



## Community Vocational Training Action Programme Name of the project: VIT and E-learning

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### Report Work Package 2 – Part 1

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**VEROC** Video Enhanced Reflection on Communications



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| 1. Hopes and Dreams   | 2. Strengths to achieve Hopes  | 3/4. Barriers - Solutions   |
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| <p><b>Theme 1A:<br/>INTERNATIONAL VIT</b></p> <p>1Aa. Stronger Contact<br/>1Ab. Distant VIT supervision<br/>1Ac. Website</p> <p><b>Theme 1B:<br/>INTERNATIONAL<br/>LEONARDO GENERAL</b></p> <p>1Ba. Outcomes end of project<br/>1Bb. Longer term future</p> <p><b>Theme 1C:<br/>INTERNATIONAL<br/>DEVELOPMENTS</b></p> <p>1Ca. University/practitioner<br/>1Cb. Technical Development<br/>1Cc. Personal Development</p> <p><b>Theme 1D:<br/>NATIONAL<br/>DEVELOPMENTS</b></p> <p>1Da. Romania<br/>1Db. Hungary<br/>1Dc. Czech Republic<br/>1Dd. The Netherlands<br/>1De. Scotland</p> | <p><b>Theme 2A: TEAM<br/>COMMUNICATION</b></p> <p>2Aa. Will to succeed<br/>2Ab. General communication<br/>2Ac. Openness/flexibility<br/>2Ad. Problem-solving</p> <p><b>Theme 2B:<br/>INDIVIDUAL SKILLS/<br/>KNOWLEDGE</b></p> <p>2Ba. General<br/>2Bb. VIT<br/>2Bc. E-learning<br/>2Bd. Universities</p> <p><b>Theme 2C:<br/>FINANCIAL PARTNER</b></p> | <p><b>Theme 3/4A:<br/>MISUNDERSTANDINGS</b></p> <p><b>Theme 3/4B:<br/>INDIVIDUAL/TEAM GOAL<br/>CONFLICT</b></p> <p><b>Theme 3/4C:<br/>FINANCE/ADMINISTRATION</b></p> <p><b>Theme 3/4D:<br/>TIME LACK</b></p> <p><b>Theme 3/4E:<br/>SPECIFIC ROMANIA</b></p> |

## 1. Hopes and Dreams

### Theme 1A: INTERNATIONAL VIT/VTI/VIG

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| <b>1Aa</b><br>Stronger<br>Contact        | Stronger international contacts and a possibility of exchange over distance   |
|  | Strong international contacts / platform that offer the possibility to exchange experience, to ask for advice, feedback and support   |
|  | To network with colleagues (current and possible partners) from other countries, within the project   |
|  | Renewed energy and quality to VIG supervision network in all countries  |
|  | Improved initial VIG training courses   |
|  | To share and develop new methods how to “teach”, and train others in VTI  |
|  | Development of the training systems, sharing experience and develop new things  |
| <b>1Ab</b><br>Distant VIT<br>supervision | And I do hope it is clear that there are possibilities to use video conferencing as a way to give supervision on a distance, integrated in the method of VIT supervision.   |
|  | Some E-steps (website, video conferencing...)   |
|  | People in our organization involved in e-learning techniques  |
|  | A working online supervision system   |
|  | Experience and knowledge of creating an e-learning course   |
|  | With the appearance of new IC learning methods and international networking of that project we can build new professional relationships with other Hungarian and international partners, organizations, institutions as well. These new contacts and relationships in the future can assent not only to the dissemination of the VIG method but also the approach of it |
|  | The new method of ‘international cooperative work’ and international supervisions can be developed by the technical innovations   |
|  | Easy and cheap distant supervision with face-to face interaction using the internet   |
|  | To develop new e-learning methods   |
|  | To use technologies for distance learning / supervision, support  |
| <b>1Ac</b><br>Website                    | I do hope an international website with a lot of information and interactive possibilities about VIT is available   |
|  | Some E-steps (website, video conferencing)  |
|  | People in our organization involved in e-learning techniques  |
|  | International VIG website which is accessible to general public and links to all VIG websites   |
|  | Secure area on VIG website for VIG supervisors for ease of exchange of teaching materials, references, publications   |
|  | To develop the data storage for VTI/VIG users (on websites) and develop modern and flexible website portal on international level   |

