



IO4- E-Learning Academy

Women Making Waves



WOMEN
MAKING WAVES

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Contents

1.0 INTRODUCTION	3
2.0 RECRUITMENT	4
2.1 Iceland	4
2.2 Greece	5
2.3 Spain	5
2.4 United Kingdom	6
3.0 OVERVIEW OF PARTICIPANTS	6
3.1 Iceland	6
3.2 Greece	7
3.3 Spain	8
3.4 United Kingdom	9
4.0 IMPACT OF THE PLATFORM	10
4.1 Iceland	10
4.2 Greece	12
4.3 Spain	14
4.4 United Kingdom	16
5.0 CONCLUSION	19
WOMEN MAKING WAVES PROJECT INFO	20
PROJECT CONSORTIUM	21

Women Making Waves Comparative Report of IO3- Leader Circles	2

1.0 INTRODUCTION

This Comparative Report presents the findings of the piloting of the Women Making Waves platform. To achieve qualitative results, the piloting was organized in two rounds. More specifically, the first one had the aim to identify major problems and took place internally, by the project partners before publishing it to public. The second round was conducted with external partners in Iceland, the United Kingdom, Spain, and Greece and had the aim to gather feedback and discover any potential issues with the platform’s functionalities.

The E-learning Academy, consists of two main areas:

1. Women Making Waves Academy
2. Women Making Waves Community,

one complements the other. Through the e-learning platform one can:

- access and exploit the training programme (O2), where double disadvantaged women can improve their self-confidence and feel more empowered to strive for stronger leadership positions.
- access and exploit the leader circles methodology, an innovative methodology to support individuals in their personal and professional development.
- interact online with a network of women across Europe and share experiences with other learners.

The format of the 1st piloting testing activity was conducted internally through email exchange with partners and during online meetings and once the feedback collected, IED as the lead partner updated the platform, to be ready for the 2nd round of piloting. The second piloting testing was conducted online, through accessing the online platform and providing feedback through an evaluation questionnaire. This report presents the results from the 2nd round of the piloting phase divided into the partner countries.

Women Making Waves Comparative Report of IO3- Leader Circles	3

2.0 RECRUITMENT

2.1 Iceland

The two partners from Iceland, the Directorate of Equality and the Directorate of Labour, conducted together their piloting activities. Participants were recruited by email and word of mouth. Trainers and facilitators were also recruited, as we felt that their input would be highly valuable especially with their expert knowledge on training methodology. Also people who have been in similar projects in Erasmus+.

Evidence of recruitment can be found below, but then people could send this further until there were 9 answers:

Mat á námsvef fyrir verkefnið Konur gára vatnið.

 Anna Lilja Björnsdóttir - JAFNT
Til  Kristín Ólafsson Önnudóttir - JAFNT;  Katrín Björg Ríkardóttir - JAFNT;  Bryndís Elfa Valdemarsdóttir - JAFNT;  Únhildur J. Ásdísar Pórarinsdóttir - JAFNT mán

 Svara  Svara öllum  Framsenda

 Þyfgja eftir. Lokið hinn mánudagur, 9. maí 2022.
Þú framsendir þetta skeyti 12.5.2022 14:31.

Sælar allar.

Takk kærlega fyrir að aðstoða okkur með að meta námsvefinn í Konur gára vatnið verkefninu okkar.

Sendi ykkur hér hlekk á námsvefinn og þið búið þar til aðgang (ef þið eigið ekki einn nú þegar) og skráið ykkur inn: <https://platform.womenmakingwaves.eu/heim/>

Hér er svo matsblaðið sem við ætlum að biðja ykkur að svara, formið er á ensku **en það má svara á íslensku**: <https://forms.gle/3kaPbMEGMkWdbfzd8>

Women Making Waves Comparative Report of IO3- Leader Circles	4

2.2 Greece

As the piloting testing phase was decided to be implemented online, all the preparation phases, have been planned to be executed online. Starting with, an open call for participation in the pilot testing activities was disseminated through IED’s official website as well as, social media profiles, in which users were informed about the scope, the aim, the objective and the target groups of this sessions. Within the call, the dates of the training sessions were mentioned (19th November 2021 and 26th November 2021), as well as the obligations of each participant and a form for submission of interest, where additionally there was a section for the identification and description of their personality and role. Moreover, through emails, this open call was forwarded to stakeholders that our organisation is in contact with (who support women from differ backgrounds, consultants etc.), in order to promote it even more through their own networks.

