



FemSTEM Coaching Circles™ National Report

Partner Organisation: CESUR

Partner Country: Spain

Pilot: 2



Co-funded by the
Erasmus+ Programme
of the European Union

"The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein."

INDEX

FEMSTEM COACHING CIRCLES™	0
INTRODUCTION.	2
RECRUITMENT	2
OVERVIEW OF PARTICIPANTS	3
THE FORMAT AND PROCESS OF THE COACHING CIRCLES™ IN SPAIN	4
IMPACT OF THE ARTIST CIRCLES™.	6
FACILITATOR'S COMMENTS AND RECOMMENDATIONS	
FORIMPROVEMENT	13
CONCLUSION	13
ANNEXES	13

Introduction

This report has been created after the second national piloting of the coaching circles and it corresponds to the second stage of the Coaching circles(103). Therefore, it shows the main successes or challenges that might have occurred over the three sessions and the overview of the participants and results.

The second piloting of the FemSTEM IO3 took place online via Teams in November 2021. In total, 9 participants started it, however, for Laboral reasons, 7 of them finished the three sessions. In connection with the background, all the participants were VET students within the IT sector and their ages varied from 20 to 60, it is important to highlight this difference of age generated fruitful debates. In fact, it could be said that this second piloting was undoubtedly more interactive, effective and successful than the first one and throughout this document we will explore why.

Even though we planned this meeting face to face, we would like to express that the online methodology served as a good channel and a suitable alternative for holding this type of events.

Recruitment

The recruitment of this piloting was a success. After sending an e-mail throughout CESUR's broad network of VET female students (5991 students). We are happy to announce that 150 participants answered to the call, 70 emailed back and, finally, after doing an inscription form, we selected our 10 participants. The selection process was made among the female students enrolled in VET programmes related to computing (mainly Application and Web Development) and in the form the candidates had to answer questions like:

- Name and occupation
- Email
- Availability
- Expectations about the coaching circles

Due to some data protection policies, only the ones who had previously being contacted for other purposes were contacted for this activity.



¡Suma un plus a tu currículum!

¡Hola!

Nos ponemos en contacto contigo desde el Departamento Internacional de Cesur como integrante de nuestro alumnado de los ciclos de ciencias y tecnologías porque queremos ofrecerte la oportunidad de participar en la **Segunda sesión** de nuestro proyecto FemSTEM cofinanciado por el programa Erasmus+, si no tuviste ocasión de participar en la primera ahora es tu oportunidad. Puedes consultar más información sobre el proyecto en su [página web](#).

Este proyecto tiene como objetivo paliar la brecha de género en las carreras profesionales STEM (Science, Technology, Engineering, Maths) y para ello, Cesur junto a otros socios europeos del programa Erasmus han creado un programa de formación en coaching y soft skills, competencias cada vez más demandadas por el mercado laboral.

La formación se llevará a cabo los días 8, 12 y 15 de noviembre de 10 a 12 de la mañana de forma online y está dirigida a todas nuestras alumnas y egresadas de los ciclos de la rama de ciencias y tecnología.

♥ ¡Nos encantaría contar con tu participación! Se expedirá certificado de participación en proyecto europeo.

¡Formación gratuita y limitada!



Esta formación es completamente **gratuita** y las plazas son **limitadas**, por lo que si estás interesada, te pedimos por favor que nos **contestes a este correo confirmándonos tu interés de participación** y enviándonos tus datos (nombre completo, ciclo, centro Cesur y número de teléfono).

¡Te esperamos!





Inscripción FemSTEM

Gracias por tu interés a proyecto FemSTEM.

Por favor, indicanos tu disponibilidad para participar al evento FemSTEM rellenando el siguiente formulario .

Debido al elevado numero de peticiones que estamos recibiendo, asignaremos las plazas en orden de llegada priorizando las inscripciones que podrán asistir los tres días (8, 12 y 15 de noviembre de 10 a 12 de la mañana) requisito necesario para recibir el certificado.

Te recordamos que la formación es extracurricular y no justifica la ausencia a tus clases de la FP. La formación se impartirá en español, para mayores informaciones sobre el proyecto puedes visitar la página web:

<https://femstem.eu/>

Te contactaremos cuanto antes para confirmar tu inscripción.

