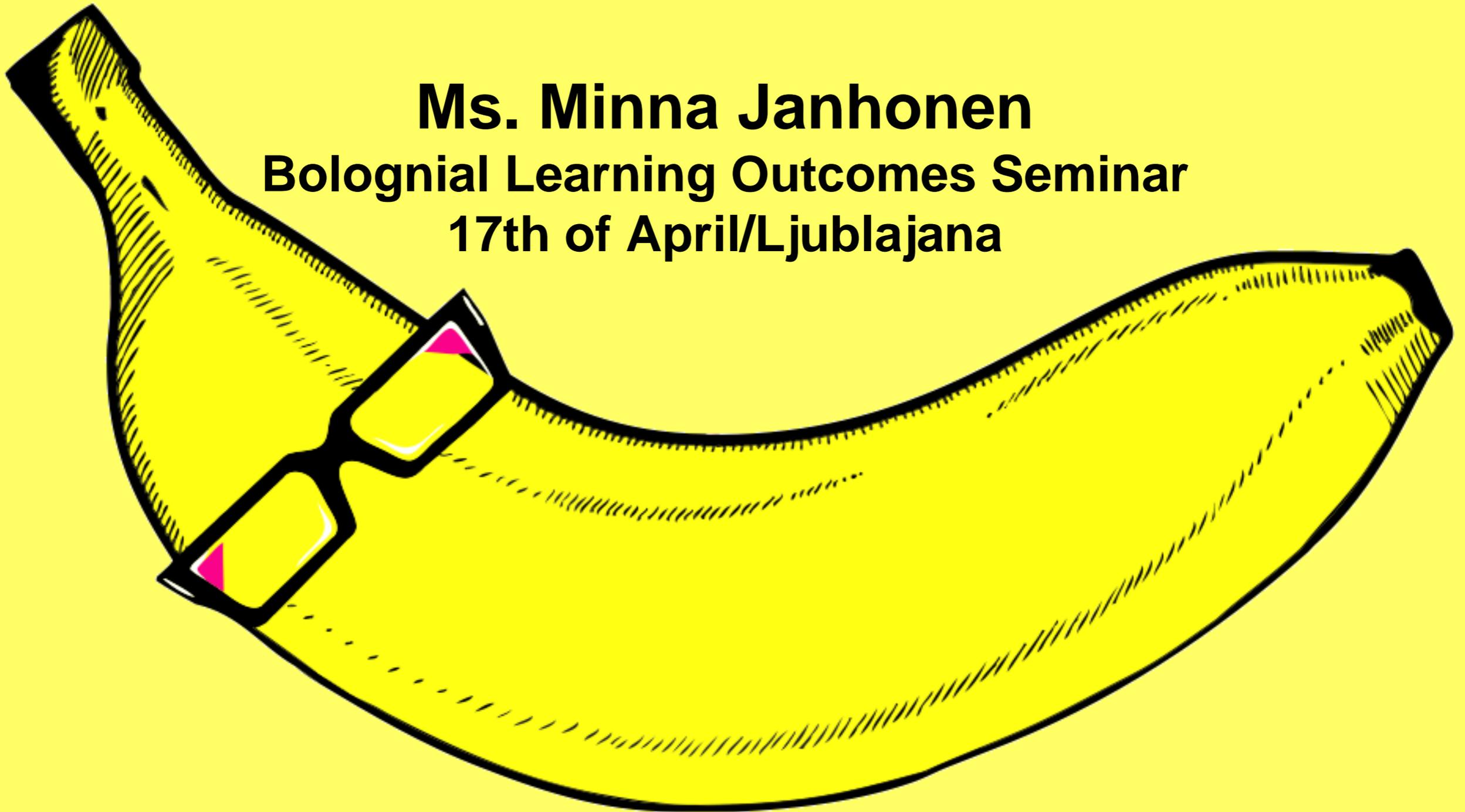


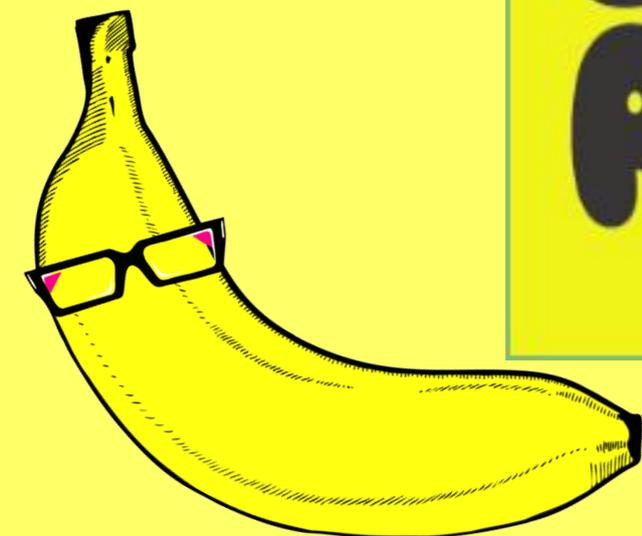
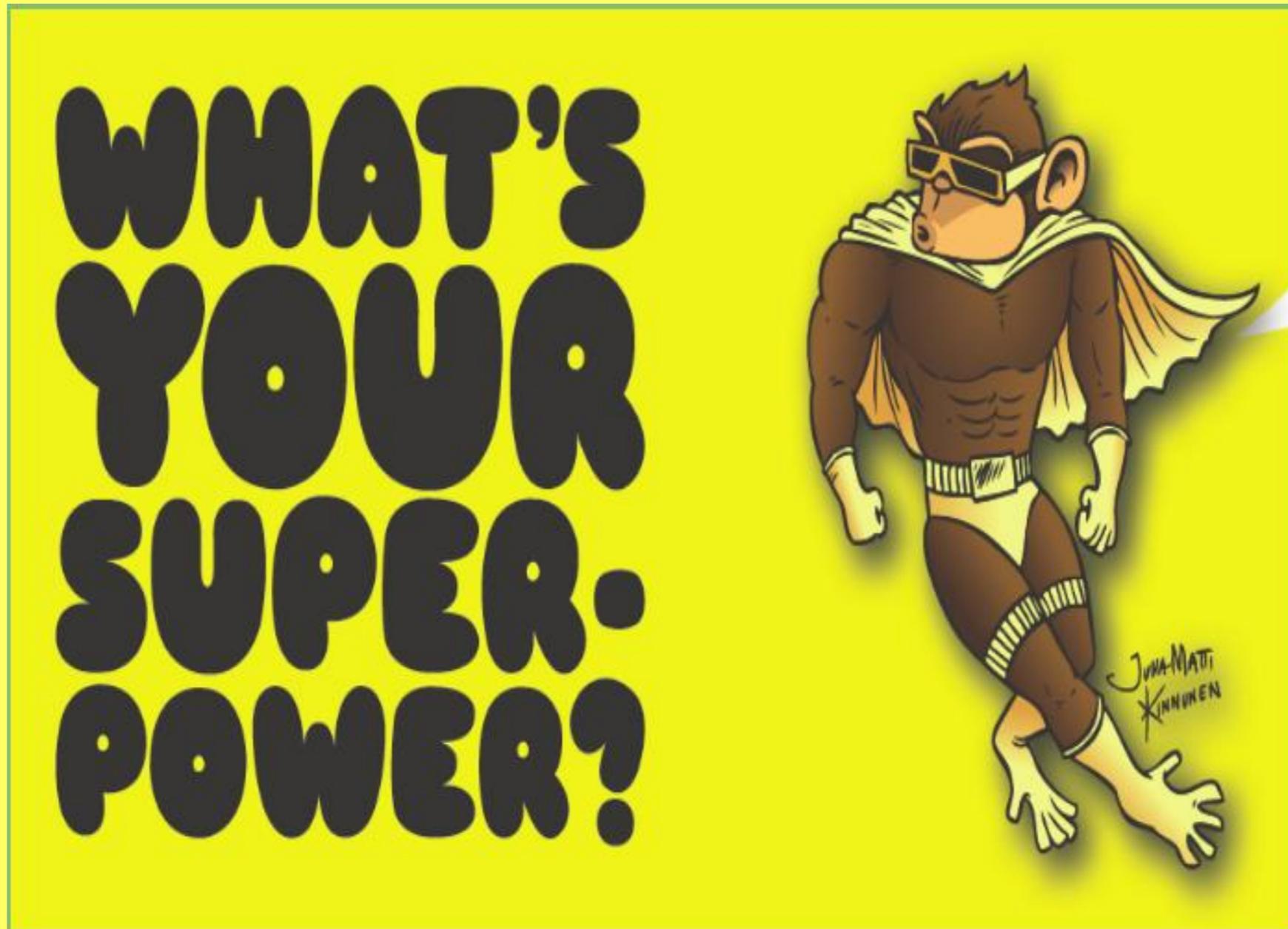
MONKEY BUSINESS

Ms. Minna Janhonen
Bolognial Learning Outcomes Seminar
17th of April/Ljubljana



WORKSHOP 1

Superhero profile



WHAT'S YOUR SUPER- POWER?



