¡Venga tu Reino! - Thy kingdom come!

**PROYECTO PARA EL EMPLEO - PROJECT FOR EMPLOYMENT**

**COMUNIDAD DE TALENTO -** **COMMUNITY OF TALENT**

**Descripción del proyecto - Project Description**

Grupo de buscadores de trabajo que quieren reimpulsar, con nuevas perspectivas su búsqueda de empleo, a través del network, con un ambiente muy positivo y con el apoyo del programa NhN y de la Fundación Altius.

Group job seekers who want to push with new prospects your job search through the network, with a very positive atmosphere and with the support of NhN program and the Altius Foundation.

Se comprometen a tener una reunión semanal con una metodología sencilla, orientada a resultados. Y devolviendo el favor, ayudando más adelante a otros, participando y manteniendo el contacto y el network.

It promises to have a weekly meeting with a simple methodology, results-oriented. And returning the favor, later helping others, participating and keeping contact and network.

**Alcance – Resultados esperables – Scope - expected results**

1. Crear un network potente. Ser un soporte en su búsqueda, punto de encuentro para las relaciones de trabajo – “network group”.
2. Creamos un ambiente sencillo que provoca cambio de esquema de desempleado (que paraliza, desanima, bloquea) al de buscadores motivados y activos. Sostenerles para continuar.
3. Que los participantes estén contentos consigo mismos, que se sientan bien consigo mismos y si es el caso, se reinventen.
4. Reciben retroalimentación de su “elevator speech” para conseguir mejores resultados y lluvia de ideas sobre posible acciones a realizar.
5. No descartar ideas, que les puedan venir bien, den oxigeno, nuevos esquemas.
6. Nosotros no somos quienes conseguimos trabajo para las personas, nosotros les ayudamos. Éxito atrae éxito.

1. Create a powerful network. Being a stand in your search, venue for labor relations - "network group".

2. Create a simple environment resulting schema change unemployed (which paralyzes, discouraged, hang) when searchers motivated and active. Support them to continue.

3. That the participants are happy with themselves, they feel good about themselves and where appropriate, reinvent.

4. receive feedback from your "elevator speech" to achieve better results and brainstorm possible actions to take.

5. Do not dismiss ideas, which can come in handy, give oxygen, new schemes.

6. We are not who got jobs for people, we help them. Success breeds success.

**¿Qué es COMUNIDAD DE TALENTO?**

Es una iniciativa innovadora de personas que buscan empleo y comparten su talento para conseguir su objetivo común.

**¿A quién va dirigido?**

Personas que buscan un empleo de una manera seria y profesional de todas las edades y condiciones.

**¿En qué consiste?**

Se organizan grupos para reimpulsar la búsqueda de empleo con nuevas perspectivas orientadas a resultados.

Los grupos, de 15 a 20 personas de un mismo perfil, se reúnen semanalmente durante hora y media.

Cuentan con el apoyo de un facilitador y un grupo de soporte de la Fundación Altius Francisco de Vitoria.

Los participantes que consiguen empleo también se mantienen en el grupo. Animar a los demás con un caso de éxito y compartir sus nuevas redes es la mejor forma de seguir colaborando.

**What is COMMUNITY OF TALENT?**

It is an innovative initiative jobseekers and share their talents to achieve their common goal.

**Who is it for?**

People seeking a job in a serious and professional manner of all ages and conditions.

**What does it consist of?**

Groups are organized to revive job search with new perspectives oriented results.

The groups of 15-20 people from the same profile, meet weekly for an hour and a half.

They are supported by a facilitator and a support group of Francisco de Vitoria Altius Foundation.

Participants who find employment also remain in the group. Encourage others with success and share their new networks is the best way to continue working.