Un saludo,

Nombre y Apellidos: *



Overview of Participants

For each session of the second round of the IO3 Coaching Circles™, Cesur brought together a group of 7-9 students. Below we have included an overview of the profile of the participants who participated in the second national piloting.

In order to protect the anonymity of participants, and due to GDPR, names have not been included in this document, and just some relevant background information can be found below:

Participant	Background Information
Participant 1	She is a student, studying the development of web applications. Current Cybersecurity trainee.
Participant 2	She is a student of the development of web applications, she also has a PhD and a business where she creates websites.
Participant 3	She is a student of the development of web applications.
Participant 4	She is a student of the development of cross-platforms applications. She collaborates with a marketing company for 5 years now.
Participant 5	She is a student of the development of cross-platform applications and also cybersecurity.
Participant 6	She is a student of the development of web applications. She participated in the first session.
Participant 7	She is a student of the development of cross-platform applications.

Participant 8	She is a student of the development of web applications.
Participant 9	She is a student of the development of cross-platform applications.

The Format and Process of the Coaching Circles™ in Spain

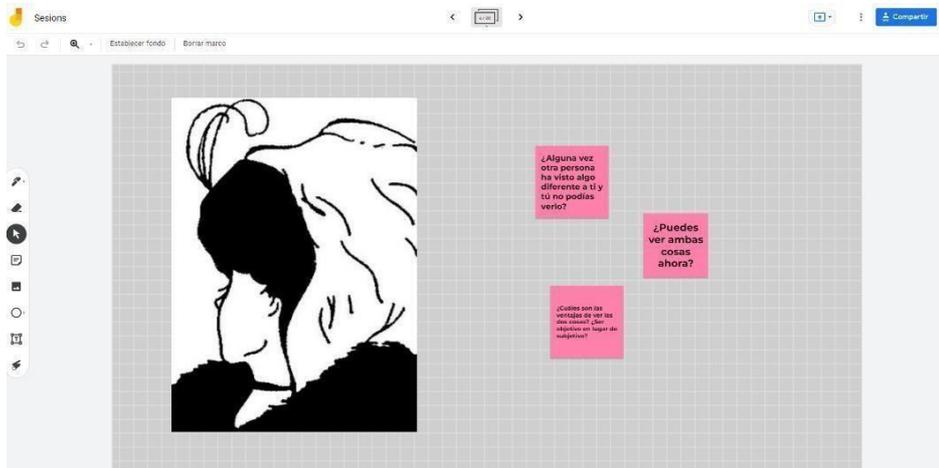
The second pilot of the Circles (online), in Spain was attended by 9 participants even though 7 of them did all the sessions. The Spanish facilitator was, again, Paula Callejas Ruiz, after finishing her degree in Translation and Interpreting she decided to do a master's related to International Relations where she developed her interest in feminist studies.

<u>Session Number</u>	<u>Date</u>	<u>Number of Participants</u>	<u>Tools Used/Comments</u>
1	8/11/21	7	Microsoft Teams /PPT presentations/ Evaluation forms/Jamboard
2	12/11/21	7	Microsoft Teams/PPT presentations/Evaluation forms/Jamboard
3	15/11/21	7	Microsoft Teams/PPT presentations/Evaluation forms/Jamboard

ADDITIONAL INFORMATION

As it happened with the first piloting, the pandemic made it too difficult to hold this piloting face to face. For this reason, we decided to implement this coaching through three sessions online through TEAMS. Using the link that we provided through teams, participants joined the call and showed themselves to be very collaborative:

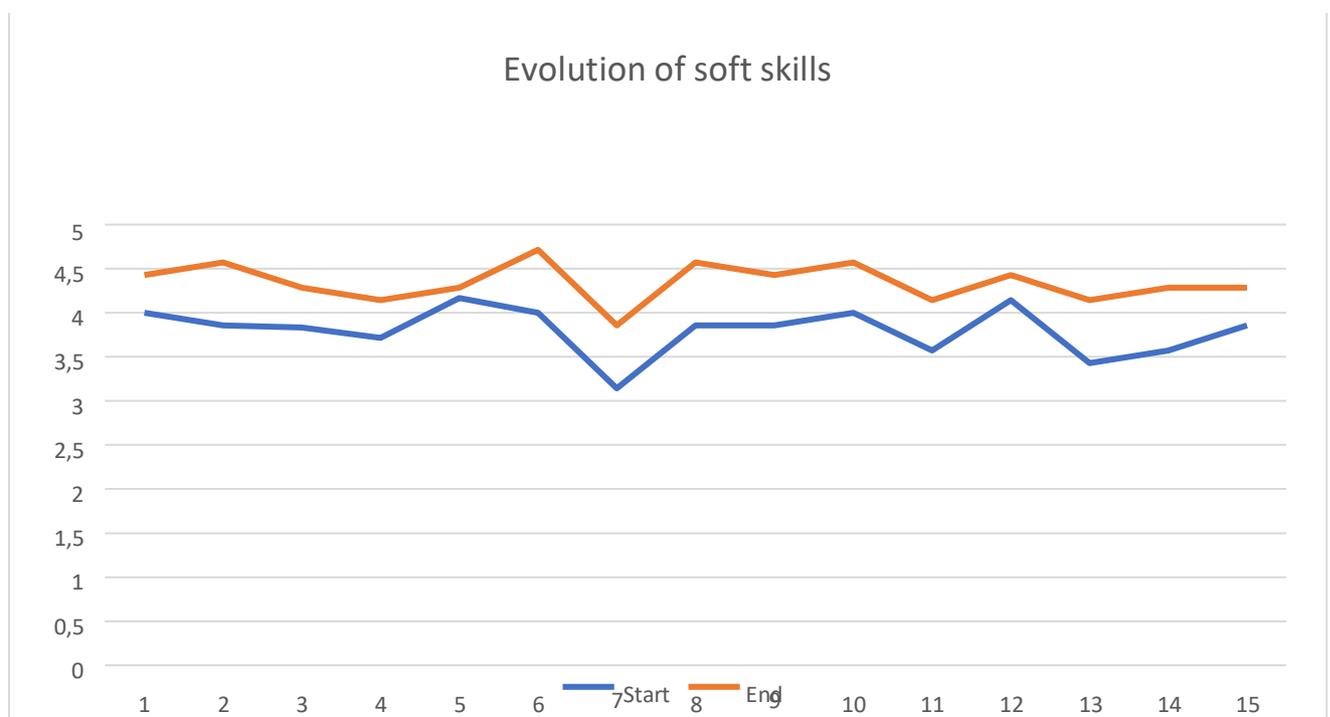
- Duration: 2 hours per session and 10min of break, this timeline was prepared in advance by the facilitator.
- Structure: QET
 - Session 1
 - Presentation of project.
 - Learning agreements, soft skills and evaluation forms.
 - Ice break activity
 - SMART GOALS
 - Explanation of the concept of social circles
 - Debate: Problem/ change/opportunity
 - Influence circle
 - Closing
 - Presentation of the project and the website (session 3) ○ Collection of Learning agreement soft skills forms (Session 1)
 - Session 2
 - Ice break activity
 - Recapitulation
 - SMART GOALS
 - Debate: Problem/ change/opportunity
 - Tool: Different perspectives and START/STOP/CONTINUE(CHANGE
 - Evaluation form
 - Recapitulation
- Session 3
 - Ice breaker



Impact of the Coaching Circles™

The impact of the coaching circles was particularly high in the second piloting. Thanks to a preselection process, the chosen participants fitted perfectly in the group and there was a great atmosphere of collaboration or even friendship between the participants who even developed some networks and keep a close contact nowadays.

This can be easily reflected in the graph, shown hereunder. Thanks to two forms (participants evaluated themselves at the beginning (Circle 1) and end (Circle 3) of the training) we have been able to measure how the soft skills of the participants significantly rose since the beginning. We will talk about this progress deeply in the later stages of this report.



Testimonials: participants were asked to provide testimonials about the sessions they attended.

These forms and feedback will provide the basis for the analysis of the impact of the training programme below.

SESSION EVALUATION FORMS

A Session Evaluation Form was completed by participants at the end of each of the Circle sessions. This included asking the participants about their expectations, the methodology and what they found most useful about the session.

