



Mastering Soft skills
als sleutel tot een
leven lang leren en
succesvolle IT loopbaan

IT skills

Soft skills

Project skills

Introduction – the context

Introducing our educational principles

1. Leren te leren
2. Van en met elkaar leren
3. Opdrachten doen
4. technical, soft & practical skills
5. Teruggeven aan de community
6. Sociaal contract
7. Faciliteren in randvoorwaarden
8. Dichtbij een (t)huis hebben
9. Buiten (netwerk) binnenbrengen



Effect bij deelnemers

- ✓ Zelfbewust & zelfvertrouwen
- ✓ Junior IT Professional
- ✓ Hoge leercapaciteit
- ✓ Mastering Soft Skills
- ✓ (financiële) Autonomie met instapbaan



Game, set, match... & continuous learning

Mastering soft-skills

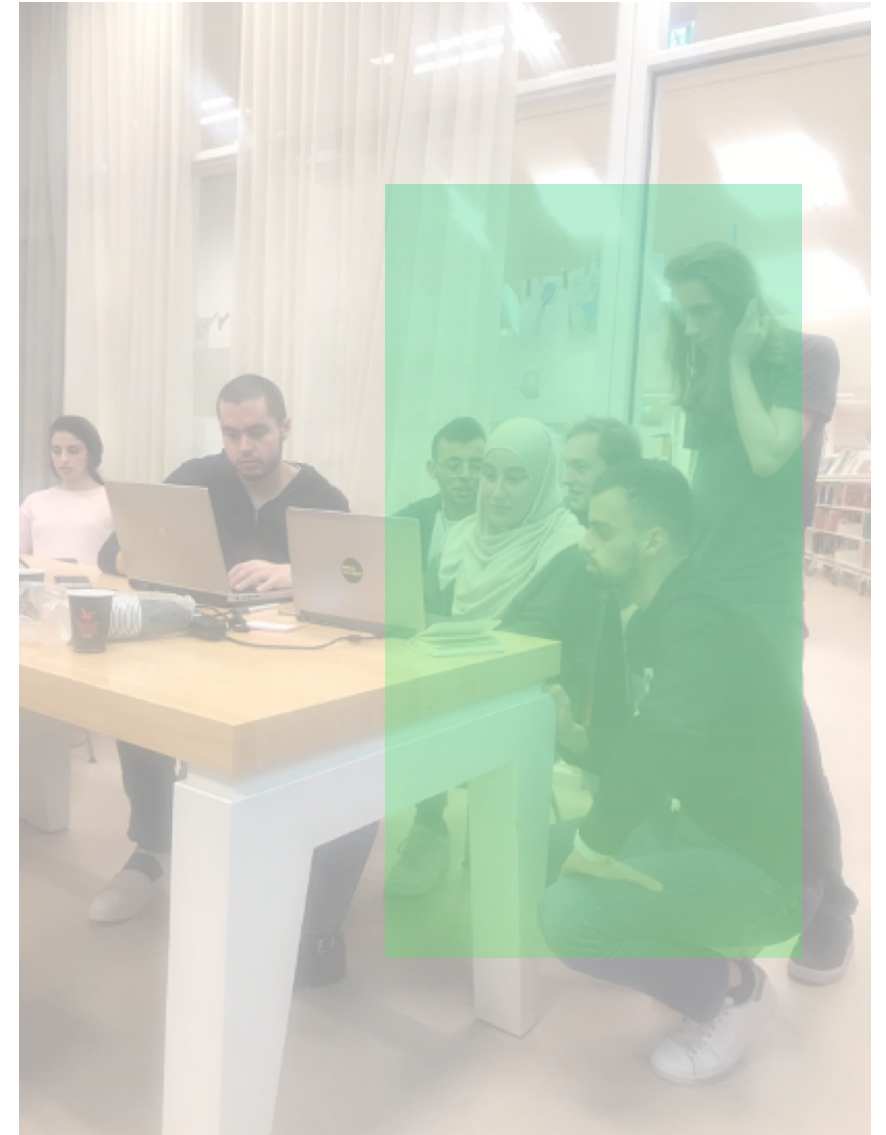
Underneath every successful career lies a process of continuous learning.