**¿Qué se hace en las reuniones?**

Una vez detectadas y valoradas las necesidades del grupo las reuniones se orientan a que los participantes trabajen en común para:

**CONOCER**: Intercambiando información y experiencia.

**PENSAR**: Generando ideas.

**MOTIVAR**: Manteniendo la actividad y recuperando la esperanza.

**COMPARTIR**: Facilitando al grupo redes de contactos y oportunidades.

La metodología es desarrollada por los propios participantes.

**¿Por qué puede ayudarte COMUNIDAD DE TALENTO?**

Porque el 80% de los trabajos se encuentran gracias a redes y contactos.

Porque uniendo fuerzas se generan sinergias.

Porque es una manera diferente de abordar el reto de encontrar un empleo.

Porque buscar trabajo es duro y contar con el apoyo de otras personas te proporciona energía.

Porque además de ayudarte, ayudas a otros.

**What happens at meetings?**

Once detected and assessed the needs of the group meetings are aimed at participants work together to:

**MEET**: Exchanging information and experience.

**THINK:** Generating ideas.

**MOTIVATE**: Keeping the activity and recovering hope.

**SHARE**: Facilitating the group networking and opportunities.

The methodology is developed by the participants.

**Why can help COMMUNITY OF TALENT?**

Because 80% of jobs are found through networking and contacts.

Because joining forces generated synergies.

Because it is a different approach to the challenge of finding a job.

Because for a job is hard and have the support of others gives you energy.

Because in addition to help you, you help others.

**Filosofía del proyecto – principios - Project philosophy - principles**

1. **¿Porqué lo hacemos así? –Qué da sentido a que sea así y no de otra forma?**
	1. Porque conseguir trabajo solo es muy difícil y más en las condiciones actuales del mercado. Sean conscientes de que no son los únicos, uniendo fuerzas se generan sinergias. La batalla no la deben ver individual, mirar a su alrededor, pero no para auto consolarse, sino para unirse y ser más eficaces en la lucha.
	2. Si las personas buscan trabajo de la misma forma, no hay resultados. Hay que cambiar, pensar diferente para abordar el reto.
	3. Necesitan mantener la energía en su búsqueda, movilizarse y no entrar en el bucle de estar “parado”.
	4. Cuando vas a la batalla con alguien, ahí hay lealtad – complicidad. No hay expertos en desempleo hasta que no estás ahí. Ayudarse entre ellos.
	5. Porque confiamos en la dignidad de la persona, en su capacidad de salir adelante, de reinventarse, encontrar su vocación, su elemento.

**1. Why do we do this? - What Makes sense of it so and not otherwise?**

a. Because getting work is very difficult and only in current market conditions. They are aware that they are not alone, joining forces generated synergies. The battle should not do individually, look around, but not to self soothe, but to unite and be more effective in the fight.

b. If people are looking for work in the same way, no results found. We must change, thinking differently to address the challenge.

c. They need to keep the energy in your search, mobilize and not enter the loop to be "stopped".

d. When you go into battle with someone, there is no loyalty - complicity. No experts on unemployment until you're not there. Help each other.

e. Because we trust in the dignity of the person, in their ability to succeed, to reinvent, find his vocation, his element.

1. **Cultura positiva:**
	1. Cambiamos las palabras, tornamos todo en un lenguaje positivo, mentalidad de abundancia.
	2. El proceso de búsqueda de empleo, lo que lo provocó y lo que lleva consigo es negativo, baja energía, tira hacia abajo. Hay que sacarles de ahí, que no se contagien, que no desesperen.
	3. En Estados Unidos NhN tiene un reconocimiento ya por ello.
	4. El problema no es la personal, no es por un aspecto personal, es una crisis, una realidad económica, el Mercado es agresivo, está cambiando y va a cambiar más. Tampoco es por cuestión política.

**2. Positive Culture:**

a. We changed the words, we turn everything into a positive language, abundance mentality.

b. The job search process, what caused it and what it entails is negative, low power, pull down. You have to get them out of there, do not catch, do not despair.

c. In the United States NhN has a recognition and why.

d. The problem is not personal, it's not a personal aspect, it is a crisis, an economic reality, the market is aggressive, is changing and will change more. Nor is political.