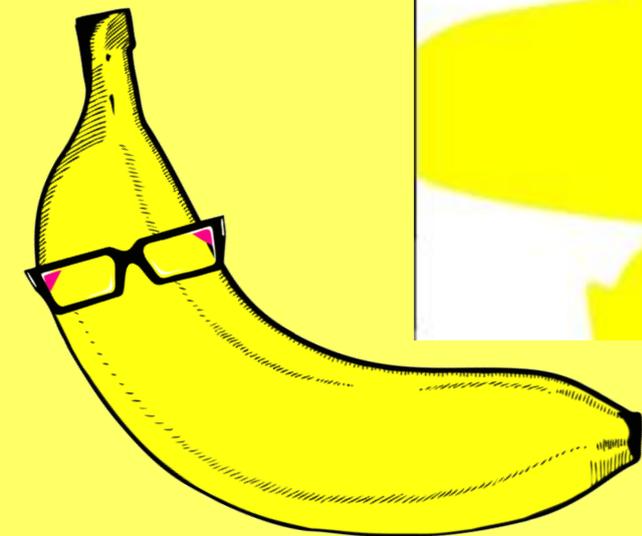
Superhero Name:

Superpower:

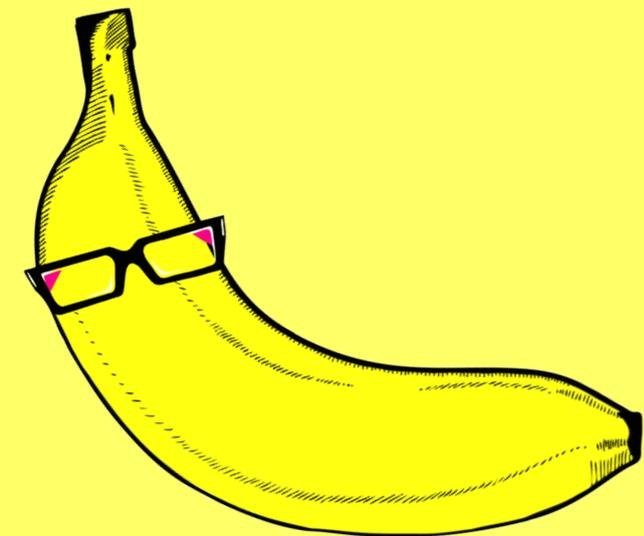
Achilles' Heel:

Secret Weapon:

Other Info:

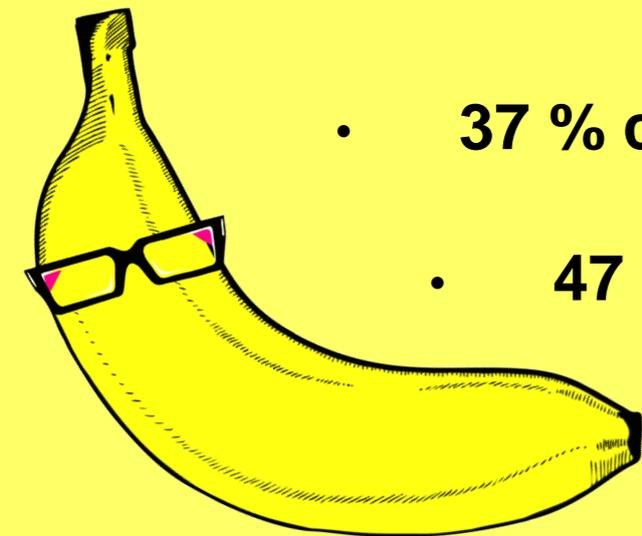


**DO YOU WANT TO
TRAVEL AROUND
THE WORLD AND
LEARN SOME
MARKETING ASIDE?**



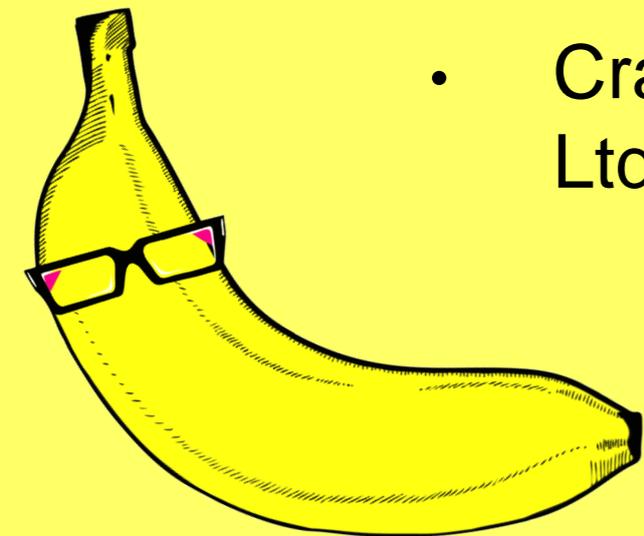
Numbers from Tiimiakatemia Jyväskylä

- **Co-operatives combined turnover from 2011 over 2 million**
- **During summer 2011 Tiimiakatemia created summerjobs to 101 young persons and created a turnover of 860 000 € with various different summerprojecst**
- **student - coach ratio 1/40**
- **97 % employed 2 months after graduation**
- **37 % continue as entrepreneurs right after**
- **47 % continue as entrepreneurs within 2 years**

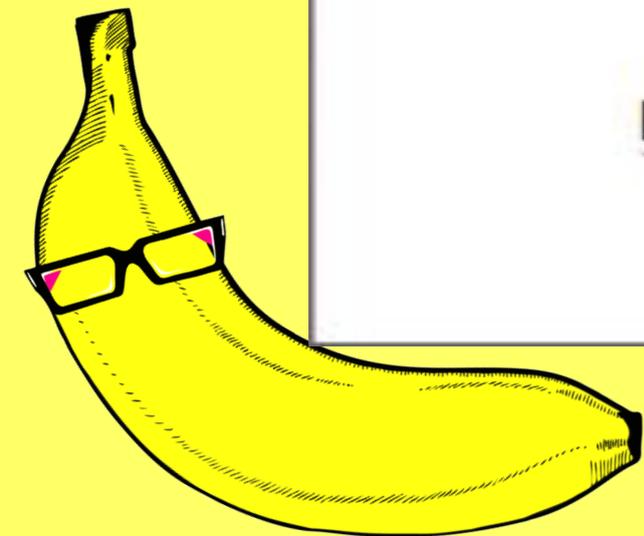
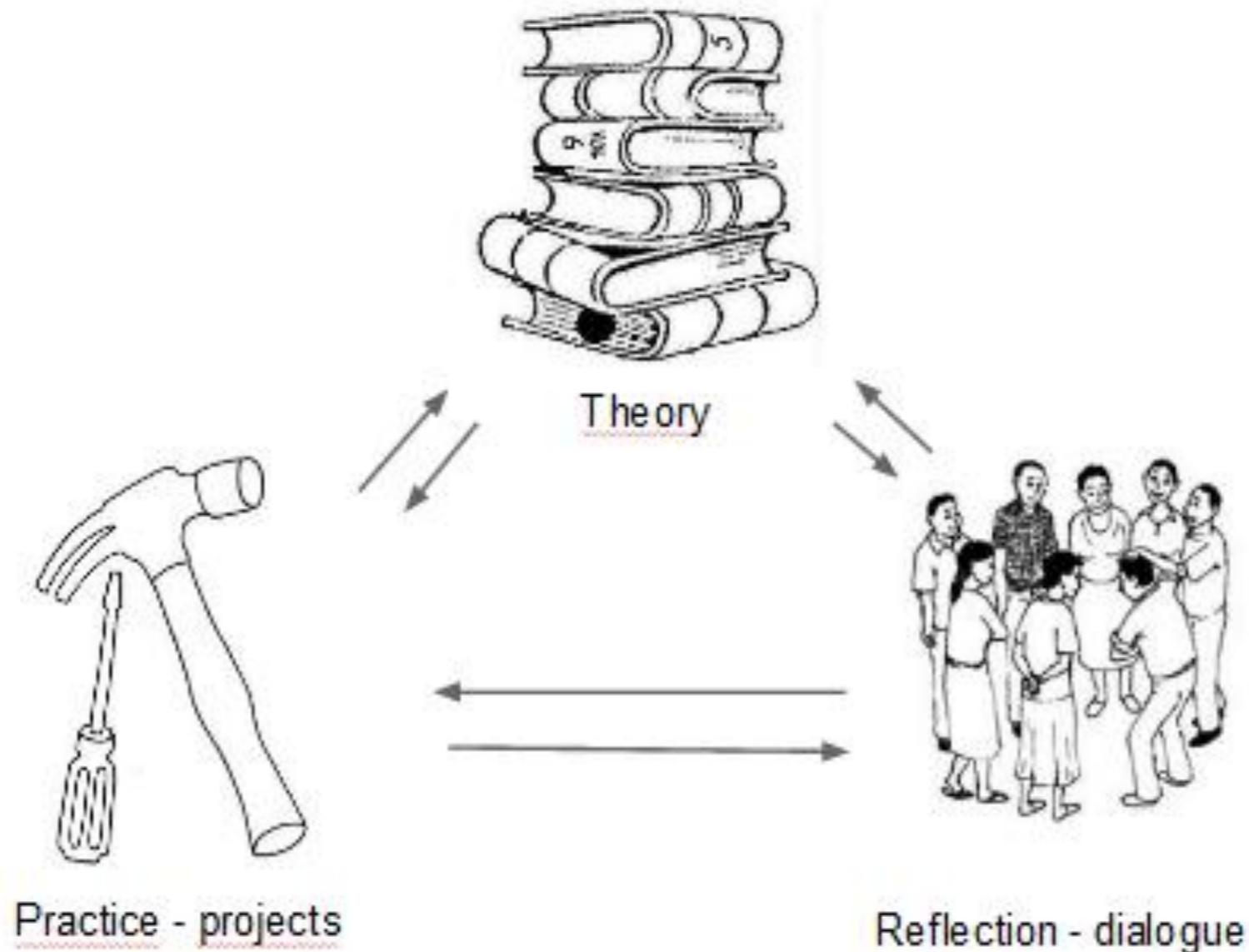