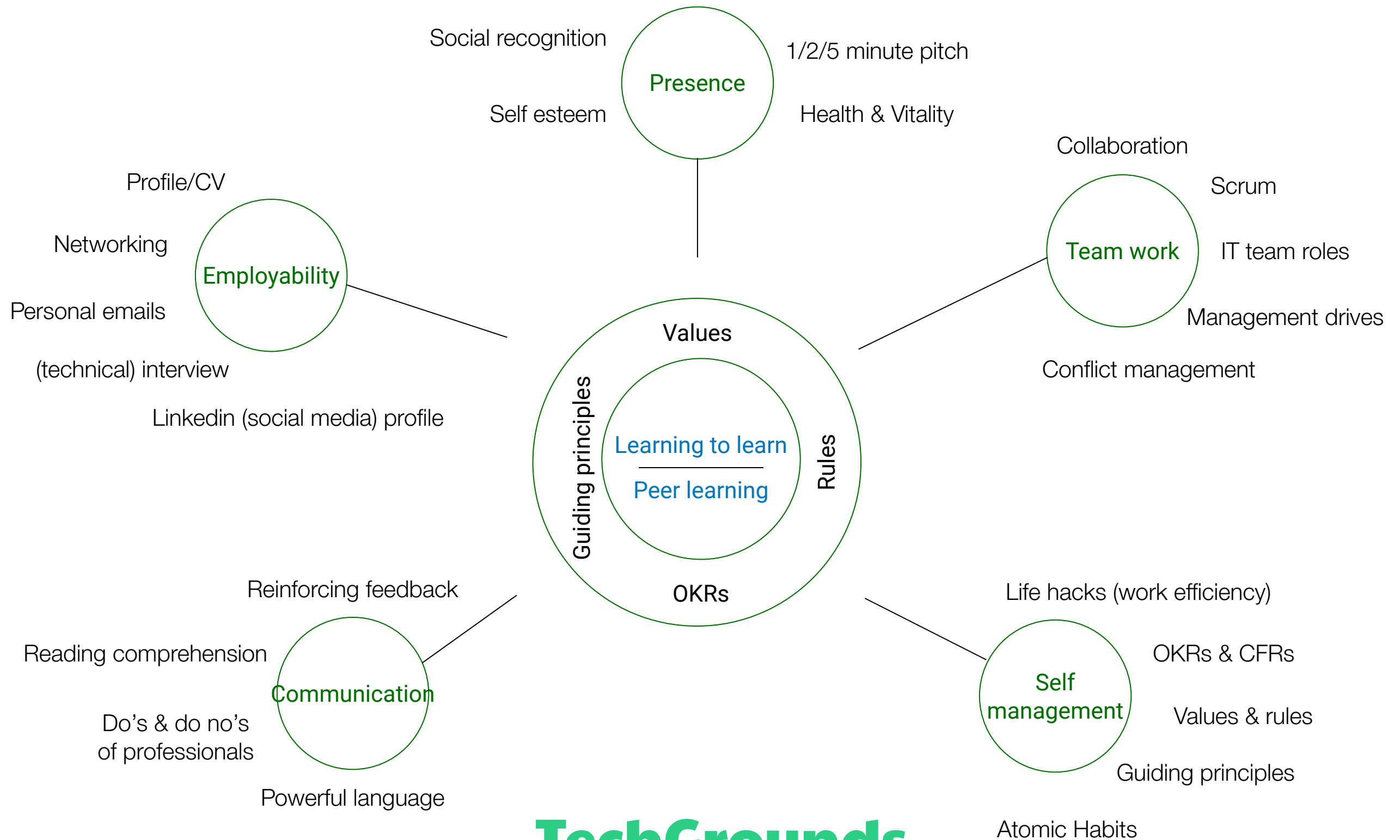
Once started at TechGrounds, a job in IT is within reach. Whether you work as a developer, help desk employee, Cloud engineer or Salesforce consultant depends on many factors. Most of these, surprising or not, are in your own hands.

Habits, learning strategies, cooperation skills and your motivation determine your success.

But how do you find out which way of learning suits you best? How do you make optimal use of the talents of your peers? How do you stay motivated?

Let's find out.