Expectations for the session?

- *My expectations have not only been met but also exceeded, they have given us many ways to identify problems and ideas to solve them or at least not to affect them.*
- *My expectations were to achieve something that would add up for all of us. Yes, it has far exceeded my expectations.*
- *To be able to gain new social skills. My expectations have been fulfilled in a different way to what I expected, I am developing them from sharing with my colleagues, knowing our concerns and shortcomings and the similarity in many of them makes me feel stronger.*
- *I had no idea what was going to happen, but I really enjoyed being able to talk and hear about the experience of other colleagues. It's important to know that there are things that don't just happen to you and that you can still go on.*

3 main things to take away from the session:

- *That trust is very important, the possibility and another way of looking at things.*
- *That it's OK to make mistakes and that often by making mistakes we find what we like to do, and we learn along the way.*
- *Stop underestimating myself and see that I am capable of whatever I set my mind to.*
- *To gain more self-confidence, that it is never too late to start a business in any profession and that you cannot control what is not in your control.*

The best part of the Coaching Circles™ so far?

- From minute 0 I felt comfortable and I'm grateful because I was a bit scared.
- For me, when each one of us has talked about our trajectory, it has been the best moment, generating that empathy I think it makes us all improve.

- To know my colleagues and the way they have been able to manage simply, by wanting to learn, to find something better or to be able to dedicate yourself to what you have studied in spite of all the obstacles you have had along the way.
- I loved the tool about change, start, stop, keep. It helps to focus on the important issues in your life.
- Keeping in touch with my colleagues and the positive changes we are having. The exercises, sharing the point of view of each one, help a lot to realise things that you want to do and you didn't give them importance or the importance that they really have.

Any further comments?

- It has been an incredible experience. Thank you very much for selecting me.
- Personally, I think it would be better if the sessions lasted longer and over more days.
- I think these sessions should be continued at least once a month for a year, they are very positive, both mentally and in terms of achieving new challenges.
- I wish more people had the opportunity to enjoy groups like this.
- It is very important to know yourself and often we are not able to realise some things until you see your own experience reflected in someone else's.
- Grateful to participate in FemSTEM Coaching.

FINAL EVALUATION FORM

A Final Evaluation Form was completed by participants at the end of the final Circle session. This included asking the participants the usefulness of the session and how the sessions have helped them in thinking about the next steps to developing in the STEM sector.

				
Were the Coaching Circles™ useful for your soft skills development and goal setting?			1/7	6/7
Do you have a clear idea on your next steps after these sessions?			2/7	5/7
How useful was the peer support, and small group environment, to help you with self-exploration?			1/7	6/7
Would you recommend the FemSTEM Coaching Circles™ to a friend?				7/7

How have the Coaching Circles™ helped you to think about moving forward with your career in STEM and/or your soft skills development and your next steps to achieve this?

- *The exercises and the communication with the companions have been fundamental in being able to open up not only with others but also with oneself.*
- *By sharing our experiences and thus felt closer to each other and sometimes you felt mirrored.*

Any further comments or notes regarding the Circles?

- *I think it's very positive the way it's developing even if it's not quite what we expected, I think it's going to improve each one of us in our lives.*

TESTIMONIALS

Name: Pilar

Took part in: Pilot [2/2] of the FemSTEM Coaching Circles™ in Spain **How did you find the sessions?**

Very effective and interesting, they make you think about issues that you think about

What did you enjoy most from these sessions?

Group communication and all that I have learnt from it

What will you take away and implement after these sessions?

Improve my communication and target management skills

Name: Beatriz

Took part in: Pilot [2/2] of the FemSTEM Coaching Circles™ in Spain

How did you find the sessions?

The sessions were fantastic.

What did you enjoy most from these sessions?

The bond that is created from the first session. The feeling of being able to feel in a safe zone and share experiences, and at the same time, through the exercises, improve or realise things that you didn't see thanks to all of them.

What will you take away and implement after these sessions?

More self-confidence above all. Also, other important aspects, such as security and clarity when setting and achieving goals, knowing what is in your hands and what is not and not having to be overwhelmed by it, among other things.