1. **Network:**
	1. Internet no es tan efectivo, hay mucha saturación.
	2. La conexión es fundamental en las circunstancias actuales, ser positivo en ella, saber venderte, para que los contactos hablen de ti. Si lo que ven es negativo, no atraerás. **Lo positivo atrae.**
	3. No todos te van a ayudar, **pero lo normal es que la gente ayude**. Nos gusta ayudar a los seres humanos. Y tu familia quiere ayudarte, pero a veces están desconectados, no tienen información.
	4. Es muy sabio mantener tus contactos aún y cuando ya hayas conseguido trabajo. No sabes si volverás a estar así, el mercado se va a liberar más y las empresas no tienen reparo en prescindir de personas.

**3. Network:**

a. Internet is not as effective, is at saturation.

b. The connection is essential in the present circumstances, be positive in it, namely to sell, so that contacts talk about you. If what you see is negative, you will not attract. The positive attracts.

c. Not all of you are going to help, but usually people help. We like to help humans. And your family wants to help, but sometimes disconnected, no information.

d. It is very wise to keep your contacts even when you've already got a job. Not sure you return to being so, the market is going to release more and companies have no qualms without people.

1. **Grupo de trabajo con una agenda y un facilitador:**
	1. Buscar trabajo es un trabajo de tiempo completo, realmente exige mucho, por lo que si no cumplen sus tareas y compromisos… obvio que no van a conseguir resultados.
	2. Las tareas o acuerdos tomados se plantean en positivo – get to win.
	3. Difícilmente habrá competencia directa en un grupo, por el tipo de sectores, las diferencias entre personas, perfiles, posibilidades.
	4. Si no pueden seguir una agenda y estar en una reunión, difícilmente conseguirán trabajo y lo mismo con la autoridad del facilitador.
2. **Working with an agenda and a facilitator:**

a. Job search is a full time job, really ask that much, so if you do not fulfill their tasks and commitments ... obviously not going to get results.

b. The tasks or taken agreements arising in positive - get to win.

c. Rarely will direct competition in a group, the type of sectors, the differences between people, profiles, possibilities.

d. If they can not follow an agenda and be in a meeting, hard work and will get the same with the authority of the facilitator.

1. **Grupo de soporte**
	1. La competencia para conseguir trabajo es global y más compleja que en décadas anteriores, por ello hay un equipo de staff, detrás de los grupos de NhN. (ESTO SIGUE PENDIENTE)
	2. Adaptar la metodología de NhN a la cultura española y conocer el mercado.
	3. Esta para mantener la motivación y quitar lo negativo.

**5. Support Group**

a. The competition for work is global and more complex than in previous decades, so we have a team of staff behind NhN groups. (THIS STILL PENDING)

b. NhN adapt the methodology to the Spanish culture and know the market.

c. This to maintain motivation and remove the negative.

1. **Pay it forward – devolver el favor – pagar más adelante**
	1. Al final el ayudar siempre compensa, siempre te llega por algún sitio la devolución.
	2. Ayudar a las personas es algo bueno, positivo, nunca se arrepienten de eso.
	3. El Éxito atrae al éxito – si los que han pasado por NhN cuentan lo positivo, ayudan mucho a los que todavía no lo han conseguido.
	4. Conviene lograr ese compromiso, por ello NhN llega a ser un club vital un club para toda la vida. Porque siempre podemos estar o volver al desempleo.

**6. Pay it forward - returning the favor - pay later**

a. Eventually the help offset always, you always arrives somewhere return.

b. Helping people is something good, positive, never regret that.

c. Success breeds success - if you have gone through NhN have positive help much to those who have not yet achieved.

d. Should make that commitment, so NhN becomes a vital club a club for life. Because we can always be or return to unemployment.