TechGrounds
Soft skills
Framework ©

Soft Skills programma



Fundamentals

Onboarding

- Company culture
- Rules of engagement
- Guiding Principles

Soft skills

- Learning to learn
- Peer learning
- (Remote) teamwork
- Learning platforms
- OKRs



Deep dives

Self study

Weekly leadership Q&A

Peer Learning

Evening webinars

- Improving habits
- 1/2/5 minute pitch & self confidence
- Lean startup & growth mindset
- Building a network
- Personal efficiency & procrastination
- Understanding the power of desire of recognition & asking questions



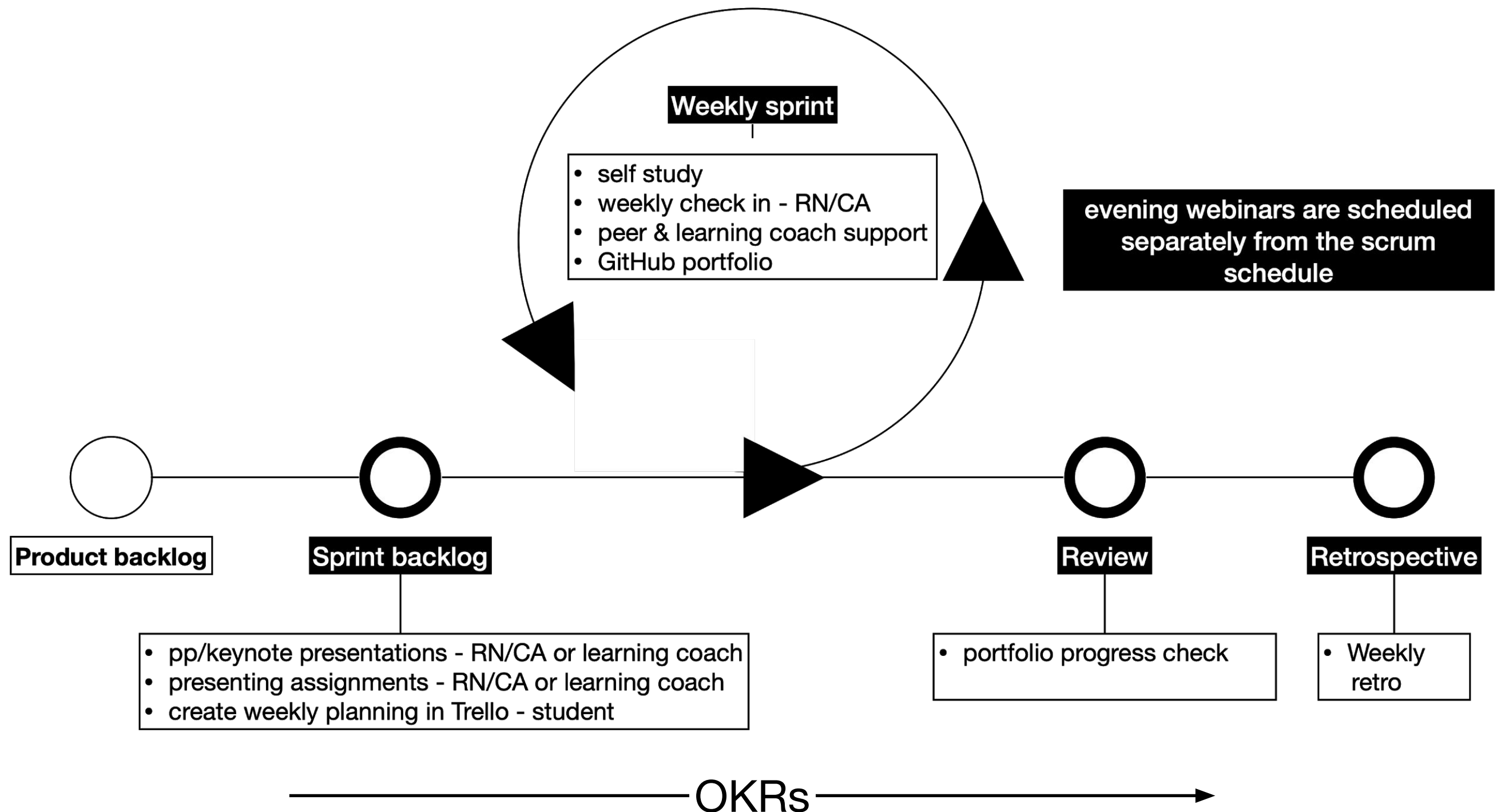
Employability

Workshops

- LinkedIn
- Job interview
- Writing a CV & cover letter
- Company visits
- Job fair