Name: Lara

Took part in: Pilot [2/2] of the FemSTEM Coaching Circles™ in Spain

How did you find the sessions?

Very productive sessions. They allow you to study yourself in an environment where you see yourself reflected. They allow you to analyse your competences when you don't normally stop to measure them.

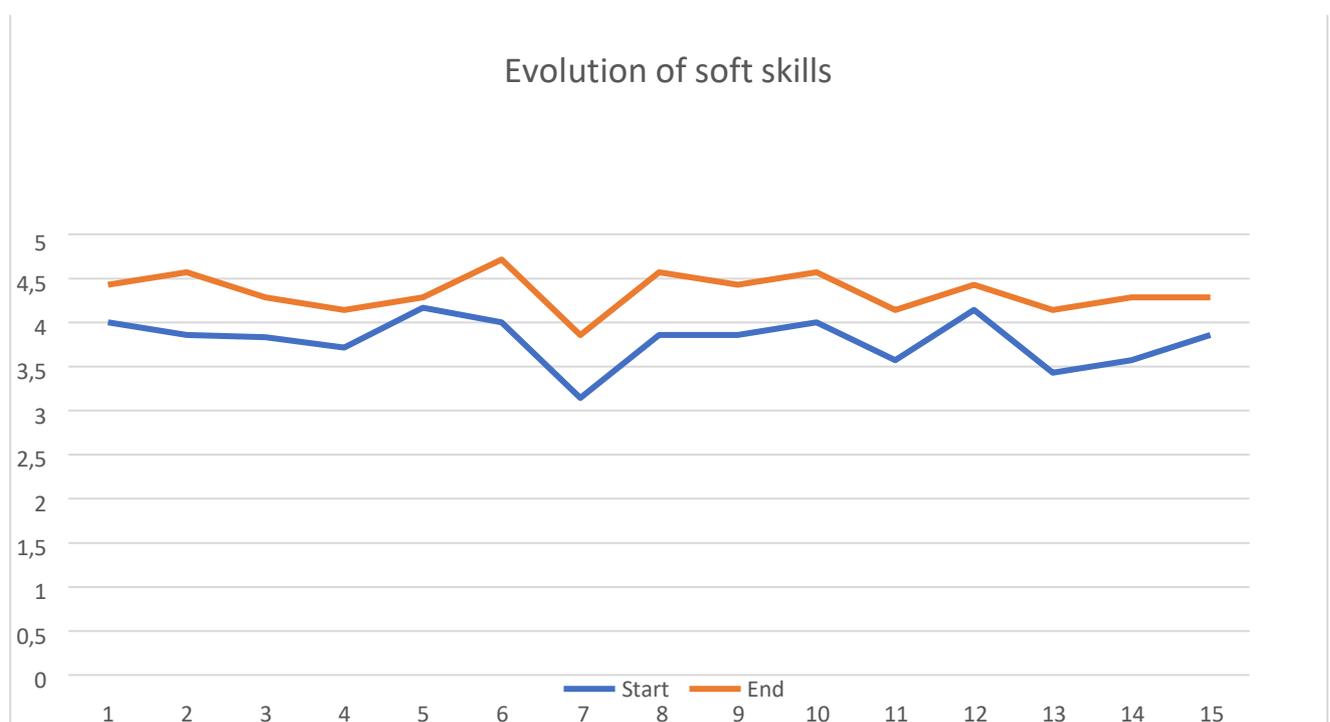
What did you enjoy most from these sessions?

The coach and the working group. I have enjoyed sharing experiences and listening to my colleagues, it has changed the way I see some parts of my life.

What will you take away and implement after these sessions?

The first is to think before saying yes. The second is to continue learning English and to keep in touch with this wonderful group that has been created. To continue to develop myself and to value everything I do and everything around me.

