create

Women co-create
sustainable fashion garments

EDUCATOR'S
HANDBOOK

ONBOARDING and BELONGING

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Learning objectives

The module aims to prepare the participants to be active members of CREATE program. The proposed activities foster inclusion and cohesion among the participants, supporting them to develop soft skills such as listening and communication skills and creating a vision for the entire program.

Learning outcomes

- Increased communication and listening skills
- Improved ability to cooperate with others in a work environment, ability to learn from others and teach others while working together
- Improved ability to act and work in an intercultural environment
- Increased ability to respect andunderstand different cultures and personal journeys
- Fostered inclusion via bonding and improved intercultural communication skills
- Creation of a culturally inclusive environment
- Initiate collaboration to create the sustainable collection

Time schedule

The topics discussed in this module are connected with workshop 1 and 2, can be found in the TOOLKIT. Delivery requires about 3 or 4 hours. Naturally, the timing is at the trainer discretion. The approach is modular which means that The trainer can use any or all the material, tasks and activities whichever suits the participants or the schedule best.

Introduction

This module addresses how women of different age, education, background, culture and nationality can work together towards developing the necessary skills to co-create sustainable fashion garments and accessories. To this aim, the facilitator needs to gain a sense of the participants, their personal and needs; their motivation and goals; to support them in fully participate and gain the benefits of the program.
In addition, participants have also the need to understand of each other's 'starting point', personality, needs, motivation, goals, personal and cultural background, to increase their ability to work together as a team.

Key concepts

- Assessment of the participants' needs and expectation, to foster motivation and participation
- Gaining a better sense of the participants' personality, motivation, skills and competencies
- Creating a sense of inclusion and fostering collaboration
- Increasing participants ability to work in groups and in pairs
- Increase participants' ability to understand other cultures and appreciate others' perspective
- Setting personal goals and recognition of improvement areas
- Assisting participants to overcome barriers and issues, together

Identifying developmental needs supports the trainer/facilitator to tailor the CREATE program to specific shared needs of the participants. This way s/he enables them to achieve greater success as theycollaborate with each other. The knowledge and information offered in this section allows the trainer/facilitator to guide the participants towards creating teams that will work together over the other modules of the program, and that ultimately will create the sustainable capsule.

How to Involve the Participants in the Create Program

The participants must have an initial desire to succeed and understand that this program can support them to achieve their plans. In order for the participants to develop the necessary skills to creating and developing, they must set SMART goals that will guide them throughout the program. Identifying and addressing personal and professional obstacles and challenges is also essential for long-term success.

Based on results of introspection and observations, the facilitator can test collaborating work-pairs greater success   rate.   Understanding each other's other's character, motivation and basic needs help participants be able to relate to one another easier, support each other more meaningfully and work together more successfully.

The participants should also become aware of their own personal and professional needs for success. It is also advisable that participants start developing self-awareness and awareness of the other participants' personality for successful collaborations.

This is also the moment for the facilitator to introduce the idea of working in pairs. The aim of all the preparational activities is for the participants to be confident in their skills and be able to work with each other.

As mentioned before, the aim of the program is to have women of different age groups, cultural, and educational background   and   walks-of-life, participating as equals in a collaborative and creative process of creating a sustainable garment capsule.

The activities described in this module intend to create the foundations for the educators to make sure the whole program is inclusive,

Suggested activities to kick start the process

- Icebreakers related to intercultural awareness
- Self-assessment questionnaires, competency and personality tests
- Guessing games in pairs or small groups
- Prepare a personal needs worksheet
- Storytelling, interviews
- team building games with self-awareness and team-awareness edge
- Set SMART objectives for personal and team development

How to Involve the Participants in the Create Program

How to determine a SMART goal?

SMART stands for

- Specific: Determine what you want.
- Measurable: Identify what success is.
- Achievable: Make sure your goal is reasonable.
- Relevant: Ensure your goal aligns with your overarching goals.
- Time-bound: Set a deadline and create a schedule.

Example for the personal GOAL I want to write a novel!