1. La esencia del networking consiste en dar y recibir.
2. Basado en la confianza, del contacto con el tercero
3. conocer a las personas adecuadas, capaces de tocar la tecla que más convenga en un momento determinado
4. **Bonnie Marcus**, autora de Women's Success Coaching ha sintetizado en siete puntos las claves para crear un networking lo más amplio y consistente posible
	1. Elaborar una estrategia para rodearse de las personas adecuadas
	2. Si yo promociono tú te beneficias, y viceversa
	3. No olvidarse de los viejos contactos, aunque se hayan seguido distintos caminos. (La única forma de fortalecer los vínculos consiste en ser proactivos, estar dispuestos a acudir a donde se nos necesite)
	4. Cuanto más inviertas en tu red más valor tendrá
	5. Quédate con las tarjetas de los demás
	6. Olvídate de los lugares comunes cuando conozcas a alguien. La conversaciones ya no son sobr el CV o experiencia. Venderte, contar inquietudes, lo que estas haciendo, etc.
	7. No limites los contactos a las personas que te caen bien. Salir de la zona de confort

1. The essence of networking is about giving and receiving.

2. Based on trust, contact with the third

3. knowing the right people who can touch the key that suits at a given time

4. Bonnie Marcus, author of Women's Success Coaching synthesized in seven key points to create the widest possible consistent networking

a. Develop a strategy to surround himself with the right people

b. If I promote you benefit, and vice versa

c. Do not forget the old contacts, although they have followed different paths. (The only way to strengthen ties consists in being proactive, willing to go where we are needed)

d. The more you invest in your network more valuable

e. Stay with others cards

f. Forget the clichés when you meet someone. The conversations are no longer sobr the CV or experience. Sell, have concerns, what you're doing, etc.

g. No limits contacts to people who fall you well. Out of the comfort zone

**Metodología y Normativa - Methodology and Standards**

1. Se trabaja en grupo de trabajo de 15 a 20 personas. Siendo consciente de que van a fluctuar mucho, entrarán y saldrán. Difícilmente continuarán en el grupo una vez conseguido el trabajo – orientar el seguimiento a través del grupo de linkein.
2. Es un grupo cerrado, para crear un ambiente seguro, de ayuda al aprendizaje a la confianza. Es una experiencia importante.
3. La reunión dura entre 1 a 1:30 hrs, incluyendo tiempo para la discusión, intercambio de ideas y network.
4. En el equipo se detectan las variables que necesita atacar, se establece la forma de colaboración, comparten ideas y todos contribuyen.
5. Requiere ser formal con la reunión del equipo. No sólo por el compromiso, sino por la información que se maneja, las relaciones que se crean, el trabajo es conseguir trabajo. La frecuencia hace que el equipo esté conectado.
6. Esta metodología de las reuniones genera:
	1. Información
	2. Hace pensar a las personas, generar nuevas ideas, tener luces.
	3. Les mantiene caminando.
	4. Network.
7. Crear Network es la máxima prioridad. Nunca sabes de quien te puede venir la oportunidad.
8. La agenda que se sigue es importante:
	1. Ronda de Elevator speech:
		1. Cada uno cuenta su elevator speech: Presentarte a ti mismo y venderte, es necesario marketing personal y **dejar clara que quieres y que necesitas**
		2. **Feedback del grupo y lluvia de ideas**
	2. Ronda de trabajo de la semana
		1. Comentar cada persona lo que ha hecho según a lo que se comprometió.
		2. Cual ha sido la lección de la semana
		3. Próximos eventos
		4. Oportunidades en empresas – “Hot companies”
	3. Conviene que el facilitador lleve una contabilidad de los compromisos. Algo que ayude a ver a las personas lo que van consiguiendo:

(Se puede hacer con una escala de 1,2 3 o colores verde, amarillo y rojo y que ellos sean los que se evalúen, no se trata de fiscalizar sino de medir resultados)

|  |  |  |
| --- | --- | --- |
|  | Mes 1 | Mes 2 |
| Nombre | S1 | S2 | S3 | S4 | S1 | S2 | S3 | S4 |
| Elena |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Laura |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Jaime |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Diego |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Daniel |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

1. Worked in workgroup 15-20 people. Being aware that it will fluctuate a lot, enter and exit. Unlikely to continue in the group once I got the job - to guide the follow through Linkein group.