Some tools that we used to disseminate the activity, were:

- [Facebook event](#)
- [Article](#) in IED’s official website
- YouTube [video](#)
- Image:



2.3 Spain

Participants in the testing phase of the platform were contacted by phone or email to ask them to please evaluate the e-learning academy by filling out the survey.

Women Making Waves Comparative Report of IO3- Leader Circles	5

Most of the respondents had participated in the course or in the Leader Circles sessions and two other people are part of the AMUEBLA team of trainers.

2.4 United Kingdom

Participants were recruited by email and word of mouth. In particular, participants of the training programme and Leader Circles were contacted as they had previous experience of the Women Making Waves project. Trainers and facilitators were also recruited who were double disadvantaged, as we felt that their input would be highly valuable especially with their expert knowledge on training methodology and pedagogies.

Evidence of recruitment can be found below:



3.0 OVERVIEW OF PARTICIPANTS

3.1 Iceland

Below is an overview of the participants involved in the pilot which took place in Iceland. A total of 9 participants, took place at the piloting. These individuals accessed the platform and engaged with the modules.

Women Making Waves Comparative Report of IO3- Leader Circles	6
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Participant	Background Information
Participant 1	Hotel Cleaner
Participant 2	Director
Participant 3	Special advisor
Participant 4	Special advisor
Participant 5	Specialist in an Agency
Participant 6	Activist
Participant 7	Special advisor
Participant 8	Student
Participant 9	Specialist

3.2 Greece

Below is an overview of the participants involved in the pilot which took place in Larissa, Greece. A total of 11 participants attended.

Participant	Background Information
Participant 1:	<ul style="list-style-type: none"> - Cope up with the new requirements in the working environment - Unemployed mother, women returning to work after a long absence
Participant 3	<ul style="list-style-type: none"> - Update of skills & knowledge - Unemployed, women returning to work after a long absence
Participant 3	<ul style="list-style-type: none"> - Pursuing a new career path - Lone parent with child with disabilities, unemployed

Participant 4	<ul style="list-style-type: none"> - Increase self-confidence - Migrant & unemployed
Participant 5	<ul style="list-style-type: none"> - Obtain new knowledge & skills - Migrant & women from rural areas
Participant 6	<ul style="list-style-type: none"> - Pursuing a new career path - Migrant & Lone parent
Participant 7	<ul style="list-style-type: none"> - Increase knowledge - NEET & Unemployed
Participant 8	<ul style="list-style-type: none"> - Maximize career opportunities in leadership positions - Migrant & Pursuing a new career path
Participant 9	<ul style="list-style-type: none"> - Boost soft skills - Lone parent & Pursuing a new career path
Participant 10	<ul style="list-style-type: none"> - Obtain new knowledge & skills - Person with disabilities & Pursuing a new career path
Participant 11	<ul style="list-style-type: none"> - Explore something new - NEET & Unemployed

3.3 Spain

Below is an overview of the participants involved in the pilot which took place in Spain. A total of 6 women filled out the evaluation form. These individuals accessed the platform and engaged with the modules.

Women Making Waves Comparative Report of IO3- Leader Circles	8

Participant	Background Information
Participant 1	Project Manager
Participant 2	R&D Technician
Participant 3	Journalist
Participant 4	Unemployed
Participant 5	Entrepreneur
Participant 6	Trainer

3.4 United Kingdom

Below is an overview of the participants involved in the pilot which took place in the United Kingdom. A total of 9 filled out the evaluation form. These individuals accessed the platform and engaged with the modules.