GOAL - I'm going to write a 60,000-word novel in 6 months, finishing on June 30th. I will do this by writing 2,500 words per week.

Objectives breakdown:

- Specific: I'm going to write a 60,000-word sci-fi novel.
- Measurable: I will finish writing 60,000 words in 6 months.
- Achievable: I will write 2,500 words per week.
- Relevant: I've always dreamed of becoming a professional writer.
- Time-bound: I will start writing tomorrow on January 1st, and finish June 30th.

Example for the professional GOAL I want to Start a Business

GOAL I will start a sustainable fashion sector business with the CREATE method. I will spend 1 hour on this business each day and work to land my first sale within 2 weeks.

Objectives Breakdown:

- Specific: I will start a business in sustainable fashion sector.
- Measurable: I will work on my business for 1 hour each day
- Achievable: I have participated in the CRETE program and have the support of a peer, the trainer and the mentor.
- Relevant: I want to be my own boss.
- Time-bound: I will start working on my collection during the program and land my first sale within 2 weeks - from end of production.

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How to Involve the Participants in the Create Program

Intercultural awareness and team cohesion

The facilitator's task is to increase team cohesion and support the creation the appropriate intercultural awareness among the participants, with the intention of creating a sense of comradery and allow bonding. The proposed activities and elements will help the trainer to explore different elements of effective communication, key elements of intercultural communication in terms of building relationships and fostering a sense of Dcoismtinmcut ncituyl.tures arise from nations, races, religions, managers, workers, linguistics, philosophical beliefs, commerce, officers, genders, etc. To share information and ideas among cultures, it is necessary to know one's own culture, cultures of other surrounding groups, the dominating group's culture and co-cultures of gender, religion or age group, etc.

In order to bond both on a personal and on professional level, participants should have a deeper understanding of personal stories, cultural backgrounds, and creative development of the participants. Cultural differences need to become known and be addressed in an embracing manner using listening and communication techniques.

Ideas to be introduced to the participants

Importance of communication particularly in building relationships

By definition, communication is the transfer of information from one place to another. In relationships, communication allows us to explain each other what we are experiencing and what our needs are. The act of communicating not only helps to meet our needs, but it also helps us to connect to others.

How to Involve the Participants in the Create Program

The importance of Story telling - By participants discussing and sharing their favourite story/ies they stay connected their culture. As a result they can incorporate the message/s of the story/ies in their everyday life and work(positive stories are encouraged).

Visual and Audio Presentation - Participants are asked to present the most significant elements of their culture, with special focus on cultural costumes and fashion, female entrepreneurship, language, customs, etc. - Participants are encouraged to prepare material before the start of the module.

The importance of Active or Effective listening

Active or effective listening is essential for building meaningful and successful relationships. **Active listening involves listening with all senses.** As well as giving full attention to the speaker, it is important that the 'active listener' is also 'seen' to be listening - otherwise the speaker may conclude that what they are talking about is uninteresting to the listener.
Effective listening is also actively absorbing the information given to you by a speaker, showing that you are listening and interested, and providing feedback to the speaker so that he or she knows the message was received. This keeps both listener and speaker actively engaged in the conversation. By providing this 'feedback' the person speaking will usually feel more at ease and therefore communicate more easily, openly and honestly.

Negotiation - The heart of any relationship

Negotiation is a dialogue between two or more people or parties intended to reach a beneficial outcome over one or more issues with respect. At the same time, negotiation is a process of "give and take" resulting in a compromise where each side makes a concession for the benefit of everyone involved.
Good negotiations contribute significantly to success, as they help you build better relationships; deliver lasting, quality solutions—rather than poor short-term solutions that do not satisfy the needs of either party; help avoid future problems and conflicts.

How to Involve the Participants in the Create Program

The importance of intercultural communication and its challenges

In his broad definition of intercultural competence, it is "effective and appropriate behaviour and communication in intercultural situations, which again can be further detailed in terms of indicators of appropriate behaviour in specific contexts." Also "Intercultural awareness is a conscious understanding of the role culturally based forms, practices, and frames of understanding can have in intercultural communication and an ability to put these conceptions into practice in a flexible and context specific manner in real time communication".