OKRs

We use Scrum as a framework in our classroom collaboration



Our 8 golden rules of learning to learn

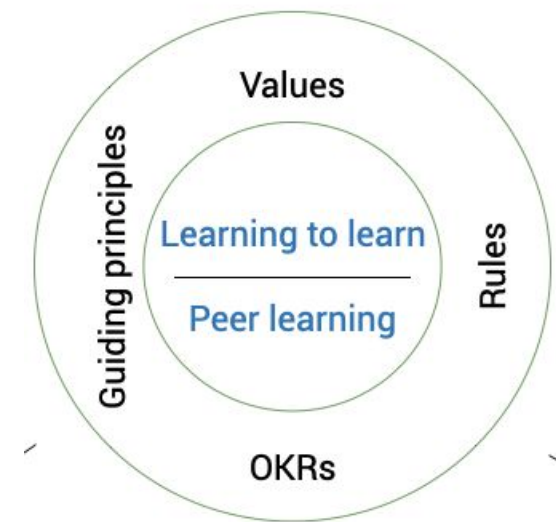
Learning to learn

Values

Rules

Guiding Principles

OKRs

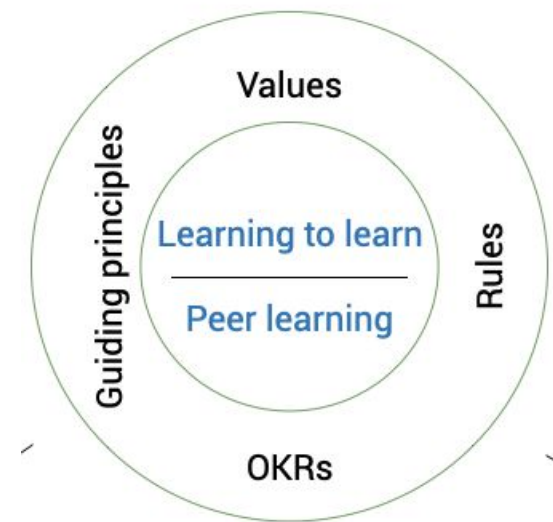


The next 8 golden rules of learning to learn are compiled by (former) student of TechGrounds and reflect our learning principles.

1. Don't be afraid to ask for help
2. It's mandatory to make mistakes and to reflect on what went wrong
3. Formulate your question as well as possible
4. Bring a gun to a sword fight aka apply efficient learning strategies
5. Use the tools and resources you need
6. Set your own learning goals and plan and stick to your own schedule
7. Live for your profession
8. provide a good learning environment

Our company values are also guiding values inside the classroom

Learning to learn
Values
Rules
Guiding Principles
OKRs



Waarden

Professioneel

Transparant

Experimenteren

Team oriented

Diversiteit

Deugden (karaktereigenschappen van een 'goed' mens)

proactief, gestructureerd, jezelf
T-shapen, verantwoordelijkheid
nemen

open, direct, duidelijk, eerlijk.

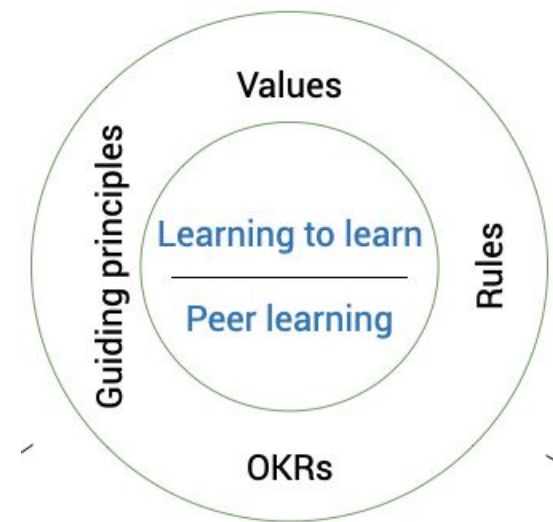
valideren, fouten maken mag,
schaalbaarheid voorop, meetbaar
zijn

samenwerken, zelfbewust,
hefboom

ruimte voor cognitieve, raciale,
gender, & culturele diversiteit

Inside the (remote) classroom we adopt a professional working environment, with rules of engagement