2. It is a closed group, to create a safe environment to support learning to trust. It is an important experience.

3. The meeting lasts from 1 to 1:30 pm, including time for discussion, exchange of ideas and network.

4. On the computer the variables that need to attack is detected, the form of collaboration is established, share ideas and everyone contributes.

5. Requires be formal with the team meeting. Not only because of the commitment, but for the information handled, the relationships created, the job is getting work. The frequency causes the computer is connected.

6. This methodology generates meetings:

a. Information

b. Suggests to people, generate new ideas, have lights.

c. We kept walking.

d. Network.

7. Create Network is top priority. You never know who might come you the opportunity.

8. The agenda that follows is important:

a. Round Elevator speech:

i. Each has their elevator speech: Show up yourself and sell, necessary personal marketing and make clear that you want and need

ii. Owners of the group and brainstorm

b. Round work week

i. Discuss what each person has done according to what was promised.

ii. What was the lesson of the week

iii. Upcoming Events

iv. Business Opportunities - "Hot companies"

c. The facilitator should keep accounts of commitments. Something that helps people see what they are getting:

(It can be done with a scale of 1.2 3 or green, yellow and red and they are the ones who are assessed, there is only monitor measuring results)

1. Facilitador:
	1. Explica lo que hacemos, como es el programa, los éxitos, los puntos fuertes y busca el feedback del equipo, lo que la gente está recibiendo, si les sirve o no.
	2. Mantiene todo simple.
	3. Que la gente este cómoda
	4. **Modera para que todos hablen**. Esto es importante, aún y para los que hablan mucho, si no se puede perder información.
	5. Que todos vayan al punto en su exposición. Tenemos que estar orientados a resultados.
	6. Detectar necesidades y ver cómo se pueden proveer – escucha activa. Si hay una necesidad evalúa si es del grupo o solo de uno, pero hay que atenderla o procurar formas de que la persona lo resuelva
	7. Entrenarles en la comunicación para que cuando termine la sesión todos tengan claro la idea expuesta, la necesidad.
	8. Da tips
	9. Hacerles pensar a los miembros del grupo. Hace preguntas abiertas para que en el network no se topen con un no. busca abrir, propiciar ideas, ver con quien puede ir, a donde, a quién le pueden presentar. Habilidad para eso.
	10. Mantener la energía durante la sesión, y si uno empieza a entrar en lo negativo, corta, pero sobretodo propicia lo positivo. Efectivamente lo negativo estará ahí, pero hay que dejarlo fuera.
	11. Que todos hablen, que todos se sientan parte, compartan experiencias, movilizarles.
	12. Atender a las personas, escucharles
	13. Ser punto de referencia, conectarles con otros que sí puedan ayudarles.
	14. Abrir la mente para ver que podemos traer al grupo.
	15. Lleva la contabilidad del grupo. Esto es más en general para ver la eficacia del grupo, no de las personas. Por tanto hay que ver:

|  |  |  |
| --- | --- | --- |
|  | Mes 1 | Mes 2 |
|  | S1 | S2 | S3 | S4 | S1 | S2 | S3 | S4 |
| Asistencia |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Consiguen trabajo |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Apunta a cursos |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Altas  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Bajas |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

9. Facilitator:

a. Explain what you do, as is the program, successes, strengths and seeks feedback on the computer so that people are getting if they served or not.

b. Keeps everything simple.

c. That people are comfortable

d. Modera for everyone to speak. This is important, and even for those who speak much, if you can not lose information.