Graduates of Tiimiakatemia

- 97% of graduates were employed 6 months after graduation
- 47 % of graduates will be entrepreneurs 2 years after graduation
- Example companies that have sprung from Tiimiakatemia
 - Monkey Business
 - Festago oy
 - Aava & Bang
 - Crazy Town -community; Business Arena, Villinikkarit Ltd, ATT

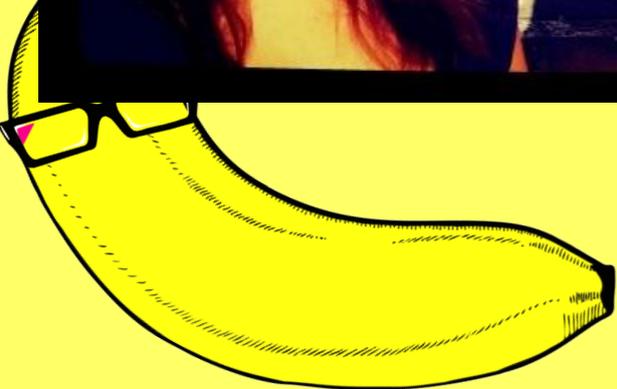


Learning in Tiimiakatemia: learning is a process



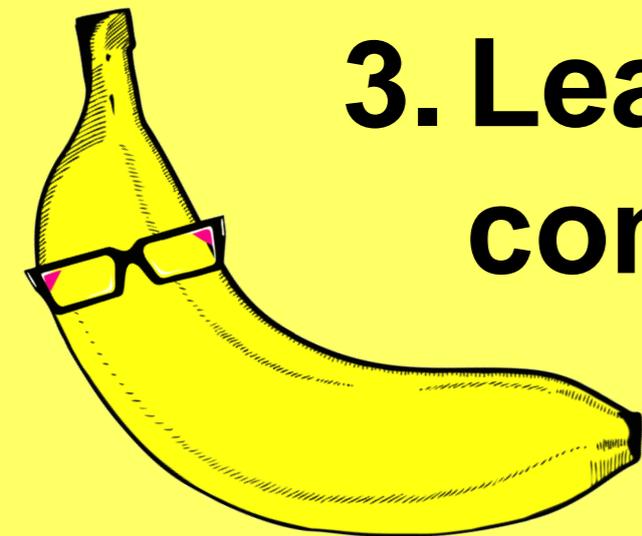
EXAMPLE OF A LEARNING OUTCOME FROM TIIMIAKATEMIA:

Co-Operative Company Monkey Business



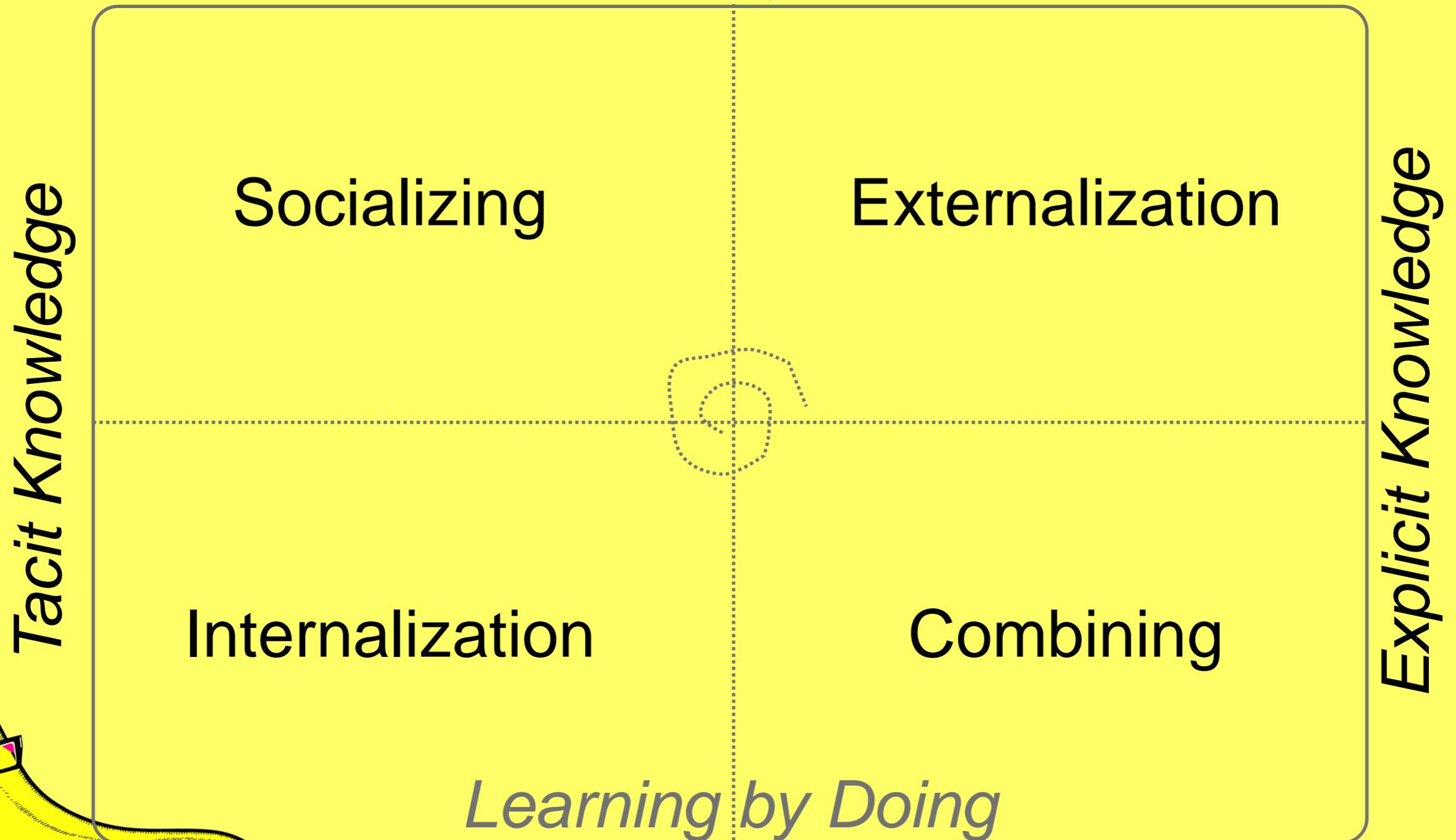
Three Principles of Learning at Team Academy