**Theme 1B: INTERNATIONAL LEONARDO GENERAL**

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| <b>1Ba</b><br>Outcomes end of project | I also hope there is an exchange of knowledge, experiences and understanding just because of working together with an international crew. I like to find out what is the value of being a member of European Union? |
|                                       | I do hope that the project is a success in the financial aspects. A good use of the financial possibilities and a clear justification   |
|                                       | To enjoy the participation to the Leonardo Project ( all of us)   |
|                                       | Development of video training   |
|                                       | International cooperation   |
|                                       | To learn from each other  |

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| <b>1Bb</b><br>Longer Term Future | I do hope at the end of the project the partners are satisfied about the results, they can use the results in practice and there are possibilities to go on with the developing of the method. Valorisation and the continuing of the website will be necessary to realise that. |
|                                  | A basis for further international cooperation and projects   |
|                                  | Energy and enthusiasm from collaboration to continue after project   |
|                                  | Further spin-off projects  |
|                                  | During the time of the project there arise opportunities for international cooperation, knowledge- and experience sharing, and workshops. These can lead to the adjustment to the international standards  |
|                                  | To establish basic international standards of VTI/VIG training   |
|                                  | To establish and develop the criteria for VTI/VIG professionals  |

**Theme 1C: INTERNATIONAL DEVELOPMENTS**

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| <b>1Ca</b><br>University/practitioner | The implementation of VIT within the curricula of some post-graduate programs based on child and family welfare              |
|                                       | VIT to be used within the research of the Centre for Research on Child and parents interaction                               |
|                                       | To network with other universities in Romania about the use of the method  |
|                                       | My university to become more open for the cooperations with non-academic structures  |
|                                       | Move towards accreditation of VIG training within the European University system   |
|                                       | To be part in the development of the method  |
|                                       | To get, to create, to disseminate information in the field   |
|                                       | To get printed one issue of the Journal: Today's children are tomorrow's parents based on child-life environment interaction |
|                                       | Experience of VIT implementation at universities   |
|                                       | A basis / Ideas for VIT related research   |

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| <b>1Cb</b><br>Technical<br>Development | Obtaining necessary technical equipment and experience in using them |
|  | Acquisition of new equipment (cameras, laptops, etc)                 |
|  | Technical equipment and enough experience in using it                |
| <b>1Cc</b><br>Personal<br>development  | Personal professional development                                    |

**Theme 1D: Individual countries**

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| <b>1Da</b><br>Romania<br>Stronger<br>projects | I do hope VIT in Romania has a good basic to spread over Romania in the coming years and give a lot of workers a tool to reflect on communication between workers and children, between parents and children and between managers and employers |
|   | High quality VIG Supervisors in Romania   |
|   | High quality VIG Initial Training courses in Romania  |
|   | Strong team in Romania (common members from all Romanian partners) with well-trained people (knowledge, motivation and vision) to use, to teach and to promote the VIT method   |
|   | To establish the 3 levels of the use of the method in Romania   |
| Strong national<br>association                | A lot of VIT implementation steps are made (Spin Romania, supervisors, initiating institutes as Universities, Child Protection)   |
|   | To set-up a professional association in Romania. Ethical Code and Standards   |
|   | Starting to realise the Romanian structure for VIT (like SPIN RO)   |
|   | To have better network and cooperation with the current and possible partners in Romania  |
|   | VIT training system in Romania, well trained people in Romania  |
| <b>1Db</b><br>Hungary<br>Stronger<br>projects | More Hungarian video trainers involved in the method on a regular basis   |
|   | During the time of the project there arise opportunities for international cooperation, knowledge- and experience sharing, and workshops. These can lead to the - improvement of the quality of Hungarian training system                       |
|   | During the “Needs Assessment” we can get new information and knowledge about the needs and requests concerning e-learning in Hungary, and also the opportunities and needs of VIG-VHT method’s dissemination                                    |
|   | The certificated Hungarian video trainers could obtain new professional experiences and knowledge, which could help in dissemination and teaching of the video training method in Hungary   |
| Strong national<br>association                | To learn, share experience, and as a result the Hungarian association being much stronger in a common good level knowledge of the method  |
|   | A revival of Hungarian Association  |
|   | With the forming of Romanian training system’s structure the Hungarian training system also can get some opportunity to renew itself  |