Learning to learn
Values
Rules
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Deelnemers

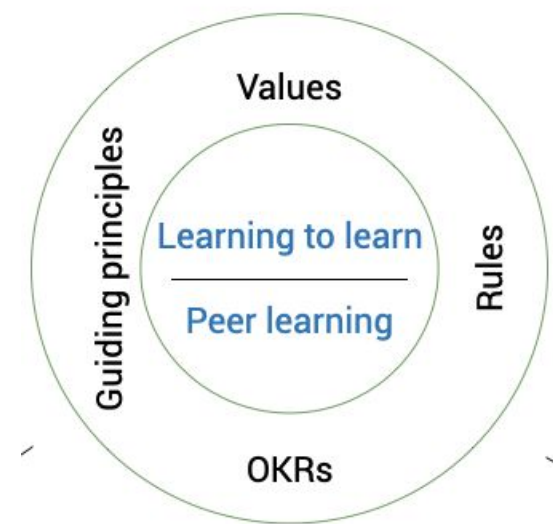
- Altijd op tijd zijn
- Altijd jas uit in de klas
- Professioneel taalgebruik, altijd
- Niet eten in de klas
- Niet roken bij ingang TechGrounds
- Opdrachten altijd doen
- Peer coach zijn voor anderen
- Community uren teruggeven
- Geen slachtofferrol nemen
- Proactief dingen aangeven
- Aan alle onderdelen meedoen
- Motivatie is de basis van alles

TechGrounds Team

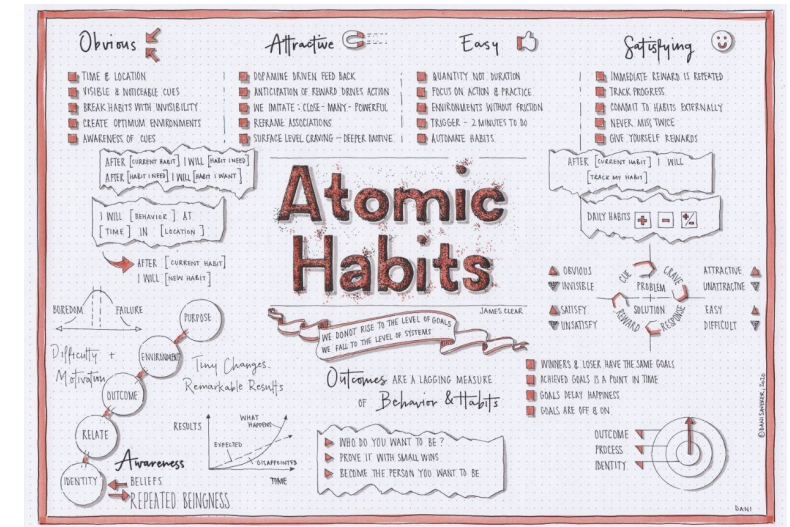
- Voorbeeld zijn voor deelnemers en elkaar
- Deelnemers direct en snel aanspreken
- Leven naar de waarden en deugden van TechGrounds
- Geen rare complot-theorieën verkondigen bij TechGrounds
- Hard werken
- Anderen helpen, zelf hulp vragen
- (bij)leren, continue

We adopted very strict guiding principles to develop continuously and keep us focused

Learning to learn
Values
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- ✓ You are **100% responsible** (for how you deal with situations)
- ✓ You are **100% motivated** (to develop IT, project & soft skills)
- ✓ You are dedicated to a life long learning journey
- ✓ As a Peer, you are honest, critical and helpful
- ✓ You studied the learnings of [Atomic Habits](#)
- ✓ You studied the learnings of '[Everything is F*cked](#)'



The role of the learning coach. He is helping you to do it yourselves.

1. Maintaining values & rules of engagement in the classroom
2. Building & providing the IT curriculum
3. Facilitating in learning IT skills
4. Reinforcing Peer Learning
5. Support in employability
6. Empowering soft skills
7. Empowering project skills

Objectives & Key Results

- ✓ Creating a Peer Learning group
- ✓ 90+% certificate score
- ✓ Have people up-skilling themselves via Learning to learn
- ✓ 100% of learners are Employable