Participant	Background Information
Participant 1	Mathematics Teacher from Ghana
Participant 2	Technical Account Manager from India
Participant 3	International Project Assistant from the UK
Participant 4	Manager from the UK
Participant 5	Project Assistant from the UK
Participant 6	Trainer/facilitator from the UK
Participant 7	Project Assistant from the UK

Participant 8	Student from the UK
Participant 9	Trainer from the UK

4.0 IMPACT OF THE PLATFORM

An e-learning academy evaluation form was completed by participants at the end of the piloting. This included asking the participants about their expectations, the functionalities and what they found most useful about the sessions.

4.1 Iceland

How did you learn about this course?

- From Facebook
- Friends/Family
- Word of mouth
- My organization is taking part (4)
- From colleagues

What is the reason for your interest in this course?

- I want to learn communication and to speak up more
- My organization is taking part so I have heard much about WMW
- Useful in my profession
- I work in the field of gender equality
- To see if I can use something from it in my own courses, for employees
- I'm interested in feminism and ways to create feminist networks
- Personal and professional development
- I want to learn about discrimination

Which modules have you studied/viewed?

Women Making Waves Comparative Report of IO3- Leader Circles	10

- A total of 8 participants viewed module Personal Development
- A total of 7 participants viewed module Gender Equality
- A total of 5 participants viewed module Leaning in and Taking Action
- A total of 8 participants viewed module Leadership Skills
- A total of 6 participants viewed module Mentoring and Creating Positive Development Networks

Your overall appreciation of the main aspects in the platform

Question	Average Score
Navigation and structure of the platform	4.1
Explanations on how to use the platform	3.3
The content of the modules	4
Relevance of the content in relation to professional and/or personal life	4
Duration of the course	4
Variety of exercises included	4

Is there anything that is missing from the e-learning platform which would add value or benefit others?

- No (x4).
- It lacks connection with the curriculum
- How to use the platform- a teaching video or more information for new members
- Practical information into how to form organizations or groups, how to conduct meetings, how to maintain cohesiveness in action groups.
- There is something missing in the activities. In most cases, it is like there are more slides or worksheets missing.

Women Making Waves Comparative Report of IO3- Leader Circles	11

- When you are viewing the courses it would be great to have the home button more visible. I did not find it at first, until I clicked my profile picture.

Is there any part of the e-learning platform that needs improvement? Please write your suggestions and the module you are referring to.

- No (x2).
- It seemed slow
- Even though I'm in the Icelandic version, some parts appear in Greek, others in English. I need to start again to see all the courses in Icelandic. Go out and in again.
- home button more visible.
- There is something missing in the activities. In most cases, it is like there are more slides, worksheets or other information missing to be able to complete the activity.
- The ability to take the courses without signing up to the platform, i.e. make the courses open access.
- Overall, it could be more simple.
- Check connections with curriculum

Any further comments?

- It changes languages - I see some courses in Icelandic, others in Greek
- The platform and the website look really good
- Beautifully designed, easy to navigate and interesting courses. Thank you

4.2 Greece

How did you learn about this course?

The majority of the participants, were informed of the training course through IED's website and social media posts.

What is the reason for your interest in this course?

A sum up the main points were:

- Advancement of the skills
- Explore new learning methods

Women Making Waves Comparative Report of IO3- Leader Circles	12

- Upgrade my skills
- Acquire knowledge on topics related to women empowerment and leadership role

Which modules have you studied/viewed?

All of them went through all modules.

Your overall appreciation of the main aspects in the platform

Question	Average Score
Navigation and structure of the platform	5
Explanations on how to use the platform	4.8
The content of the modules	4.9
Relevance of the content in relation to professional and/or personal life	4.7
Duration of the course	5
Variety of exercises included	5

Is there anything that is missing from the e-learning platform which would add value or benefit others?

Overall their feedback was on the following two points:

- Sometimes the platform had slow speed
- Some links weren't working

Is there any part of the e-learning platform that needs improvement? Please write your suggestions and the module you are referring to.

Overall their feedback was on the following point:

Women Making Waves Comparative Report of IO3- Leader Circles	13

- Some links weren't working

Any further comments?