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| <b>1Dc</b><br>Scotland | To develop effective distance learning methods for VIG                                    |
|                        | To offer VIG university accredited modules across Europe                                  |
|                        | To develop a VIGuk website  |
|                        | Continue to develop VIGuk standards in line with VIG standards in participating countries |

## 2. Strengths

### Theme 2A: Team Communication

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| <b>2Aa</b><br>Will to succeed | The will to make a success                |
|                               | The will to know each other               |
|                               | Opening to share experience and knowledge |
|                               | Commitment                                |
|                               | Basic commitment between partners         |

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| <b>2Ab</b><br>General communication | The communication skills of the partners   |
|                                     | All the hopes mentioned above can be achieve only by the teamwork. The availability of the team is crucial. The expertise is there               |
|                                     | There is commitment in all partners and an ability to communicate openly and efficiently   |
|                                     | The positive experiences of the good relationship based on common work and learning experiences before – between all the partners of the project |
|                                     | We are all ready to share these knowledge with each other and to teach and learn together  |
|                                     | All participants of the team communicate very high level – this is our profession – aim to understand, cooperate, help each other                |
|                                     | All the team members can find an own motivation point and goal – which help to achieve common goals as well                                      |
|                                     | Philosophy of VIT  |
|                                     | VTI/VIG itself (to teach the methods means to live the method) – philosophy of VTI/VIG could be also basic project philosophy                    |
|                                     | Good communication skills  |
|                                     | Good relationship between partners and individual team members   |
|                                     | To know how effective communication can help in difficult situations   |

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| <b>Ac</b><br>Openness / flexibility | The ability to communicate openly and efficiently |
|                                     | Flexibility of participants                       |
|                                     | Open attitude and flexibility                     |

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| <b>2Ad</b><br>Problem-solving | The ability to recognise the problem and the interest to participate active to solve the problem |
|                               | Excellent chair of meetings who allows problems to be raised                                     |
|                               | A willingness to listen and adapt  |

**Theme 2B: Individual skills/knowledge**

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| <b>2Ba</b><br>General | There is strong theoretical knowledge, experience, among the team-members and also eagerness to learn                                      |
|                       | All the project members have a lot of professional knowledge and experiences, which are partly common and similar, partly new and specific |
|                       | Knowledge, Experience, Skills  |
|                       | Expertise, experience, knowledge, skills<br>To know how to activate others   |

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| <b>2Bb</b><br>VIT | The personal involvement of the partners with VIT   |
|                   | Knowledge and experience about VIT and implementing |
|                   | VIT experiences                                     |
|                   | Expertise in supervision and training in VIT        |
|                   | The knowledge of various training systems           |

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| <b>2Bc</b><br>E-learning | Expertise in technical capabilities                         |
|                          | E-learning experiences                                      |
|                          | technical expertise (incl. websites), e-learning experience |

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| <b>2Bd</b><br>Universities | Involvement of universities (Dundee, Timisoara) |
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**Theme 2C: Financial Partner**

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|  | The fact that there is a financing partner (Leonardo), means there is an European agreement about the impact of the project. |
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**3/4. What barriers and solutions do you see to achieving these hopes?**

|                                   | <b>3. Barriers</b>   | <b>4. Solutions</b>  |
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| <b>3.4 A</b><br>Misunderstandings | Misunderstandings about the project framework, budget, place of the hopes of everyone in the project. Loosing the good spirit. | To pay attention to signals the process goes wrong because of this differences. A task for all of the partners to do something to solve. I think it is a special task for the chairman to put the theme on the |