e. They all go to the point in his presentation. We have to be results oriented.

f. Identify needs and see how they can provide - active listening. If there is a need evaluates if the group or just one, but you have to answer it or seek ways to solve it the person

g. Train them in communication so that when the session ends everyone is clear on the exposed idea of ​​necessity.

h. Da tips

i. Make them think the group. Asks open-ended questions for the network do not run into a no. seeks to open, promote ideas, see who can go where, to whom they may have. Ability to that.

j. Maintain energy during the session, and if you start to get into the negative, short, but most propitious positive. Indeed the negative will be there, but you have to leave it out.

k. All talk, all hand feel, share experiences, mobilize them.

l. Assist people, listen

m. Be benchmarked, you connect them with others who can help.

n. Open your mind to see what we can bring to the group.

o. Keeps records of the group. This is more generally to see the effectiveness of the group, not people. Therefore you have to see:

1. El grupo de trabajo
	1. Debe de ser de gente del mismo nivel sociocultural y económico, similares y homogéneos para que se puedan relacionar bien
	2. No está mal si hay uno o dos diferentes, pero en general ha de mantenerse esa homogeneidad
	3. Gente responsable y profesional.

10. The Working Group

a. There must be people of the same socio-cultural and economic, similar and homogeneous level so that they can relate well

b. Not bad if one or two different, but in general has maintained that homogeneity

c. Responsible and professional people.

1. Grupo de soporte (esto no funcionó mucho, no se interaccionó tanto y creo que aquí hay potencial a la hora de que haya más grupos)
	1. Este grupo ayuda para conocer el mercado, los sectores y ofrece también contactos. Ayudar en conceptos muy claros. Por ejemplo:
		1. Uso de linkedin
		2. Explicar líneas básicas de un marketing personal
		3. Aprender el network
		4. Explicar la cadena económica, el que uno consiga empleo, hace que mañana la economía mejor, por lo que si uno consigue todo mejor y eso da pie a que yo tenga oportunidades. Win-win
		5. Cómo son los proceso de selección.
		6. Cómo hacer un CV
	2. Este soporte no lo tiene que hacer todo el facilitador, entre ellos pueden ayudarse y conviene que entre ellos resuelvan sus dudas.
	3. Una vez creado el network el grupo de soporte aporta:
		1. Posibles ayudas del Estado
		2. Bolsa de trabajo
		3. Conferencistas
		4. Herramientas para las necesidades del grupo
		5. Facebook, NhN USA y ese network ya existente
		6. Información relevante, webs, links, organizaciones sociales, formas de conseguir comida, etc
		7. **Buenas noticias**
2. Support Group (this did not work much, not interacted much and I think there's potential when there are more groups)

a. This group helps to know the market, sectors and also offers contacts. Assist in very clear concepts. For example:

i. Using linkedin

ii. Explain basic lines of a personal marketing

iii. Learning network

iv. Explain the economic chain, one gets the job done better economy tomorrow, so if one gets everything better and that leads to me to have opportunities. Win-win

v. How are the selection process.

vi. How to CV

b. This support has to do all the facilitator can help each other and agree that among them resolve their doubts.

c. Once the network created the support group provides:

i. Possible state aid

ii. Job board

iii. speakers

iv. Tools for the needs of the group

v. Facebook, NhN USA and the existing network

vi. Relevant information, websites, links, social organizations, ways to get food, etc.

vii. good news

**Participantes – Roles – Los Protagonistas - Participants - Roles - The Protagonists**

1. **Desempleados** – buscadores
2. **Facilitador**
3. **Fundación** **Altius** y sus contactos.
4. Los que **consiguen** **empleo**: propician ánimo, veracidad, es posible! Y eso genera positivismo. También pueden proveer nueva información y pueden ayudar a hablar bien de esto. (ver resultados de NhN) quizá esto conviene dirigirlo al grupo de linkedin

1. Unemployed - search engine

2. Facilitator

3. Altius Foundation and contacts.

4. Those who get jobs: foster courage, truthfulness, is possible! And that generates positivism. They can also provide new information and can help to speak well of this. (see results NhN) maybe this should steer the group linkedin

**Recomendaciones de John Fugazzie**

* Es  algo habitual que semanalmente haya personas que abandonen y se incorporen al grupo nuevas ( 1-2 personas/ semana).