Overall their feedback was on the following two points:

- I liked the overall idea and learning flow! Very useful!
- Innovative way of learning!

4.3 Spain

How did you learn about this course?

- Social media (5 answers).
- Through a direct contact (1 answer).

What is the reason for your interest in this course?

- I would like to improve my leadership skills.
- Improve skills.
- There are few courses that deal with leadership or women's empowerment.
- Entrepreneurship and professional development.
- I want to become an entrepreneur and create my own business, so it seemed like a very interesting course to continue training and improve my professional skills.
- To continue learning in my profession.

Which modules have you studied/viewed?

- 6 participants reviewed Unit 1: Personal Development.
- 4 participants reviewed Unit 2: Gender Equality.
- 4 participants reviewed Unit 3: Leaning in and Taking Action.
- 6 participants reviewed Unit 4: Leadership Skills.
- 4 participants reviewed Unit 5: Mentoring and Creating Positive Development Networks.

Women Making Waves Comparative Report of IO3- Leader Circles	14

Your overall appreciation of the main aspects in the platform

Question	Average Score
Navigation and structure of the platform	5
Explanations on how to use the platform	4.5
The content of the modules	4.6
Relevance of the content in relation to professional and/or personal life	4.6
Duration of the course	4.6
Variety of exercises included	4.5

Is there anything that is missing from the e-learning platform which would add value or benefit others?

- A general forum instead of just having the option of private messages.
- No.
- Perhaps a forum or a space to exchange experiences with other participants.
- Everything is fine.
- From my point of view the platform is fine as it is.
- No.

Is there any part of the e-learning platform that needs improvement? Please write your suggestions and the module you are referring to.

- No.
- There are some typos/spelling mistakes both in the presentation of the web site and in the teaching content.
- Everything is correct.
- Everything is correct.
- There is a small typo in the presentation text of the modules.
- No.

Any other comments?

Women Making Waves Comparative Report of IO3- Leader Circles	15

- I really enjoyed the course, congratulations for the work of the whole project.

4.4 United Kingdom

How did you learn about this course?

- Inova Platform
- Leadership Stories from International Women Zoom call
- Inova Consultancy
- Women Making waves project by Inova
- My colleague
- From a colleague
- Through work
- Work
- Through a colleague

What is the reason for your interest in this course?

- Learning Leadership Skills
- From the call I could make out that this course would be very relevant to me, to develop myself professionally as well as personally
- Women in leadership
- Increasing my knowledge on leadership skills in a way that tackles women's biases and obstacles
- I am interested in the topic of gender equality
- Interest in equality
- Interested in learning more about leadership and personal development
- to evaluate the platform
- I deliver leadership training for women so was interested in the resources

Which modules have you studied/viewed?

- A total of 8 participants viewed module Personal Development
- A total of 3 participants viewed module Gender Equality
- A total of 4 participants viewed module Learning in and Taking Action
- A total of 6 participants viewed module Leadership Skills

Women Making Waves Comparative Report of IO3- Leader Circles	16

- A total of 5 participants viewed module Mentoring and Creating Positive Development Networks

Your overall appreciation of the main aspects in the platform

Question	Average Score
Navigation and structure of the platform	3.9
Explanations on how to use the platform	3.7
The content of the modules	4.2
Relevance of the content in relation to professional and/or personal life	4.3
Duration of the course	4.3
Variety of exercises included	4

Is there anything that is missing from the e-learning platform which would add value or benefit others?

- No (x2).
- I am sharing this feedback so you know that I have started following the course.
- My problem was that the platform kept crashing. Might be because it was not suitable for a phone/tablet.
- I think it would be helpful to include some OERs on the platform. Perhaps some research on the key topics, some videos or print outs that they could complete in their own time.
- Some of the activities were missing.
- Not sure if this would be explained - but some of the activities mention worksheets, which are not present in the platform.
- There needs to be more information and explanation of the activities - it wasn't clear in many of them what you needed to do. Some refer to questionnaires that don't seem to be there, group exercises in an online platform like this are confusing - How should these be used?