Knowing the other party's cultural background, values and beliefs need to be understood. This is where intercultural communication skills are indispensable to successfully communicate with people from other cultures and social groups. And intercultural communication skills also include a **willingness to be adaptable and accept** that other cultures may communicate and do things differently.

Intercultural communication essentially means communication across different cultural boundaries. When two or more people with different cultural backgrounds interact and communicate with each other or one another, we can say that intercultural communication is taking place. So intercultural communication can be defined as the sharing of information on different levels of awareness between people with different cultural backgrounds or put simply: individuals influenced by different cultural groups negotiate shared meaning in interactions.

Source: Canva.com

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How to Involve the Participants in the Create Program

Intercultural communication is crucial for anyone working with people from other cultures to avoid misunderstandings and even offence. It's fair to say that intercultural communication is the foundation for successful international business in today's globalised world.

It's important to be aware that each culture may have different social conventions. Non-verbal communication can be just as tricky to navigate as verbal communication. In many countries, giving a thumbs-up sign is a positive expression that signals agreement. But in some cultures, such as Japan, Indonesia, and Latin America, it is considered offensive.

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How to Involve the Participants in the Create Program

Barriers and challenges

Given its complexity, it's not surprising that there are several barriers to intercultural communication. One of the main challenges of intercultural communication is ethnocentrism, which is the common but misguided assumption of a cultural group that it is superior to other cultural groups. This can be addressed by actively trying to be open-minded and accepting towards other cultures.

Another barrier is assuming that other cultures are similar rather than different to your own. As a result, you might behave as you would in your own culture but end up causing offense or worse, simply because you are unaware that different rules and norms apply in the other culture.

Finally, the most common barrier to intercultural communication is anxiety. When you are unsure what is expected of you or what to do, it's only natural to feel anxious. Your focus is then likely to shift to your feeling of anxiousness and away from the intercultural transaction taking place. As a result, you may make more mistakes than you would have otherwise and seem to be behaving awkwardly to others.

How to put **CULTURE** at the center of transformations ?

Source: www.yandouz.com
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How to Involve the Participants in the Create Program

Cultural generalizations and stereotypes

Generalizations become stereotypes when all members of a group are categorized as having the same characteristics. Stereotypes can be linked to any type of cultural membership, such as nationality, religion, gender, race, or age. Also, stereotypes may be positive or negative.

Stereotypes, however, tend to be more negative than generalizations. Also, they are typically inflexible and resistant to new information. They can, and often do, lead to prejudice and intentional or unintentional discrimination. A negative stereotype may be "People from Country A are superficial." Whereas cultural generalizations give us a starting point from which to continue learning about others, cultural stereotypes do not allow for individual difference and interfere with efforts to understand others.

The solution - inclusion and creating a culturally inclusive environment

Cultural diversity is commonly interpreted in relation to ethnicity. However, the term should be understood within a broader context where it recognizes the unique attributes of all persons.

Cultural inclusiveness supports the needs of people from diverse cultures and values their unique contribution. It involves ongoing awareness raising, where negotiations and compromise may be necessary.

What is Multicultural Learning?

Multicultural Learning is learning that integrates and explores the rich tapestry of perspectives reflected in our diverse world. It occurs when differences among learners are both valued and explored. Multicultural Learning recognizes and reaches across boundaries of ability, age, class, gender, nationality, race, religion, sexual orientation and other personal, social and cultural identities so that learners will more thoroughly understand the multifaceted dimensions of knowledge.

Source: Canva.com

How to Involve the Participants in the Create Program

Multicultural Learning re-examines and expands what is taught, and attends to who is in the group and is transparent about why these matters. It embraces the lived experience of the participants, their families and their communities, connects with concepts of social justice and power, and teaches how to investigate and integrate diverse ways of thinking and doing.

The differences between multicultural, cross-cultural and intercultural communication

- **Multicultural** - how a group is composed, in particular a group that is made up of people with different nationalities. Communication in multicultural settings has become commonplace today.
- **Cross-cultural** - comparing two or more cultures; it examines the varying communication styles of different cultural groups.
- **Intercultural** - exchanges taking place between different cultures.

