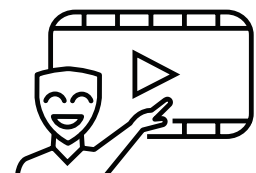
**IO1:**

Theater-based training program for SMEs trainers (completed)



**IO2:**

Theater-based training sessions for SMEs staff (about to be completed)



**IO3:**

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

## Theater-based training courses for SME staff – pilot implementation

Between July – December 2022, THENOVA partners conducted further training sessions for staff from small and medium-sized enterprises in their countries using performative and theater-based techniques. Being inspired by the first pilots which received a very positive feedback from trainees, THENOVA trainers felt more and more convinced that the applied methods increased the quality of their workshops. In this Newsletter, we are happy to present you a few more insights into THENOVA training sessions!



## Training ESCALATION AND DE-ESCALATION

September 19, 2022: Monika Pieper, experienced trainer from the THENOVA partner Energie Impuls OWL (EIOWL, Bielefeld, Germany), conducted her first theater-based workshop entitled “Escalation and de-escalation”. The focus of the session was the effect of voice and body language to avoid violence, aggression, provocation and to identify one’s own needs and feelings. To train this, trainees had to sharpen their own perception, analyze and understand their body feeling through various exercises. In particular, they were suggested to consciously speak words and sentences, be aware of emotion, empathy and appropriate intonation as well as had a few insights into the facts and background information. The relevant outcome of the training was the increased ability of trainees to calm a conflict situation with a calm voice and deep breathing.



“I felt connected to my own body, I felt present, and I felt like I have impact on others.”

“It is surprising how different it feels to really stand up straight and how that affects my communication when speaking.”

## Training SELF- AND EXTERNAL PERCEPTION

The next theater-based workshop given by EIOWL trainers Monika Pieper and Klaus Meyer on September 26 was dedicated to the topic "Self- and External Perception". The fact is: the more self-perception and perception of others coincide, the better communication works. Therefore, it is important to strengthen self-confidence. In their workshop, Monika and Klaus demonstrated effective techniques to the development of the body language, eye contact and voice in order to convey emotions in a more targeted manner, which were immediately put in practice by the trainees. At the end of the workshop, participants were invited to assess themselves and others of the group. Finally, they were amazed about the great similarities of the assessment.



## Training COLLABORATION AND EFFICIENCY

How to effectively design the team building processes in an company? This was topic of the next workshop „Collaboration and efficiency“ that was facilitated by Monika Pieper and Klaus Meyer from Energie Impuls OWL on September 30. Workshop participants learned through practical exercises how to work together by picking up

on each other's impulses. The exercise Machine Building helped understand the value of each single employee for the performance of the whole organisation. At the end, trainees were fascinated by this experience that focused on anticipation, integration and perception.





## Theater-based training for companies in GREECE

THENOVA partner IDEC from Greece implemented meanwhile four training sessions for a total of 37 employees from companies in Piraeus. The workshops focused on practicing communication skills, empathy, stress management, intergenerational communication, mindfulness and active listening.

Ersi Niaoti, passionate trainer at IDEC, used to start her training sessions with breathing exercises and stretching to wake up bodies and brains. Then, walking on circle by changing the rhythm and way of walking helped participants find connections within the group and facilitate the communication.

The elevator exercise aiming at warming up voices was a huge success as well as going through the criss-cross walking exercise in which the floor changed quality from very hot to cold or sticky. The storytelling exercise in which the hands of a participant commented or gave extra ideas to the person sharing a story helped trainees activate their creativity, improvisation skills and realize a power of non- and paraverbal communication.

The feedback sessions initiated by Ersi after each workshop allowed for reflection of the impact produced on trainees, better analyse their needs and adjust the training strategy for the future.

At the end of the training sessions, participants looked and felt lighter and more connected to their teams and groups. As one trainee said, even if they had internal company minor troubles prior to the training, afterwards they felt more at ease to solve them or that they have already forgotten about them!



## Training SETTING GOALS

On October 4, seven participants from local SMEs in Lublin were getting a new perspective on goal setting process, working with PAIZ facilitator Katarzyna Mitrut. The “Yes and...” exercise taken out straight from the theater-based techniques portfolio was a real ground-breaker. The employees were surprised at the difference the progress in relations and communication if one changed the “yes but” to “yes and” attitude.

The Typewriter exercise let everyone feel the difference in the result when every team member is working towards the mutual goal. Some participants directly expressed their interest in participating in similar “knowledge pills” events.



“It took us a long time to understand our individual roles and input we can make, but when it clicked the result was amazing!”

## Theater-based training at WOLFGANGSEE

On July 1 and 2, the THENOVA trainer duo composed of a professional performer Gregor Weber (Rhenania) and Johannes Haas (Fachhochschule Joanneum) gave a training workshop for eight employees from the Federal Institute for Adult Education in Strobl am Wolfgangsee (Austria).

In the morning and evening, trainers did basic work with participants, such as giving weight with partner, feeling the partner breathing, blind work (hereby pairs were formed, in which one led the other who wore a blindfold through which he cannot see anything). A relaxing factor was that the training was conducted outside in a nature setting!

During the day, the workshop participants spent two hours working on theatrical scenes based on the themes and problems brought from their practice. Following techniques from Keith Jonston, the goal was then to get a distance from the emotions through the theatrical play and to seek a solution through the play. This combination was felt by the participants as very coherent and positive.



## Training ACTING IN FRONT OF CAMERA

On July 22, FHM's trainer Christoph Brake implemented a training dedicated to making a professional performance in front of the camera. The small group of six enthusiastic trainees (unfortunately, other four participants got Corona!) exercised various gestures and facial expressions,

voice, body and presentation techniques when making video recordings. They were fascinated by the self-perception and perception by others in front of the camera, and learned a lot of new techniques to be used when making their own video lessons professionally.



## What is coming next?

The next exciting challenge for THENOVA partnership is to create inspiring educational videos demonstrating omnipresent problems from daily's companies life and ways to solve them. Hereby our trainers have to give proof of their abilities to design scenes, to perform in front of camera as well as of their creativity, improvisation and critical thinking. The videos are supposed to be used as informal educational materials primarily by staff and company trainers at any enterprise, but, in fact, everybody interested in increasing communication skills and awareness of their body and voice are invited to benefit from THENOVA videos.



Learn more about our developments from the next Newsletter!



### 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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