* Para ellos, el boca a boca y la publicidad a nivel local es el mejor recurso  para que la gente conozca lo que hacemos.

* Según su experiencia, la asistencia a las reuniones semanales puede variar: es posible que sea un grupo de 5-6 personas que, por otro lado, consideran que es un buen número ya que cada participante tiene más dedicación de tiempo**.**

* **John considera un grupo ideal de 12 personas ya que es una cifra no muy alta pero lo suficiente para lograr una plena interacción entre los participantes.\***
* Un grupo de 20 sería el máximo ya que por encima de esta cifra consideran que la gente se muestra menos abierta a compartir y es muy difícil llevar a cabo el programa previsto**.**
* **En ocasiones los grupos comienzan  con un pequeño número que va creciendo.\***
* La asistencia semanal es importante pero el que busca empleo tiene que sentirlo de esa manera: *algunos están muy motivados y les gusta lo que hacen, otros están enfadados y tienen otros asuntos en mente en relación a su  propia situación de desempleo y no pueden ayudar al grupo a menos que cambie su enfoque*.

* Es clave realizar informe de asistencia y recopilar alguna historia de éxito para los grupos, equipo involucrado y líder. Esto ayuda a mantener la concentración y  a saber dónde y cuándo poner el esfuerzo para el reclutamiento de miembros.
* • It is commonplace that every week there are people who leave and join the new group (1-2 people / week).
* • For them, word of mouth and advertising locally is the best resource for people to know what we do.
* • In your experience, attendance at weekly meetings can vary: it may be a group of 5-6 people, on the other hand, think that is a good number because each participant has more time commitment.
* • John considered an ideal group of 12 people as it is not a very high figure but enough to achieve full interaction among participants. \*
* • A group of 20 would be the highest since above this figure believe that people are less willing to share and it is very difficult to carry out the planned program.
* • Sometimes groups start with a small number that is growing. \*
* • Weekly attendance is important but the job seeker has to feel that way: some are highly motivated and love what they do, others are angry and have other things in mind in relation to their own unemployed and can not help the group unless you change your approach.
* • It is essential to make attendance report and compile a success story for the groups involved and team leader. This helps you stay focused and know where and when to put the effort to recruit members.

**ok let me give you experiences I have had running close to 50 different groups here and 20 continuously weekly for over three years

We helped over 420 land jobs this happens over time and one at a time, the group is always getting one or two new people each week so as some leave new job seekers come.  Word of mouth and local publicity help let people know what we do.

The weekly meetings can vary in attendance, as small as 5-6 is still a good meeting each member gets more personal time, the ideal size i have learned is 12 not to big but big enough to get plenty of peer interaction.

20 per meeting is the max as after that people start being less open to share and the agenda is hard to complete with 20+  i had over 30 once we had to split the group and make two meetings

Groups here start small and build

Attendance weekly is important but the job seeker has to feel that way.   Some are very motivated and love what we do, others are angry and have other issues with their unemployment that we can’t help unless they really change their approach, we always say the job seeker has to own their job search and not look to others to do the work for them.

motivated positive people is who employers want to hire not lazy and angry people

there are not enough jobs so you will never have everyone get jobs
you need to keep listings by first name for confidentiality of those who land jobs, even contract work and temp jobs, as that shows how we are doing, and it shows the other members that there is hope and they too can land jobs,  we help keep everyone positive and motivated and this is a big part of the reason we are weekly.

