



# THE MEANING OF ADULT TRAINING IN THE ERA OF GLOBALIZATION



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## THE MEANING OF ADULT TRAINING IN THE ERA OF GLOBALIZATION

Development of science, technology and economic changes create the need for people to constantly develop, enrich their knowledge and gain new qualifications. In the face of the changing reality, conditions of life and work, it is essential to get educated, skilled and qualified to be able to exist on the labour market. Professional training and rising level of education among people in this way have gained great importance as they are a part of economic and social development of the community.

A wide offer of schooling especially for adults gives big possibilities. Professional training is carried out by many different institutions applying different approaches and methods, is adapted to the needs of an employee, the market and employers. Adult training and its improvement is considered to be one of the most important elements of economic development of the biggest economies in the world for many reasons. Firstly, constant rising of qualifications means higher innovation and work performance, bigger number of working places. This positively influences ability to adapt to the changing conditions which leads to better standards of life not only of certain employees but of the whole community. Secondly, enriched knowledge and qualifications of employees lead to a bigger demand for highly trained work force and lower demand to non-qualified employees. In the era of innovative technologies professional training has become a matter of high importance for people of every age to be able to adapt to the changing situation on the job market.

Entrepreneurial education plays an important role in the process of schooling, starting from primary school and finishing with higher education establishments and non-formal education in which entrepreneurship training lies in inclining people to watch and follow entrepreneurial stand, getting apprenticeship, attending professional courses, doing seasonal work, and finally starting own businesses. High and constantly updated qualifications mean a better position on the labour market, higher income, better standards of life and playing a more significant part in the economic life of the country.

Entrepreneurship, seen as an ability to react to the changes in the society is an engine of the economy. A significant part of the GNP is created by SMEs. This is why every country which wants to develop dynamically should encourage its citizens to be initiative and entrepreneurial as well as create favourable conditions for multi-level education in the field of entrepreneurship. These are the people who change the world and entrepreneurs are among those who influence not only economy but the world around and are able to change these in a positive way. Entrepreneurs are

direct participants of the changes, and their knowledge, engagement and vision not only influence their companies' future but create a new reality.

The system of adult education in the field of entrepreneurship ends up with new products, new markets, new work places, creating good standards of life of the society as a whole, a bigger number of enterprises, bigger quantity of functioning companies, decreasing number of bankrupts among companies, rising interest not only in surviving on the market but development and success. Taking into consideration experience of the countries which have more to say in the context of entrepreneurship development and encouragement, we can claim that the educational offer aimed at adults should be differentiated and created in an answer to the updated demand articulated by entrepreneurs and business people. Due to steady educational frames people acquire entrepreneurial skills step by step. They start with learning how to discover and create chances in a business and go on with getting to know how to start a business and make it successful, how to manage it without wasting chances. Entrepreneurship is not just running a business, it is a life position which is necessary for a market economy to develop and function. Professional training of adults in this way is a means to reduce unemployment, poverty and social exclusion.

#### **CHANCES AND POSSIBILITIES OF TRAINING ADULTS ON EUROPEAN LEVEL**

Integration into the EU creates many possibilities for training adults on European level. Foreign educational mobilities make it possible to gain competences which are universal and acknowledged not just on the domestic market but in all the EU countries. Such mobilities give participants immense possibilities to develop a personal potential and fulfil ambitions, discover the world to become open-minded, freely move around Europe for professional reasons and to learn new skills or to improve previously gained ones. All these activities mean taking an active part in the European labour market. Education on the European level makes it possible to obtain new experience, improve professional competences, learn new cultures and support personal development. Due to the available sources of financing (such as European programmes Erasmus+, PO WER as well as educational programmes financed by the Polish government) adult Europeans have a possibility to obtain knowledge and skills abroad through different forms of training:

- foreign mobilities for non-working people for apprenticeship, professional courses abroad, practices or trainings organized in the form of job shadowing (watching people work on a certain position);
- foreign mobilities for people working in education of young people/students/youth/adults to conduct classes in foreign educational establishments or for attending professional

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training courses as well as for job shadowing (gaining knowledge about effective methods of adult training applied in different countries);

- educational visits for working people to participate in professional training courses;
- mobility for entrepreneurs for educational visits in innovative foreign companies with a similar profile to learn good practices in running a business abroad and to meet potential business partners.