Intercultural communication theories

There are many different intercultural communication types and theories. The most important ones are:

- **Social science approach** examines the ways in which individuals adjust their communication with others in different situations, depending on who they are talking to. For example, we would tell the same story differently to our best friend than we would to our grandmother.
- **Interpretive approach** focuses on accumulating knowledge about a culture through communication in the form of shared stories based on subjective, individual experiences. The main focus is on intercultural communication as it is used in particular speech communities, so ethnography plays a major role here. Because the individual context is so important for this model, it does not strive to make generalized predictions based on its findings.
- **Dialectical approach** examines aspects of intercultural communication in the form of six dichotomies, namely cultural vs. individual, personal vs. contextual, differences vs. similarities, static vs. dynamic, history vs. past-present vs. future, and privilege vs. disadvantage. A dialectical approach helps us think about culture and intercultural communication in complex ways, so we can avoid categorizing everything in either-or dichotomies by adopting a broader approach and acknowledging the tensions that must be negotiated.
- **Critical approach** examines cultures according to their differences compared to the researcher's own culture and, in particular, how these cultures are portrayed in the media. The critical approach is complex and multifaceted and therefore leads to a rich understanding of intercultural communication.

How to Foster Collaboration and Creativity

This section focuses on methods and tools that support the development of innovative and effective collaboration and entrepreneurship from a personal and interpersonal point of view.

Key topics of this section

- Presenting collaboration examples in the fashion industry, case studies
- collaborative learning possibilities
- elements of empowerment and peer-coaching
- How to foster creative attitude; creative thinking; innovation
- Nurture personal accountability in collaborations
- Elements of entrepreneurship

Introducing circular economy in fashion

Sustainable fashion refers to clothing that is designed, manufactured, distributed, and used in ways that are environmentally friendly.

Each year millions of tonnes of clothes are produced, worn, and thrown away. To solve the problem, we must reinvent fashion itself. This means developing innovative production systems, materials and business models that allow clothes to have less impact on the environment, to be worn longer and be turned into new clothes when they are no longer needed.

Circular economy and Sustainable fashion case studies have been presented for the reader to take inspiration from about how to introduce the topic to the participants.

Collaboration in the fashion industry

Collaboration is essential for achieving goals in a mutually beneficial way whereas creative skills such as problem solving and innovation are imperative skills for successful entrepreneurship. The ability to empower self and others ensures the partners to achieve both their individual and team goals. Personal accountability enables the partners to trust one another during the collaborative process. The module touches upon the general understanding of circular economy and sustainable fashion in terms of collaboration and entrepreneurship skills within the industry.

How to Foster Collaboration and Creativity

Collaboration can offer several other benefits. When individuals or teams feel comfortable working with one another, it can help build trust and relationships within the organization. These relationships can make people feel more engaged because they appreciate who they work with or feel supported by their partners. Similarly, collaborating with external stakeholders, such as clients, can help them establish trust in the business and feel valued.

By collaborating on projects, businesses in the fashion and textile industries can further their customer reach, save money and create something magical by utilising the skills of other professionals.

Working with industry professionals from a different discipline to your own can be a really effective way to broaden skills and at the same time make a new product.

Many brands embrace collaborations with guest designers to create mini collections to be sold alongside their regular offering. This enables the buzz of the project to be built up and marketed to both the brand and their guest designer's followers, overlapping their reach and all the while promoting an innovative new idea.

Match making of collaborators can enable innovative solutions. It encourages strategic partnerships that enable all businesses involved to create a buzz around their individual brand and reach a wider audience together.

Additional benefits of effective collaboration are:

- Unfettered innovation
- Collective knowledge
- Enhanced teamwork
- Maximum redundancy
- Minimal oversight
- Maximum performance
- Effective analytics
- Accessible data
- Efficient processes
- Overall happiness

How to Foster Collaboration and Creativity

Collaborative learning

Collaborative learning is the educational approach of using groups to enhance learning through working together. Groups of two or more learners work together to solve problems, complete tasks, or learn new concepts.