SOFT SKILLS DEVELOPMENT



As we mentioned in previous sections, here is the graphic which shows clearly how our participants + self-perception of their soft skills has rocketed. All the aspects show a positive trend which increases even 1.5 points in some respects like self-efficacy or goal setting. This indeed was expected and responds to logic reasons, carefully reading the participant’s opinion about the piloting, all of them without exception show their gratefulness for participating. In fact, they truly believe that skills like assertiveness, critical thinking and communication have considerably improved. It is important to highlight again that the group was brilliant, they connected immediately and showed support while sharing their experiences and listening to other

Facilitator's comments and Recommendations for improvement

The three sessions of the second Coaching circles were by far better than the first piloting. The only improvement I would mention is the channel. While it is true that Teams and Jamboard worked to deliver the Piloting, that face to face meetings would have improved the quality of the sessions their confidence would be higher due to a more physical interaction and possibility of doing some networking during the breaks.

This time, due to the big volume of requests received, we filtered our participants by making them answer a form. Then, we selected the participants whose answer stuck more to the following question: what **do you expect from these sessions?** This was key in order to select the ideal group of work as all participants matched perfectly.

As a facilitator, once again, the facilitator guide has been useful to deliver this piloting. It contained a detailed structure of each session which was particularly well-structured, and I will strongly keep that. In connection with the tools, participants mentioned that they particularly enjoyed the ones related with self-reflection (*Start, stop, continue and keep or the circle of areas that are or not under your control and influence*). With these activities, participants generated active debates between them and shared multiple experiences in a way that they would not normally do. For this reason, my recommendation is to include more social activities to enable participants to keep generating an atmosphere of confidence.

Finally, participants asked sessions to be longer. The piloting could have lasted more as they personally believe that they needed more time (or more sessions). This can be an aspect to consider in future sessions.

Conclusion

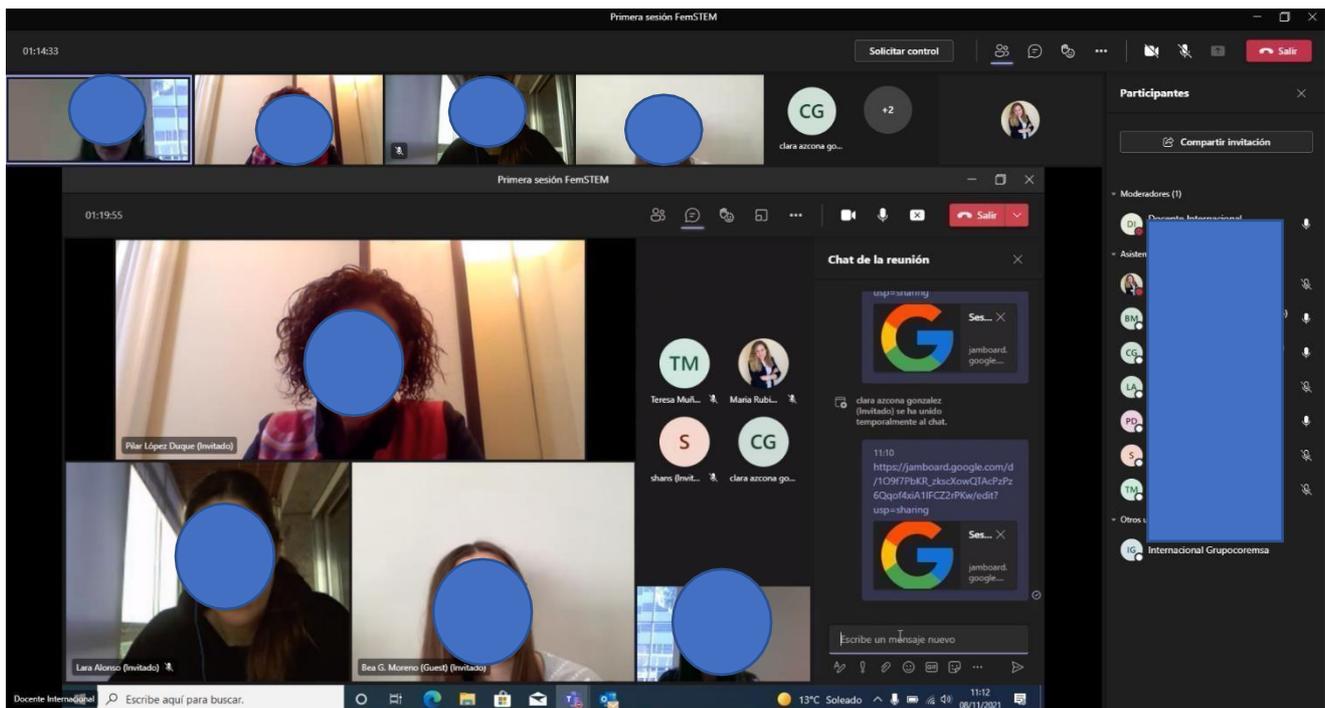
In conclusion, as a facilitator I am fairly content with the results of the second piloting, there were not any complaints or difficulties faced. I believe this is largely thanks to the experience acquired within the first piloting. Not only has the graphic line shown how the results have improved, but it is also reflected in the testimonials and opinions. The group was absolutely brilliant and participative, and I believe this is rooted in the preselection process we carried out. I can confirm that these coaching circles do have had an impact on the participants, who nowadays are still in contact and affirm that this coaching experience should take place at least once a year. Their confidence is higher, they have built a powerful network and they have discovered that there are other women in their same situation.