### **EFFECTIVE TOOLS AND METHODS OF TRAINING STIMULATING DEVELOPMENT OF ENTREPRENEURSHIP, CREATIVITY, INITIATIVE AND INNOVATION**

It is a man who creates entrepreneurship. All effects of his work and possible success depend on his potential, position, skills and traits of character. Actions of such a man are certainly limited and dependent on a number of market connections and conditions but it is the personality of the entrepreneur and his motives which decide about his success. It is important to bring up, train and develop such characteristics of an entrepreneur in people to create entrepreneurial resources in the community.

Most extensional and educational initiatives aim at dissemination of the idea of entrepreneurship, building an atmosphere encouraging entrepreneurship as well as enriching people's knowledge about starting and running a business. Such initiatives include extension and education about entrepreneurship, educating and training activities.

- **ASSISTANCE AT OBTAINING KNOWLEDGE ABOUT ENTREPRENEURSHIP IN THE FORM OF COURSES AND TRAININGS APPLYING INNOVATIVE APPROACHES AND FORMS ALONG WITH AN INNOVATIVE FORM OF RENDERING THE KNOWLEDGE.**

To make all educational activities about entrepreneurship effective, it is important to introduce module cycles of trainings aimed at entrepreneurship encouragement among the addressees and improvement of their entrepreneurial competences. Training modules carried out in the form of e-learning or stationary courses should be planned and carried out to activate participants previous experience and be based on the potential of the people taking part in the trainings.

On top of that, it is important that the trainer applies workshops and interactive forms and methods of work such as moderated discussion, role play, case study, brainstorming, simulation games. Applying these methods positively influences development of the key competences, creativity, independent thinking and team work. They also help to combine the gained theoretical knowledge with actions aiming at development of initiative among the participants.

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The key task for the trainer is to create such conditions which encourage participants to search for knowledge independently, to make conclusions, experiment, learn through reflexion about own way of acting. It is also essential for the trainer to develop with trainees faith in their own strength, develop self-sufficiency and a belief in their own effectiveness, show how to cope with stress and critics which arise from running your own business. Trainers should participate in special trainings too to be able to use modern approaches in practice and to develop their own entrepreneurial potential. Only those who know the subject well can train well. Trainers should meet and discuss matters with other trainers to exchange experience and to see how others act and what modern methods they use.

- **MENTORING AND COACHING AS TOOLS TO DISCOVER AN ENTREPRENEUR IN MYSELF**

MENTORING is a form of extension and an effective form of entrepreneurship encouragement among people running their own business. A mentor is a person who assists development of another person in the field of running their own business, has rich experience and knowledge, mostly bigger than the person using mentoring as well as proper preparation and/or a skill to share his knowledge and experience with others. The biggest advantage of mentoring is a possibility to use a professional's knowledge and experience. Every beginner needs a support.

COACHING is a perfect assistance during a training and after it making it easier to implement knowledge and skills obtained during trainings into life. Coaching is an individual support for a start-up on the way of achieving his business goal. It creates a possibility to see your own situation better, widens horizons and leads to seeing new perspectives and solutions. Coaching is more innovative and more practical in working with adults than widely used extension. It helps to discover internal potential, make actions more effective and leads to achieving your own goals. It inspires to see your "inner genius" and motivates to take a challenge.

By asking strong questions and applying proper tools a coach is able to help a person to realize his potential and needs and assist in implementation of these in life. A coach orients a person to an objective, supports in seeing and using all possible chances. He also encourages a trainee to see and eliminate obstacles – those inside a person such as thoughts and beliefs which can brake development. A coach is independent and free of prejudice, has positive attitude towards the client. The basis of a coach's work is his strong belief that every person has all the necessary tools and possibilities to achieve their goals and the only thing which is needed is support to discover their own potential. A coach accompanies a client all the way long from the point of where he is to the place where he wants to be.

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Benefits for an adult being coached:

- Rise of self-esteem;
  - Development of independent learning and self-control, being ready to take a risk, development of critical thinking, reflexion and analysis, motivation to learn;
  - Reduction of stress;
  - Development of emotional intelligence and obtaining life competences, readiness to develop your own strengths in different professional, personal and social roles;
  - Enrichment of social contacts and rise of trust.
- **META-COMPETENCES ENCOURAGING AND FORMING THE NEED FOR ENTREPRENEURSHIP IN ADULT EDUCATION**

Except for coaching and mentoring it is important to consider and describe a few other aspects of psychological functioning of an adult person i.e. in the form of self-development, motivation to objectives tests, tests of self-control placement, exercises of creativity testing convergent and divergent thinking, innovation or openness to new experience (simulation).