Is there any part of the e-learning platform that needs improvement? Please write your suggestions and the module you are referring to.

- No (x2).
- I will share my feedback again once I complete the course.
- The platform looks like an app but it doesn't show like that on a tablet/phone which is how I am currently accessing it as I do it on my commute to work.
- "In the module 'gender equality' unit 2: activity 2, it is not clear what is meant by the question 'do you recognise this kind of behaviour?' I was not sure what behaviour was being referred to.
- Under module 5, I noticed a couple of typos and mistakes which could be amended. For example, there are a couple of instances where there is no space between the words which can make it hard to read (under learning outcomes and teaching methods). Additionally, there did not seem to be an activity under unit 5 activity 4, unless this just did not load for me!
- Yes there is some content missing throughout and confusion over activity numbers, e.g what is said at the top of the page does not match further down, so it may show you are in activity 2 and then further down it says activity 3. There are some blank activities.
- Unit 2 - pg.13, pg. 31 & pg. 39 videos not available (other units/videos may need checking).
- The icons for the theory and activities are in the shape of video cameras, suggesting the content will be a video but it is just slides.
- sliding down through the slides of theories is also not as smooth as clicking through them would be.
- See above re training - activities need much more explanation. In the Community section, it wasn't immediately apparent that I needed to click on the photo to message, I assumed I'd need to use the blue button which doesn't do anything.

Any further comments?

- Only feedback I have at this moment is that, when I first logged in, on the day of the Zoom call I did not see the content and thought the site may not be ready yet. Today when I logged in also I did not see the content so I kept clicking through the Unit 1: Theory / Unit 1 : Activity 1 / Unit 1 : Activity 2 / Unit 1 : Activity 3 and it kept showing them as Completed with the Green ticks on the left pane with 0m as the time elapsed. Then I had to do something else and by the time I came back, there was a pdf showing for Unit 1: Theory. That is how I discovered that the content shows up after "some delay". We need to wait for it to appear once we click on a Unit. I feel, it will help, if we share this piece of information "upfront". Meaning, we tell the women signing-up that it is normal for them

Women Making Waves Comparative Report of IO3- Leader Circles	18

to wait for a few seconds before the content appears. That way they will expect the delay and be prepared for it. Otherwise, maybe other women too scroll through the Units thinking there is content, like me last time. Hope this makes sense. Please let me know if you need any further information. Meanwhile, I will take time to go through the rest of the course and share feedback with you.

- Some of the units and activities take a little while to load. However, the content was clear and engaging and there is a lot of information in each module which is a positive thing as there is a lot to learn! The activities and exercises were thought provoking and explained well.
- I think when the current issues are resolved it will be much improved.
- Overall the platform is very easy to use and the image Q&A section for each module will be useful once more people are registered.
- very nice design of the platform! Just wasn't sure what is meant by discussing with someone and using worksheets.

5.0 CONCLUSION

As a conclusion, the pilot testing of the platform, achieved in 40 total participants, 35 of them external from Iceland, United Kingdom, Greece and Spain and 5 internal from the partner organisations, which exceeds expectations, as the initial goal was 30 participants.

All in all, the feedback from both the internal and external testing, was very useful, as participants helped with the improvement of the platform. The feedback received was overall positive and participants were highly satisfied with the design, functionalities, navigation & structure of the WMW Academy & Community.

Women Making Waves Comparative Report of IO3- Leader Circles	19

WOMEN MAKING WAVES PROJECT INFO

Grant agreement	2019-1-IS01-KA202-051157
Programme	Erasmus+ Cooperation for innovation and the exchange of good practices
Action	Strategic Partnerships (Development of innovation - Vocational education and training / K202)
Project title	Women Making Waves - Enhancing Female Leadership Skills
Project starting date	01-10-2019
Project end date	31-03-2022
Project duration	30 months

Women Making Waves Comparative Report of IO3- Leader Circles	20

PROJECT CONSORTIUM



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Women Making Waves Comparative Report of IO3- Leader Circles	21