If I had to make any comments or recommendations, I would always include a pre-selection process, I would keep the exercises which have a self-reflection nature, and I would increase the time of the sessions.

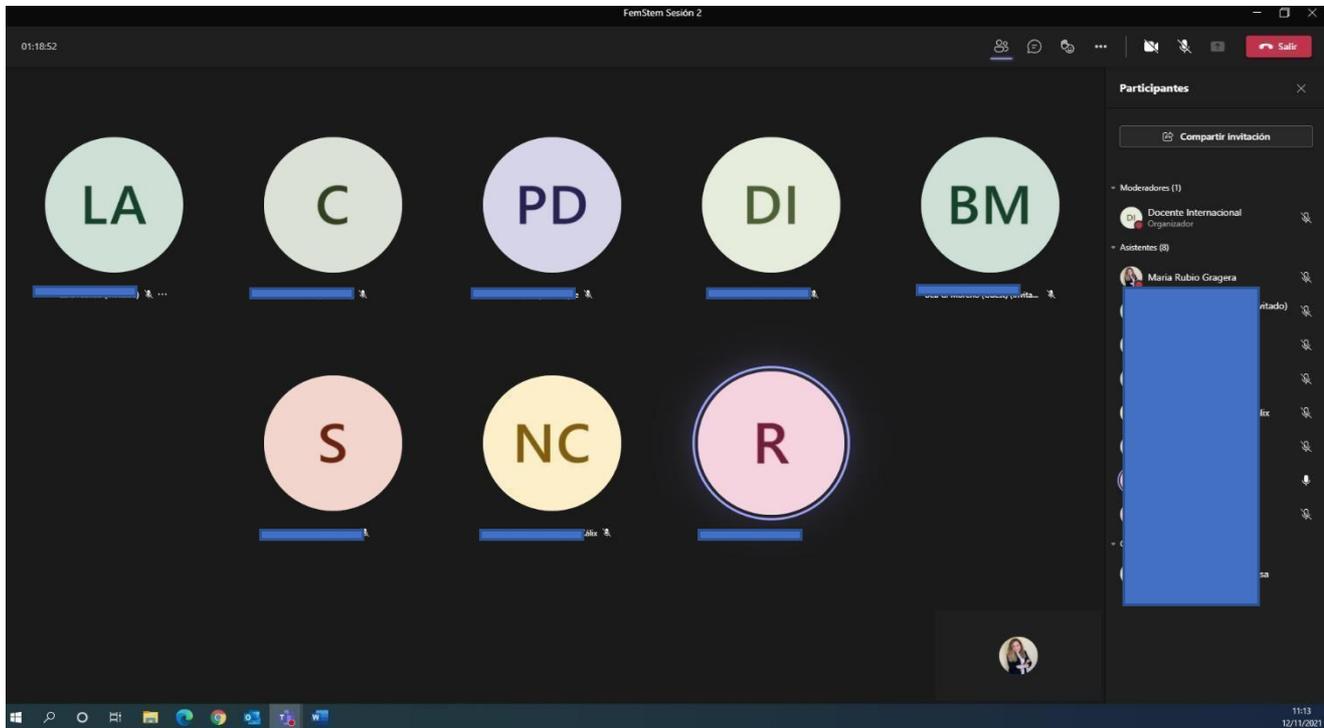
Annexes

- Signed attendance list from each Circle session – or declaration of attendance signed by the legal representative.