This approach actively engages learners to process and synthesize information and concepts. Learners work with each other on projects, where they must collaborate as a group to understand the concepts being presented to them. Through defending their positions, re-framing ideas, listening to other viewpoints and articulating their points, learners will gain a more complete understanding as a group than they could as individuals. There is some confusion about what the difference is between these two types of learning. In fact, cooperative learning is a type of collaborative learning, which is why at first glance, the two might seem similar. The difference between cooperative learning and collaborative learning is that, in cooperative learning, participants are responsible for a specific section of their own learning and success, and also that of the group as a whole. They must use their knowledge and resources to make sure that all team members understand the concepts that they are learning. In collaborative learning, individual participants must also take responsibility for their team learning and succeeding, but their roles, resources, and organisation is left up to them. There is no director to administer the rules of engagement, so the group itself must self-direct.

Source: Canva.com

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How to Foster Collaboration and Creativity

The benefits of collaborative learning

Why use collaborative learning? There are many benefits of collaborative learning, both for the partners as a whole and the learners as individuals. When individuals are tasked with working together to achieve a common goal, they are being given the opportunity to develop high-level skills.

- **Develops self-management and leadership skills** - While having to organise, assign, and teach
- **Increases participants' skills and knowledge** - Not only will they strengthen their existing skills by having to teach others, but they in turn will also learn new skills from others.
- **Improves relationships across teams and departments** - Collaborative learning across teams' forces individuals to develop new connections and find ways to work together.
- **Improves knowledge acquisition and retention** - The process of collaborative learning allows participants to achieve higher levels of thought and the information is retained much longer than when learned in a non-collaborative setting.
- **Turns learning into a truly active process** - The active engagement means that the individual learns, and retains, more knowledge.
- **Promotes learning from others' viewpoint**s - Studies show that when a person is exposed to diverse viewpoints, especially from people with varied backgrounds, they learn more.
- **Teaches how to think critically and quickly** - Individuals learn how to think critically and quickly, while intaking new information and adjusting their own viewpoint as new ideas are introduced.
- **Promotes listening to criticism and advice** - This dynamic approach means that learners gain a fuller understanding of the topic, as they have to consider it from all angles.
- **Improves cooperation** - When given a specific goal, participants are more likely to engage in thoughtful discussion with each other, improving both their understanding of the subject and their esteem for each other.

How to Foster Collaboration and Creativity

The power of we, co-coaching and co-mentoring

Peer coaching is a confidential process through which two or more colleagues work together to reflect on current practices; expand, refine, and build new skills; share ideas; teach one another; conduct classroom research; or solve problems in the workplace (Robbins,1991).

We can dissect several elements from this definition:

- peer coaching takes place between two or more colleagues who reflect on current practices, this looks a lot like giving feedback;
- the second part is about building skills, which has a development element to it;
- The third part is about sharing ideas and teaching one another which also has a learning and development element to it;
- The last part is about solving problems which reminds us of the importance of soft skills – and collaboration in particular – to solve (future) challenges.

How to Foster Collaboration and Creativity

Through peer-mentoring, individuals will not only align their perception and reality, but also build invaluable networking connections in their area of practice. Before engaging in a critical activity or approaching a goal-oriented situation, you should take control of your mindset. Your mindset will make or break you, and with the right mindset, you can overcome your fears and make the most of your abilities and gifts. Whether it is a personal or professional situation, fearless leaders around the world consistently create the optimal state of mind to face challenges and achieve success. It is important to adopt the optimal state of mind.

Building relationships and making connections

However, making connections takes time and effort. It requires that you develop attributes and qualities that will make you valuable and unforgettable. Making connections means that you have the communication skills necessary to engage with people. Besides great communication skills, you will also have to be friendly, approachable and intriguing. People also remain memorable when they leave a positive impact on the lives of others. This means that you have to be genuinely generous toward other people. Connecting with people on a personal level requires that you pay close attention, focus on what matters and keep in contact. Coaching can help you bring out these skills and abilities, which you will need to harness and to use so that you can make useful connections and build strong relationships.