Key is to report attendance head counts and any success stories to group, leaders and me. This will keep us focused and help us know where and when to put efforts into member recruitment

This is an amazing service for the whole community and we like to make sure those with jobs and those in government and other non profits learn about us and support us.   We tell everyone word of mouth is our best marketing tool**

**Dudas planteadas - doubts raised**

Last week we can´t have the meeting, many people had problems, but with this fact, I feel that this month it`s going to be important because all the people has to keep on his commitment with the program. Let see what happen this month.
 ***Keeping with weekly meetings is important for maximum help and for keeping motivation, there is no problem taking a break for holidays***

1.       The elevator speech has sense for Spanish people, but the can´t stay at it. When they finish, many times the group start a conversation about the person who gave the speech. It´s like the time who all the group give to him feedback, tips, advices, suggest, etc.

***The key here is facilitator must keep them to 2 minus and move it along tell others to wait till everyone completes their turn before giving feed back, this is just meeting control.  When talk gets off track get them back to the agenda / elevator pitch.  How many are attending  larger groups make this take longer. once you go through them then open for feedback and discussion but again keep it to a timeline. DEJARLO, PERO SI SE ALARGA CORTARLO Y AVANZAR, EL TEMA ES FLUIR***

2.       Many times the feedback that the group gave to each person, are like creativity ideas!
***Yes this works like brainstorming and one of the great outcomes***

3.       I feel that the persons who aren´t working don´t found the utility of this methodology. The once who are moving, keep the enthusiasm.
***When you start having success stories it all make sense takes a while before that happens and requires the job seekers to do some work. Apply what they learn at the weekly meetings, and should report back each week what they did and what their plans are for upcoming week. This is the accountability area. Tomar nota y ver que onda… lo que no se mide no se mejora.***
COMO SE HACE ESTO, PROBARLO

4.       Sometimes I feel that my work doesn’t has an impact. That my role only start when the group came into a loop, lock or something else. In one sense, I think that this is fine, because they are working, but I´m in the correct way?

***Yes you facilitate can help but want the members to help each other engage them in discussions and manage the meeting flow and timelines  it is a support group.

Ready the info on our facilitator site page.  Attached is a best practices*** [***http://www.nhnusa.org/facilitator-center.html***](http://www.nhnusa.org/facilitator-center.html) ***YA INVENTARON VE QUE PASA AHÍ.***

5.       When they found that the selection process (in a company) didn`t finish with an a job offer, it’s difficult to look for a new perspective, it’s difficult to be positive and look for a new way to look for a job, because the network is good, but the network process finish in an interview, selection process, etc. So this is the process that we want to change, but how? Or the problem is that we or I don’t understand the network power?

***Network gets you in door to be seen, each member needs to build their presentation skills, interview skills ect, with competition they compete with others for jobs and need to stand out from the others  "close the deal"***

6.       They are around 8 persons that keep in touch. But there are two persons in the program, the once who are more enthusiastic, that found work, so, I feel that they are going to have a big impact, but I don`t know if the group is going to go up or “ploff”. We have to look for new members or we have to start a new group?

***Keep a group open up to 20 people 12 is ideal size    attendance will vary from week to week, but should build over time, promote what you do in the community to build members***

7.       At this time we didn’t start the linkedin group, I have to work on it.
***i can set it up if you want as sub group of NhN requires they join both which would be good. Its a very important tool for networking. Vamos a moverlo y si no lo creas tú… quiero ver que onda

I use linkedin for the classes to have discussion and share more information for the classes that i teach at univeristy here as adjunct***

8.       About the people who get a new job, we are working to keep the group, but in three years, does the group has their meeting? (I said three years like an example, the idea is what happen when all the persons get job?)

***Good if they report the success and promote it, nice if they can come and attend a few meetings to help others, as they now have a great network and can be in a better position to help members with networking for jobs too.

Jobs in the new economy are not lasting long like they used to so many will come back that is what we see here in USA***