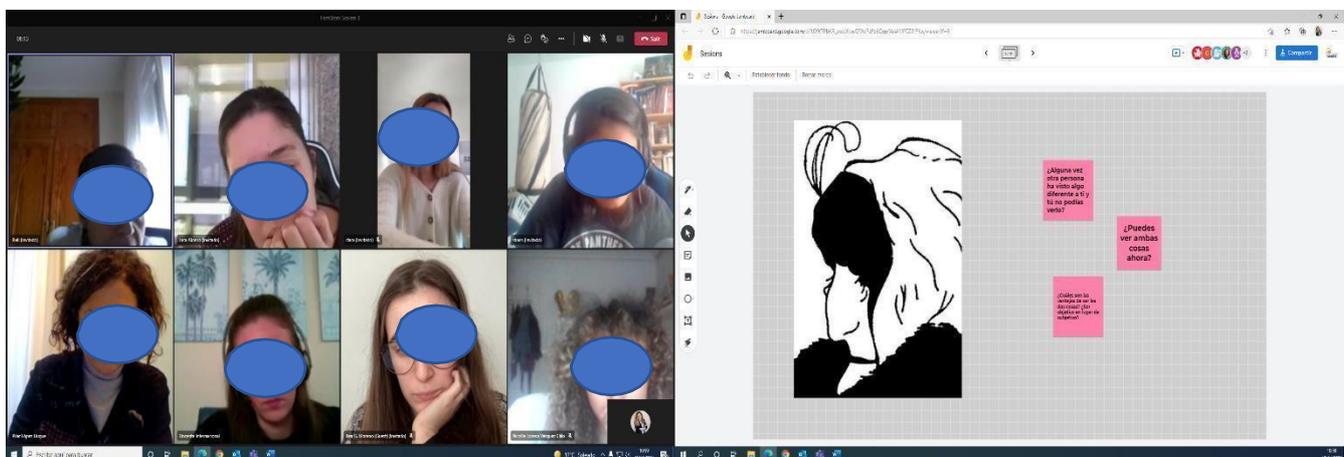
FIRST SESSION



SECOND SESSION



THIRD SESSION



- Signed Programme Agreement from each participant They can be found in this [folder](#)
- Soft Skills Evaluation (at the start of their journey) - or completed via google form. They can be found in this [folder](#)

- Soft Skills Evaluation (at the end of their journey) - or completed via google form. They can be found in this [folder](#)
- Session Evaluation Forms (from each session) - or completed via google form. They can be found in this [folder](#)
- Photos: (Seen above)
- Evidence of recruitment activities (e.g. screenshots on online advertising, social media, press releases etc): Seen above (Page 3)

PARTNERS

COORDINATOR



Inova Consultancy (UK)

<http://www.inovaconsult.com>

Marina Larios: info@inovaconsult.com



Cesur (Spain)

<http://www.cesurformacion.com>

Amalia Romero Moreno: internacional@cesurformacion.com



CESIE (Italy)

<http://www.cesie.org>

Maryna Manchenko: maryna.manchenko@cesie.org



Women in Digital Empowerment (Luxemburg)

<http://wide.lu>

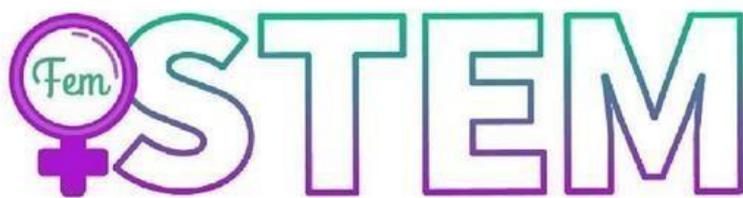
Marina Andrieu: contact@women-digital.lu



University of Thessaly (Greece)

<http://www.uth.gr>

Charalampos Samantzis: hasamant@uth.gr



FemSTEM

Recruitment, retention, progression



Co-funded by the
Erasmus+ Programme
of the European Union



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.