



STIVAKO

Entrepreneurs skills Green Salon

Frank den Hartog 2015

 Erasmus+

Scan entrepreneurs skills

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Welkom
Hartelijk welkom op de KVGO BedrijfsWijzer. Met de KVGO BedrijfsWijzer is het mogelijk om online 10 belangrijke bedrijfsfuncties te toetsen. U geeft de KVGO BedrijfsWijzer input door middel van korte vragenlijsten, na het invullen van deze vragenlijsten krijgt u daarna direct online advies.

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Technique

TECHNIEK

Leadership

LEIDINGGEVEN

Sales

VERKOOP

Marketing

MARKETING

Staff development

PERSONEELS-ONTWIKKELING

Working conditions

ARBEIDS-VOORWAARDEN

Quality

KWALITEIT

Health & safety and envirement

ARBO & MILIEU


Revenues and cost control

OPBRENGSTEN & KOSTENBEHEERSING

Strategy and innovation

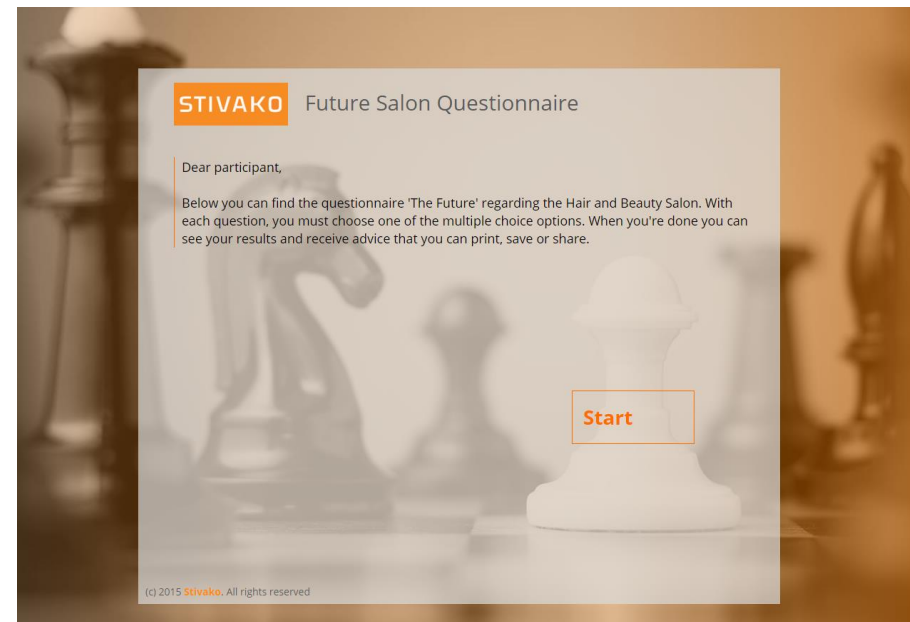
STRATEGIE & INNOVATIE

DOE DE SCAN!



Scan entrepreneurs skills Green Salon

www.zelfscan.eu



Goal:

Development of a scan entrepreneurs skills

Research:

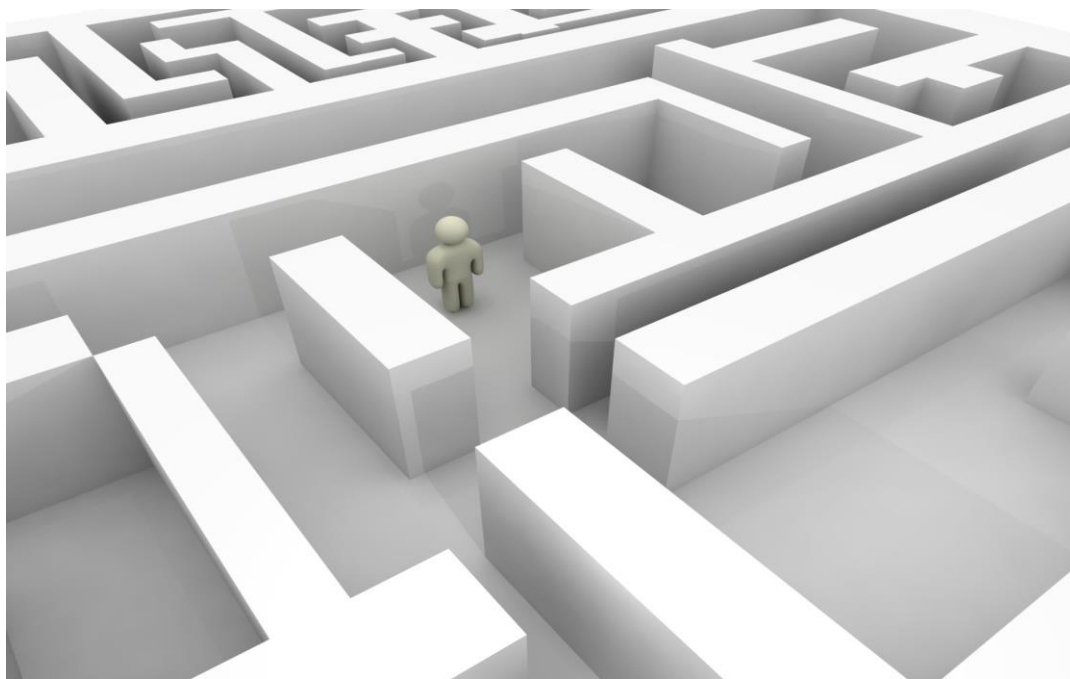
What competences are relevant in the Hair & Beauty sector?

- in school and company
- perhaps differences between countries?



Competences

Competences: a personal characteristic (knowledge, skills, attitudes) which is reflected in the behavior of people and which is causally related to successful job performance.



Entrepreneurs skills?

Entrepreneurship is the process of designing a (new) business. An entrepreneur takes substantial risk in being the owner and operator of a business with expectations of financial profit and other rewards that the business may generate.

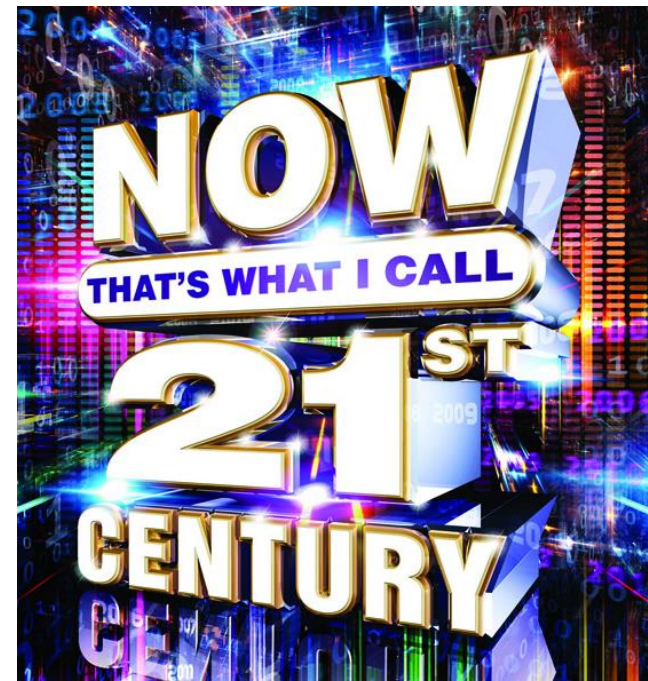
Entrepreneurs are leaders willing to take risk and exercise initiative, taking advantage of market opportunities by planning, organizing, and employing resources, often by innovating new or improving existing products.

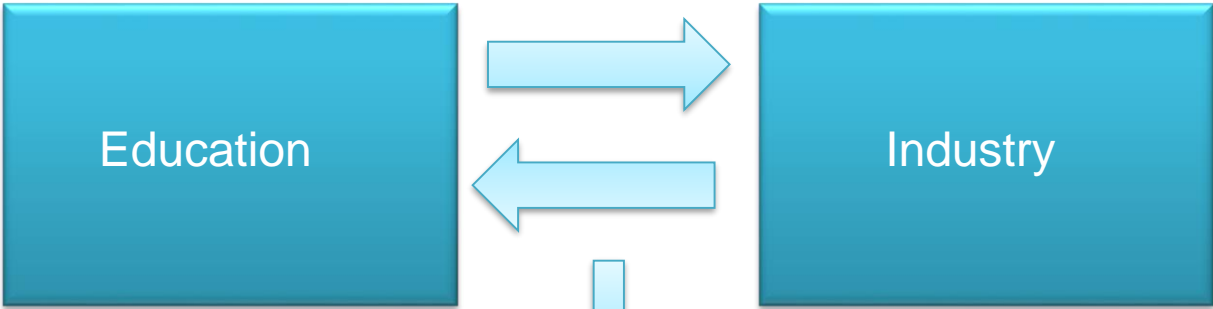


Entrepreneurs skills 21st century

Include:

- Learning and innovation: critical thinking, problem solving, creativity and innovation
- Digital literacy: information, media and technology literacy
- Life and career: initiative and self-direction, leadership, adaptability and accountability





Job-description
Knowledge,Skills,Attitudes



Curricula/Assessment



Diplom/Degree



School

Company



Image of a job

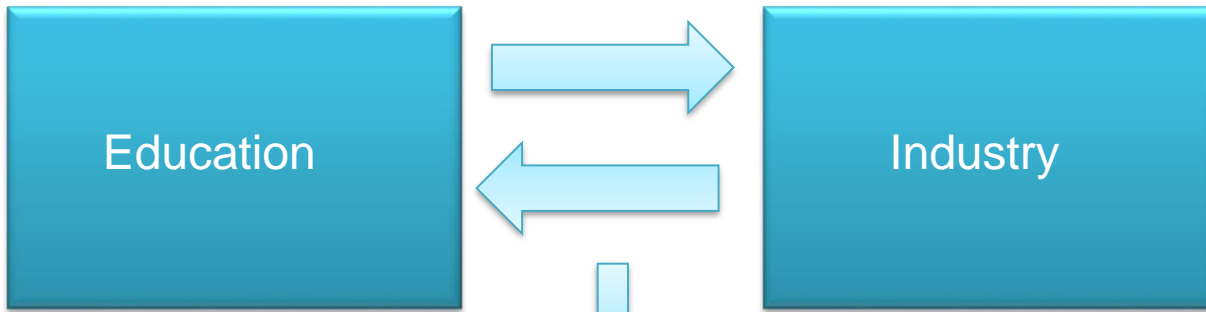
Competences

Jobdescription

Assignment

Behavior

References



Job-description
Knowledge,Skills,Attitudes

Curricula/Assessment

Diplom/Degree

School

Company

SCAN

Image of a job

Competences

Job description

Assignment

Behavior

References



List of Competences:

- Companies use other competences than educational institutes to assess.
- There are also similarities in the used competences between school and company
- Companies use a list of +/- 30 general competences
- 5-8 competences per jobdescription



Competences/General description Company

STIVAKO

Adaptability

Being able to easily adapt to changing environment, methods, working hours, duties, responsibilities and behaviours of others.

Analytical skills

The ability to effectively identify problems, to search for relevant information, to recognize important information, to detect the causes of problems and to form a realistic opinion knowing the given facts.

Decisiveness

The ability to take action and express (speak out) ones opinions or judgments.

Social skills

The ability to use and maintain contacts in a smooth, correct and effective way, within the framework and objectives of the job/position.

Creativity

The ability to create, generate and further develop new or original ideas for improvement or replacement of existing methods, ideas or products.

Perseverance

To be able to work on a specific task during a longer period of time. To stick to an opinion or plan until the desired goal is reached.

Balance

stability, not easily upset, calm, relaxed and no nonsense mentality.

Flexibility

to be able to stay focused on the goal, by adapting ones behavior to changing circumstances.

Initiative

The ability to spontaneously come up with ideas and plans.

Customer focus

The ability to identify the needs / wishes of both internal and external customers and to act accordingly.

Quality awareness

To follow and/or develop (high) quality standards, looking for ways to improve them.

Leadership

The ability to give direction and guidance to a group in order to have them work towards the goal.

Loyalty

Adjusts the own behaviour to the needs, the goals and priorities of the organisation. Sets the importance of the organization above their own

Verbal communication skills

The ability to share ideas, suggestions and information and exchange it verbally in a correct, clear and adequately way.

Accuracy

The ability to minimize errors and to deal effectively with detail information.

Entrepreneurship

The ability to search, create and exploit new opportunities and innovation. Having the courage to take and carry out risk decisions.

Organization skills

The ability to organize business effectively by dealing efficiently with resources and time.

Persuasion

The ability to convince others for views, opinions and ideas.