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|  | <p>The differences between the partners because of the historical and cultural background gives a risk for misunderstanding and different tempo's.</p> | <p>agenda of our meetings. I suggest to do that every time we meet.</p> <p>Clarify if this really are barriers. And for who?</p> <p>Good atmosphere in the team.</p> <p>Good will toward our cooperation and future.</p> <p>Good management of the project. Open minded about the possible problems.</p> <p>Respect among individuals. Good one to one as well as team communication.</p> <p>Capacity and will to identify and overcome the personal barriers.</p> <p>Good, efficiently and openly communication.</p> <p>Time to reflect and to take a decision concerning unclear direction or situation.</p> <p>Very open communication about difficulties and solutions, good organization and preparation for each program, e-mail communication.</p> <p>The open and honest communication about problems and questions we already have and will have in the future.</p> <p>Searching common solutions, helping each other.</p> <p>Unambiguous and continuous (flowing) communication between members of the Project – related both professional and other questions.</p> <p>Ongoing open discussion</p> <p>Learning conversations used in Negotiation</p> <p>Good communication and openness.</p> <p>To support each other.</p> <p>To reflect the process and be sensitive to the individual country needs and obstacles</p> |
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| <p><b>3.4.B</b><br/>Individual versus Team</p> | <p>Difficulties in adjusting the personal way in cooperating. Having more personal interests than community</p> | <p>If the program is responding to the needs of individual members, it will be a good incentive to participate.</p> |
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| <p>Goal Conflict</p> | <p><b>interest. Conflict of interests</b></p> <p>Barrier could be if the goals of Hungarian Video training Association could clash with the goals of other countries, other partners – eg. in the questions of work-time, resources, in forming common work</p> <p>1. Misbalance between “foreign” partners:</p> <p>Misbalance in experiences: CR, HU, and SC are (actual) very experienced on high(er) theoretical and practical VIT level, and / but they have less experiences in implementing in other countries.</p> <p>Dutch partner (has a lot of experiences in implementing VIT in other countries, and/but less experience in actual VIT developments.</p> <p>Based on ad 1:</p> <p>2. Disbalance in expectations between partners concerning starting VIT-levels and realisation VIT-programmes.</p> <p>Misbalance between Romanian partners concerning expectations</p> <p>Implementing “old fashioned” system of VTI training.</p> | <p>Basic agreement before implementing any training system.</p> |
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| <p><b>3.4C</b><br/>Finance and Admin.</p> | <p><b>The financial possibilities of the partners.</b></p> <p>Administration difficulties (quantity and the differences of the different systems in each countries).</p> <p>Lots of administration for the project.</p> <p>Rigidity of Leonardo.</p> <p>Administrative aspects concerning realise VIT structure.</p> <p>Financial problems.</p> <p>Lack of finance, specially for personal costs (Czech Republic).</p> <p>Implementation of VTI in Romania without additional personal and financial support.</p> <p>Necessity to develop good enough administrative system (support) for longterm goals (VTI training system).</p> | <p>To be clear what is possible with this amount of money, also what is not or what can be done with other kinds of support. Shortly: let's be realistic.</p> <p>Clear information concerning project management and</p> <p>The responsibilities about each partner tasks they work in same work-package</p> <p>Keep attention on definition of responsibilities and competencies.</p> <p>The help of the Project manager / management team in administration.</p> <p>Some changes in the final budget – specially those items, which concern travel opportunities in favour of working hours, for example.</p> <p>Gitta – way / style project</p> |
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|   |  | <p>management.</p> <p>Good organisation/management of the project.</p> <p>Openness to the changes (plan, financial transfers, when necessary).</p> <p>Good relationship with LdV leaders in the Netherland.</p>                                   |
| <p><b>3.4D</b><br/>Lack of time</p>     | <p>All the Hungarian colleagues of the team and Association work full time other places – so we have limited time and energy to achieve our goals</p> <p>All Hungarian video trainers can offer only few hours as they all have full-time jobs elsewhere</p> <p>Lack of time (4 times))</p> <p>And human resources</p> <p>Limited number of people (Hungarians), who could be fully involved in Romania</p> <p>Leonardo da Vinci rules and not flexible structures and communication</p> | <p>Clear practical information from the program management, clear responsibilities of participating members</p> <p>Realistic goals</p> <p>To prepare and succeed in additional projects in each country to find//supplement financial sources</p> |
| <p><b>3.4E</b><br/>Specific Romania</p> | <p>New method vs. time vs. the responsibility of people to stay involve as promoter / pioneer not only us a instructor/ supervisor</p> <p>Limited time to develop the system in Romania and reflect the results</p> <p>Limited time to support supervision level in Romania</p>  | <p>Setting up work group SPIN RO in former</p> <p>Most important: Wishes / possibilities of the Romanian partners are the base for all solutions.</p>   |

**Note**

The datas were collected from the project partners during November - December 2006.

SCOP (Ro) didn't submit any datas or fullfiled questionnaire, so this organisation is not included in this report.