- 1. Learners construct their meanings themselves (constructivism)**
- 2. Learning is situational and contextual**
- 3. Learning is social and done in a community**



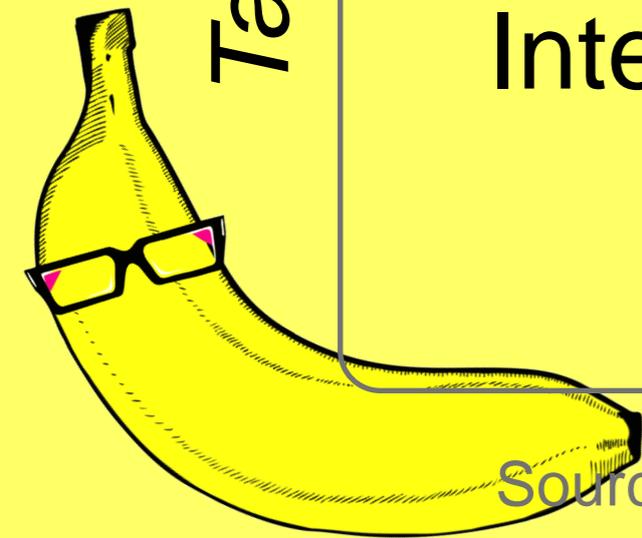
Nonaka & Takeuchi's Knowledge Creation Theory

Dialogue

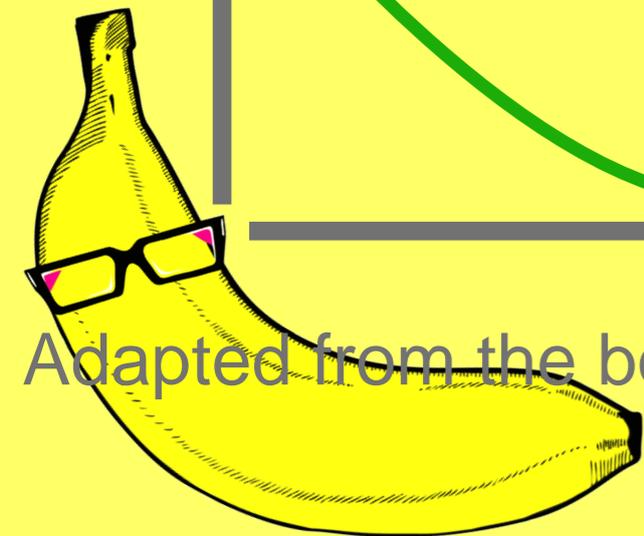
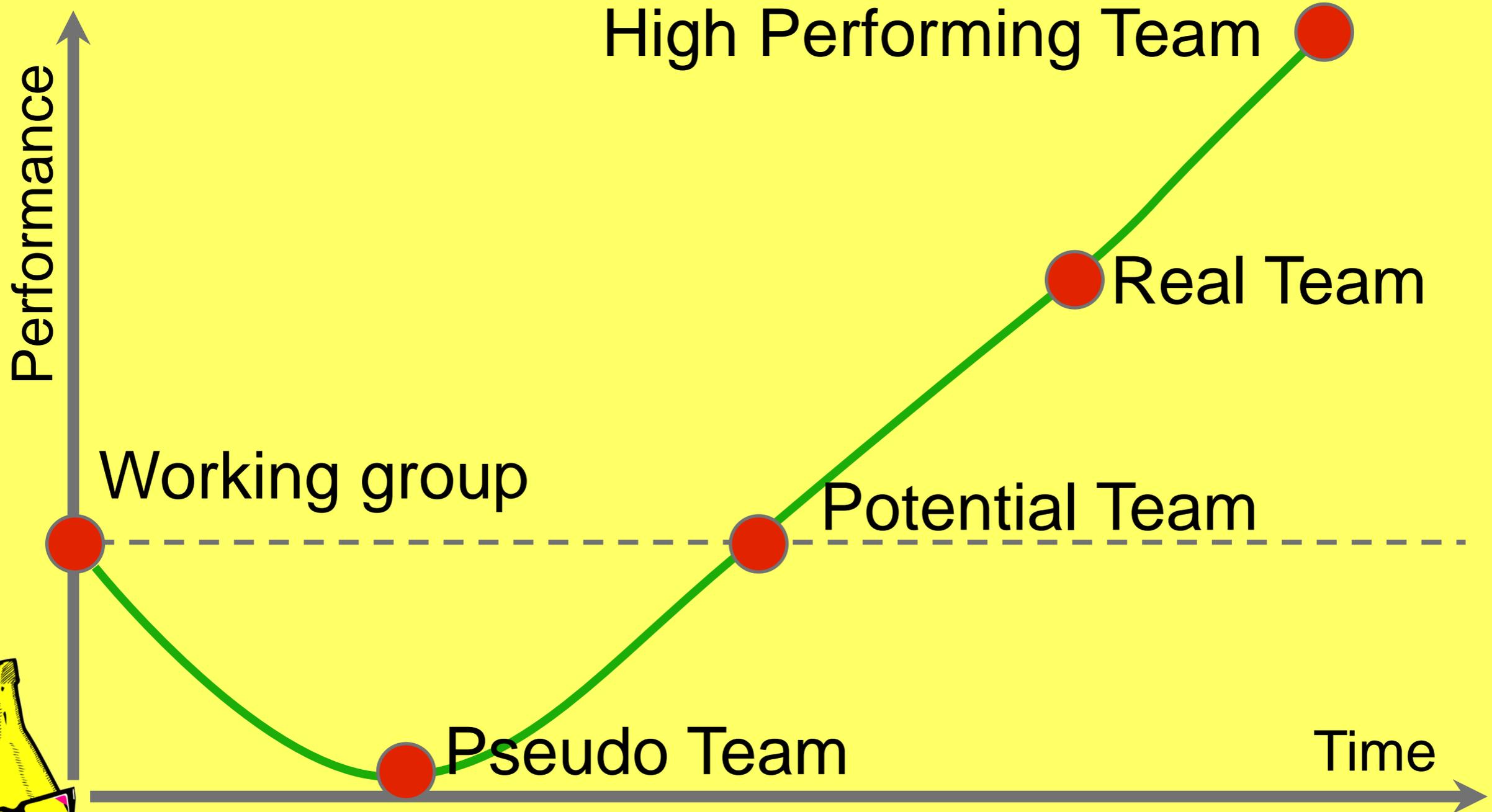