(Personal/individual) Development

The capacity to allow others or yourself to develop in such a way that the effectiveness of the work is increased, which affects the result as a whole.

Planning capability

The ability to create a plan. Have the capability to implement this plan correctly and timely, monitoring the progress.

Motivation to perform

High demands at work. Shows not satisfied with an average performance.

Result orientation

The ability to optimally focus the own performance or performance of others on the desired / required result, without getting on sidetracks.

Collaborate (internal/external)

Internal: the ability to interact with others in a group, aimed at optimizing the results and without pursuing personal advantage.

External: The ability to effectively use external contacts, to work together in partnerships, representing the interests of the own organization.

Written communication skills

The ability to share ideas, suggestions and information and exchange it in writing in a correct, clear and adequate way.

Sensitivity

Being aware of (one's own influence on) others and the environment. Recognize feelings and needs of others.

Strategic vision

The ability to indicate trends and developments regarding markets, competitors, customers, etc. and to understand and predict their interrelationships and their developments towards each other.

Stress resistance

The ability to continue to perform steadily under high pressure, opposition and / or adversity.

Theoretical and practical vision

The ability to learn new information and knowledge gained by experience and implement these both effectively.

Professionalism

To have and use the knowledge and skills related to the job.

Persistence

The ability to persevere during a longer period of time and to overcome resistances and obstacles to achieve the defined goals.

Independency

Being able to perform and act independently, within the context.



In the Hair & Beauty sector?

Knowledge of the targetgroup

For the entrepreneur, it is important to know the target group, to see what reasons are decisive for choosing his salon and how he better can respond to the target group (or groups).

Hospitality

Customer retention occurs when customers starts to love the salon and its staff. The entrepreneur may particularly encourage this by giving personal attention to each individual customer and tailor the service to the individual customer demand.

Ability of binding

Being able to bind people to themselves and to win. Being a person for whom somebody wants to do something.

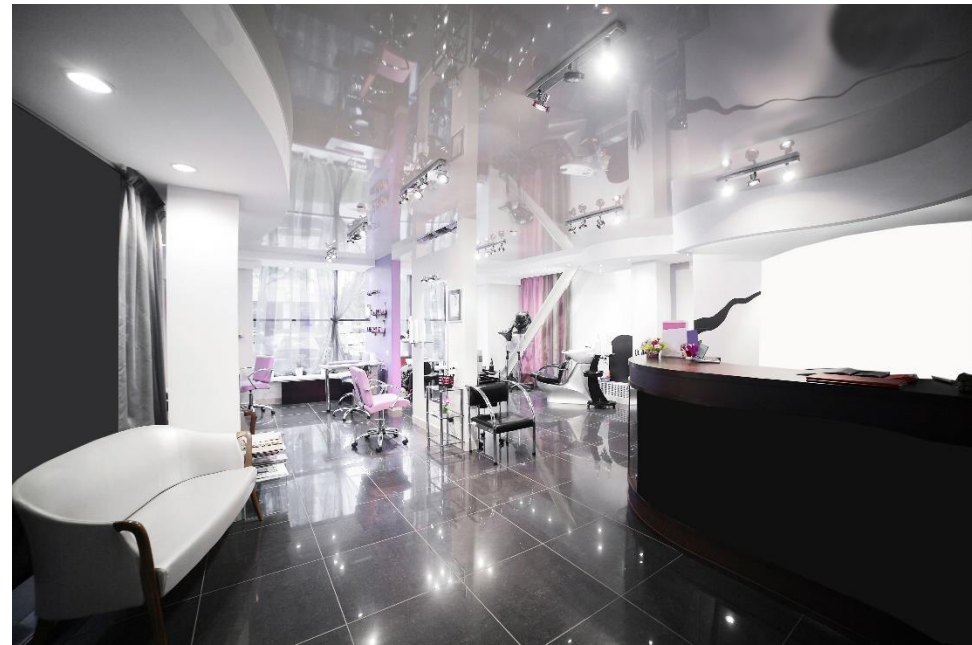
..... other competences?

Which competences do a Salon owner/manager need?

- Selection process in groups
- Discussion leads to one list

Which fields of attention does a Salon owner/manager has based on the competences?

- Selection of the fields as input for the scan



Competences:

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Fields of attention of the scan(s):

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Thankx

