

# Employee-Benefits

## Why would I want to do this?

Having a goal for my life to make things better for myself. Living life with a sacred purpose of making things better:

Our program outcomes:

1. Provide Life-Skill training for a successful integration into the workforce & Society
2. Provide the framework for living life with a sacred purpose
  - a. Leave this land better than you found it
  - b. Human Flourishing
  - c. Creating Wisdom
3. Building a career where I can increase my skills and advance both in a corporate as well as society organization.

## Our Skills:

Sacred thoughts	Elements
<b>Wisdom:</b> good decisions and taking the path that provides value to all (society)	Thinking skills (creative, critical, system), SEL learning, Decision making, Reflection
<b>Community:</b> People and relationships count	Listening skills, communication skills, teamwork, Interpersonal skills, Relationship
<b>Social justice:</b> leaving the world a better place than you found it	Problem solving skills, positive outlook, curiosity, Process skills
<b>Purpose:</b> Sense of direction that you achieve, the goals you set	Put first things first, Pro-active outlook, Begin with the ends in mind, and Win-win for all, Time-management, Project planning

“We have failed to educate the human heart.” Clara Wachter Feldman, Holocaust survivor



## What am I looking for when I work?

Security – We desire health, safety, familiarity, and competence

Status – We seek recognition of our contributions

Achievement – We strive for excellence and take pride in our accomplishments

Autonomy – We seek freedom in our actions and decisions

Purpose – We want to make a meaningful difference

Belonging – We want a meaningful connection to others

People usually learn best when they're motivated. Although you can't make someone learn, you can create an environment that supports and encourages learning success. Use an effective teaching style that allows people to participate in their learning. Find ways to emphasize the benefits of learning new skills, and make learning relevant to people's jobs. Encourage them to take control of their own learning, and allow them to set their own objectives. The more you develop motivation to learn, the more successful you'll probably be. Start today to recognize the value of learning, and see the many learning opportunities around you!

- **Knowledge is constructed**
- We start with knowledge we already know.
- Using mind mapping for connections/relationships
- We need thinking, feeling and acting to construct knowledge.





- **Wisdom is created by adding SEL learning to Knowledge ... Moral thinking**
- Using knowledge for a good purpose
- Long term view of your actions
- Understanding the consequences of your actions

**Student Benefits:**

<p><b>Thinking and Problem Solving:</b> Students think critically, analytically, and creatively. They know how to find, evaluate, and synthesize information to construct arguments. They can design their own solutions to complex problems.</p>
<p><b>Team Work:</b> Collaborative students work well in teams. They communicate and understand multiple points of view and they know how to cooperate to achieve a shared goal.</p>
<p><b>Values and Culture:</b> Students learn about a community and sports culture and values around that. They choose what values they want to have to operate as a learning team.</p>
<p><b>Effective Communication &amp; Collaboration:</b> Students communicate effectively in writing and in oral presentations. They structure information in meaningful ways, listen to and give feedback, and construct messages for audiences.</p>
<p><b>Self-directed Learning:</b> Students develop an ability to direct their own learning using self-assessment strategy. They set goals, monitor their own progress, and reflect on their own strengths and areas for improvement. They learn to see setbacks as opportunities for feedback and growth. Students who learn through self-direction are more adaptive than their peers.</p>
<p><b>A Brain Plasticity Mindset:</b> Students with an brain plasticity mindset have a strong belief in themselves. They trust their own abilities and believe their hard work will pay off, so they persist to overcome obstacles. They also learn from and support each other. They see the relevance of their schoolwork to the real world and their own future success.</p>



## Need:

A growing real-world demand for workers with empathy and a talent for making other people feel at ease requires a serious shift in perspective



**Student...** Student who have not graduated high school or graduated with no career direction need skills to enter the workplace. What the world demands today are “smart creatives,” the term that Eric Schmidt and Jonathan Rosenberg use to describe the kind of people Google needs to hire in their book *How Google Works.. ... Wagner, Tony; Dintersmith, Ted (2015-08-18). Most Likely to Succeed: Preparing Our Kids for the Innovation Era .*

**Companies...** Companies need employees who can think independently and take ownership of problems and work in a team environment. They need to think both creatively and critically in their work.

## Learning outcome



We aim to create a new category of a worker- “Technician of the mind”. Who thinks like an owner and evaluates situations using questions to learn new ways of understanding.

## Course Content



Project based learning... Create a team and solve problems

- Team Creation
- Problem Selection
- Problem Solving
- Review & Re-design
- Presentation

## Intended Audience

Corporations/ Society

## Program delivery method

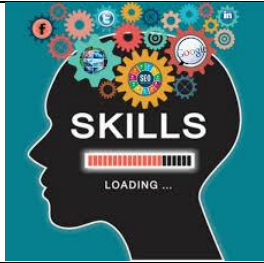


- 16-week curriculum
- Student ownership of their learning
- Web based learning
- Teamwork and problem solving
- Skills infusion

## Major skills

- Interpersonal skills
- Communication skills, listening
- Thinking skills, curiosity





- Problem solving skills
- Teamwork
- Process & planning skills
- Social & Emotional learning

## Uniqueness

The program focuses on teaching life-skills to create a well-rounded individual who will fit into the work environment.

It uses the concept of mindset thinking around the following:

- Ownership mindset ... ***Think like an owner***
- Cultural Engineering mindset ... ***Provide leadership & management of a project***
- Growth mindset ... ***Your brain is like a muscle, use it or lose it***
- Team mindset ... ***To be successful. need to work together***
- Brand mindset ... ***Who are you and how to show the world***
- Life skills ... ***Students become cognitively aware of their life skills while doing activities***

## Attitude and Aptitude

- **Create a positive mindset**
- **Confidence**

A process-centric organization doesn't worry a lot about skills and experience. Instead, it takes the approach "draft the athlete, teach the game." In other words, hiring for attitude and aptitude becomes the strategic approach to finding the right individuals for an organization. The mechanics of the various jobs can be taught easily

## Ideal candidate

- The ideal candidate would have two outstanding qualities, known colloquially as "plays well with others" and "runs with scissors." Teamwork and the ability to think outside the box are critical but often scarce attitudes.
- Employees in traditional silo organizations are conditioned to want to stand out, perform, and get noticed as individuals. They seek ego gratification and advancement, most often to their boss's job





	<ul style="list-style-type: none"><li>• Also wanted: people with the kinds of backgrounds that indicated they were highly motivated and had the ability to learn new ways of doing things.</li></ul>
<b>Two Voices</b>	<ul style="list-style-type: none"><li>• <b>A voice of the business</b> ...need to operate efficiently</li><li>• <b>A voice of the customer</b> ... What the customer want and will pay for</li></ul>

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