SELF-DEVELOPMENT METHOD. It can be assumed that meta-competences consist of multi-dimensional interactions among different factors connected with the cognitive sphere (knowledge, intelligence, thinking, emotions), motivation system (auto-motivation and surrounding- stimulated motivation) and the system of personal values (life position, beliefs, preferences). Description, analysis and identification of areas for a professional change on the basis of the above-mentioned features is one of the basic aims of the process of entrepreneurial education for adults.

One of the basic factors for initiative is motivation to act and develop professionally. It is the motivation which determines a person's actions chosen from alternative forms of activities which lead to the goal. Motives determine decisions and become an important element in forming an attitude towards entrepreneurship and competition in business. They determine the communication style, and variants of effective management of the relations between certain participants of the market i.e. between a service provider and a client. In enterprises, especially small and medium ones, it is the motivation, enthusiasm, passion and determination of the owner which determine the position of the company on the market. Not just a firm's survival but its development and expansion to other markets depend on the level of personal engagement of the owner, his determination penetrated with passion and vision. Among the motives which are characteristic for young entrepreneurs, it is important to pay attention to the most frequent ones. It is essential to verify motivation of achievements:

- MOTIVATION OF ACHIEVEMENTS TEST – helps to verify if the motivation is low, medium or high. Determining the level of motivation can help determine how well a person can cope with risk and is ready to look for effective solutions. Motivation to act provokes behaviour aiming at making a change and looking for new solutions of a problem (i.e. through extension of the area of the business, using Internet, creating new products or offering new services, modern attitude to the strategy of the provided services, applying new strategy of communication with customers). Motivation to achievements is connected directly with a dimension which is called a motive of the need to take control of the world, yourself and your own development. It is connected to the phenomenon called internal placement of the feeling of control. It significantly influences professional and social activity of the man. It can be verified by means of a test of placement of the feeling of control.
- A TEST OF PLACEMENT OF THE FEELING OF CONTROL – those people who have external placement of the feeling of control think they do not influence much a choice of possibility to act, their own process of making decisions and effects of their actions. They claim that they do not influence the world around them; their life and professional situation do not depend on them but on the external factors such as situations, people, market conditions or a chance which they do not control.
- People with internal placement of the feeling of control are aware of the fact that effects depend on their decisions, take into consideration that by making a wrong decision they can get wrong results but are ready to act and take decisions to make a change. Such people are much more mature than those of the first type. They are managed and lead by themselves and this is an essential quality of managers and entrepreneurs.
- SIMULATION GAMES, CREATIVITY TRAINING. These are the next forms of verifying competences forming entrepreneurship and initiative. Used in different configuration, they help to verify and describe such traits as openness to new experience, need for risks and innovation. Openness to new experience and a connected to this need for risks are psychological needs, which enable people of taking fast decisions in unclear situations and in such situations where there is no time to analyse all the pros and cons of your decision. Taking risks is connected with entrepreneurship and running a business where time pressing, rapid changes and obesity of information demand fast reaction and precise decisions.

Innovation is connected with changes, making something better, movement forward. It can concern different areas and can be applied in different directions. Innovation can mean improving something

or creating something conceptually new, a thing, a phenomenon or a service. It can be the newest technology or a part of a thing from your everyday life. The rapidly changing reality makes entrepreneurs adapt at the same pace or even more than that, be ahead of time. This is connected to innovation as well as creativity. You need creative and flexible thinking to adapt to the conditions and to change your attitude when it is needed. Creativity means being ready to adapt, dissatisfaction of the existing situation, divergent thinking, lack of fear of a failure, ability of abstract thinking. It should be a characteristic of an entrepreneur but the difference between a dreamer and a businessman is simple: a businessman is the one who is ready to remain coldblooded implementing his dreams into life, in changing reality, with no possibility to predict clearly effects of his present actions and with non-defined decision risk.

Work on meta-competences along with the extension work, coaching and mentoring with assistance of properly trained and qualified trainers creates a conglomerate – people and tools able of describing, verifying and forming innovation and initiative in those interested in their professional effectiveness and personal development as well as individuals who remain passive in life.

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