



OSS MEETING ON MENTORING AND COACHING

GOOD PRACTICES OSS PARTNERS

BELGIUM (1)

Bryo - VOKA Chamber of Commerce -

-coaching program for each lifecycle of the entrepreneurial life :

Bryo StandUp – StartUp – ScaleUp.

-StandUp is accessible for people who only have an idea

-StartUp is for young entrepreneurs who already have sales

-ScaleUp is for entrepreneurs who are in a transition phase (growing from a startup to a corporate).

Beneficiaries: start ups, young entrepreneurs with business

Transfer of Learning: After small adaptations : the tools, the mentoring/coaching system

BELGIUM (2)

Coaching for start ups (city of Antwerp)

-3 initiatives:

the start up intake conversation,

Take off Antwerp (room for entrepreneurs) and

BAAS (to change your dream into a company)

Beneficiaries: first time (young) entrepreneurs

Transfer of learning: system could easily be 'translated' to other cities

BULGARIA (1)

Bcause

practical needs of participants (social enterprises):

- Know-how to set up and manage business
- Mentoring is crucial and mentoring progress is monitored
- Network of mentors

Beneficiaries: SME's and NGO's social impact enterprises

Transfer of learning: program for people outside cities

BULGARIA (2)

Secondary Technical School

Stds learn from advanced mentors, experienced companies

Involved in EU projects (junior achievement program)

Idea is to try to keep them in Vratsa

2yr practical learning in a real company ->more competitive on the job market (intrapreneurial)

Beneficiaries: students from secondary school

NORWAY

Møre and Romsdal County Authority

Creative and cultural industries

Make labour market more diverse and attractive

Beneficiaries: mentors with industry-specific knowledge, facilitator, expert in entrepreneurship, project leader

? entrepreneurs

Transfer of learning: through network meetings

NORWAY (2)

Innovation Norway - > Entrepreneurs Mentoring service

Individual advice and follow-up for businesses: individual conversations 2-18 mths

Mentor doesn't intervene in day to day business

Governmentally financed

Register of possible mentors to retrieve knowledge from

Beneficiaries: priority to entrepreneurs under 35 yrs

Transfer of learning: with some adaptations this program can easily be transferred to other regions

NORWAY (3)

VINDEL AS -> Sponsor for entrepreneurs with immigrant background

Obvious problems for immigrants to start up businesses

Network of volunteers to help them with their practical problems

Individual coaching over 3 months or 5 sessions of 4 hours

Beneficiaries: immigrant entrepreneurs

Transfer of learning: after a few adaptations, this program can easily be transferred to other countries.

POLAND

Start in Podkarpackie Acceleration Program

- incubate new enterprises through tailor-made mentoring
- specific situation in Poland: subsidiaries from EU and Poland for start ups – young people, lack of knowledge of business

Beneficiaries: Startups which get in to the Start in Podkarpackie Acceleration Program.

Transfer of learning: flexibility of the mentoring paths, universities are partner in program so possibly collaboration start ups and academic world

SLOVENIA

CEED Slovenia

Young entrepreneurs need good mentors

CEED only successful entrepreneurs national and international

No lectures or workshops – practice based

Beneficiaries: business network CEED Slovenia, mentors and mentees

Transfer of learning: business community that is growing can disseminate the idea

SPAIN (1)

Universidad de Granada Emprendedora

-Help student entrepreneurs: lack of knowledge, reduced network, lack of knowledge and experience in managing

-business mentors, academic mentors, student mentors

-std-entrepreneur:

entrepreneurship programs (1-5 mths)

middle phase project (mentoring contract)

Beneficiaries: members of university community, and sometimes people from outside

Transfer of learning: system has already been translated

SPAIN (2)

Chamber of Commerce Motril ->Women's business support program

Fewer female entrepreneurs

Promoting self employment amongst women

Advice over 100 females, create over 20 businesses

Beneficiaries: business women and female entrepreneurs

Transfer of learning: this program was developed in 2001 and has been implemented in territorial network of C of C

WSX Enterprise -> MENTOR-NET

Set up in 2010 business support through mentoring of SME's

Low cost mentoring support

Guidance and advice for businesses who are stuck

Beneficiaries: any start up or early stage SME and business support stakeholders

Transfer of learning: easily transferriably to other regions

Impressions

- easily transferrable to other regions/countries!
- beneficiaries are complementary: from student-entrepreneurs to entrepreneurs

Partner countries can learn from each other!