How to Foster Collaboration and Creativity

Creative Skills and types of creative thinking

Creativity is the ultimate skill that enables people to face change and challenges with confidence and success. Creativity is the ability to think about a task or a problem in a new or different way, or the ability to use the imagination to generate new ideas. Creativity enables you to solve complex problems or find interesting ways to approach tasks. If you are creative, you look at things from a unique perspective.

For those that consider creativity and innovation to be gifts of nature, it is important to understand it is a skill that can be improved with the right training. Not only that but you can also make use of certain techniques to create innovative solutions steadily.

It is also important to break the myth that creativity is fully dependent on a mystical source of inspiration. Instead, it is the by-product of consuming all kinds of content, being able to relate to different sources, and deconstruct issues to come to the appropriate answers. The proper creative thinking makes this easier.

There are quite a few creative - mostly thinking - skills such as lateral-thinking, visual reading, out-of-the-box thinking, copywriting, artistic creativity, problem-solving, analytical mind, divergent thinking, and more.

However, the most relevant creative skills are: Curiosity, Open-Mindedness, Imagination and innovation. Imagination is about seeing the impossible, or unreal. Creativity is using imagination to unleash the potential of existing ideas in order to create new and valuable ones. Innovation is taking existing, reliable systems and ideas and improving them.

Personal Accountability in collaborations

Personal accountability is when you take full responsibility for your actions, decisions and thoughts and more. When you hold yourself responsible, it leaves little room for blame game, and you develop better control of your life. Being self-responsible is being self-aware. Personal accountability also can mean that you are aware of and accept society's standards for behaviour. In essence, personal responsibility helps you take control of your choices and your own perceived reality.

It becomes very easy to develop a victim mentality when you constantly blame others and external factors for the negative aspects of your life. Doing so only results in a worsening quality of life and driving away mental satisfaction.

How to Foster Collaboration and Creativity

Upholding yourself to personal responsibility and accountability standards can help you become a more honest, organised, successful, healthier and confident version of yourself. Personal responsibility has proven to help achieve life satisfaction, success and improving productivity and conscientiousness.

Personal accountability in a collaborative learning environment

In a collaborative environment, each individual group members is assessed to what he/she does. The purpose of the learning in groups is to make each member stronger as an individual. All group members take responsibility for their share of the work. This differs from traditional group work in which some members may do most of the work while others do not pull their weight. Team members are also accountable for the work of their teammates. They teach each other the subject rather than just telling each other the answers. Team members hold each other responsible for their share of the work (Johnson, & Johnson, 1994).

The concept is that each member group is accountable for his/her learning and actions as well as the group learning and performance. (Johnson, Johnson, & Smith, 1991). Anyway, once it exists among each individual, the strength of the group does indeed become the sum of the parts (Anderson, 2003). The importance of the role of Individual Accountability in teams is verified by work on group development, self-managed work teams, and goal setting (Bane, 2004). IA and shared commitment have been identified as key to the group dynamics of high-performing teams.
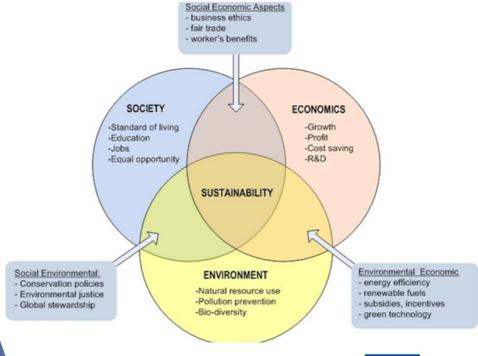
How to Foster Collaboration and Creativity

The Role of Individual Responsibility in the Transition to Environmental Sustainability

We are a long way from the place we need to end up. A circular economy where there is no waste and where all material outputs become inputs is well beyond our technological and organizational capacity today. But that does not mean we shouldn't think about how to get from here to there. Much of the work in building environmental sustainability requires the development of systems that enable us to live our lives as we wish while damaging the planet as little as possible.

Individuals are responsible for thinking about their impact on the environment and, when possible, minimize the damage they do to the planet. We consider individual responsibility and the thought process and value shift that stimulates individual action as the foundation of the social learning process required for effective collective action. In other words, individual change and collective system-level change are interconnected. There is no trade-off between individual and collective responsibility for protecting the environment unless we insist on creating one. Additionally, in a world of extreme levels of income inequality, wealthy people who have given up eating meat have the resources to consume alternative sources of nourishment. They do not occupy the moral high ground criticizing an impoverished parent proudly serving meat to their hungry child. In our complex world, we should mistrust simple answers and instead work hard to understand the varied cultures, values and perceptions that can contribute to the transition to an environmentally sustainable global economy. The path to environmental sustainability is long and winding and will require decades of listening and learning from each other.

Best Practices: Fostering Creativity

Fashion entrepreneurship and cross-cultural collaboration - Can fashion and craft represent effective ways to foster diversity and inclusivity? Ayni combines "ethics and aesthetics" in their fashion business.

MILAN — Young creatives are discovering craft and building a new model of cultural collaboration.

Partnering directly with local artisans and crediting their craftsmanship has proved an effective way for brands to shine a light on often underappreciated skills, while offering business opportunities to craftsmen off the mainstream fashion radar.

They believe the key is building partnerships throughout the value chain and authentic relations. At the core of their work lies the belief that some of the poorest regions harbour the most exceptional creative geniuses. They want to learn from them, but also help them understand our product development process and how to create products for a new target group. They call their creative process a 'strength-based design approach' and it is more a co-creation process than a traditional one. They see each artisan as an "equal and lasting partner.
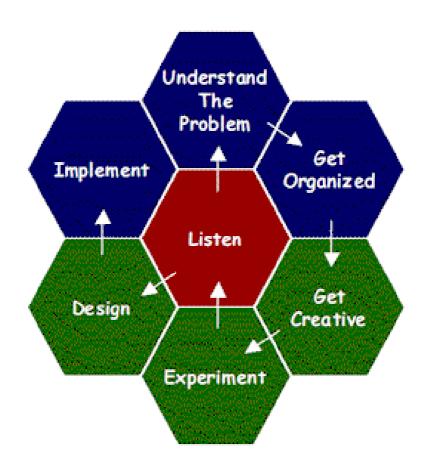
They also connect the artisans to other buyers and explicitly do not reserve the right to be the sole buyer of jointly developed products, so that they can independently grow their business.

Best Practices: Collaboration

Collaboration Is Key For The Fashion Industry In The Age Of Sharing

Idea sharing proves advantageous for innovative solutions

The Medici Effect is a concept conceived by Frans Johansson and describes the ability to innovate by combining ideas, disciplines and cultures. The Medici's were a very prominent and influential family in Florence, Italy, who brought sculptors, painters, philosophers, scientists and poets together. Their intermingling and collaborative learning led to "a creative explosion that became one of the most innovative eras in history—the Renaissance." Taking advantage of different perspectives, views and skills allows businesses to find a niche and combine ideas to create great ones. Frans Johansson concludes his TED Talk with "The world is connected, but there is somebody making those connections, I think it should be you."

Credit THE MEDICI EFFECT Posted on September 24, 2004 by Dave Pollard

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- https://unips.fi/how-to-teach-multicultural-groups/

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Resources and Videos

Further reading and videos

Read more about the benefits of peer-coaching at this link -
https://www.aihr.com/blog/peer-
coaching/#:~:text=is%20peer%20coaching%3F-,A%20definition,workplace%20(Robbins
%2C1991).

Worth watching

Read this article on the benefits of peer-coaching and best practices at this link -
https://www.aihr.com/blog/peer-coaching/

https://www.youtube.com/watch?v=bYsWlzhrUHI

This short course is designed to give a basic introduction to mentoring.
https://thementoringschool.com/introduction-to-the-theory-of-mentoring/

Developing a Growth Mindset with Carol Dweck
https://www.youtube.com/watch?v=hiiEeMN7vbQ

https://women-create-eu.com/