Learning by Doing

Source: [Nonaka & Takeuchi: The Knowledge-Creating Company](#)



Team Development Curve

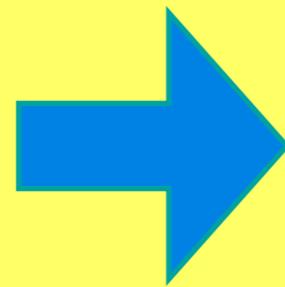


Adapted from the book *The Wisdom of Teams* by Katzenbach, Jon & Smith, Douglas

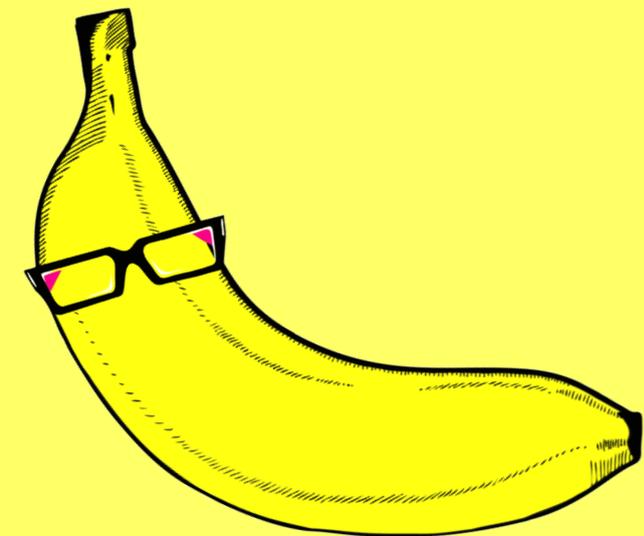
Monkey Business Idea Slides

WORDS WE USE, MATTERS.

~~Difficult
Problem~~



Joyful
Challenge



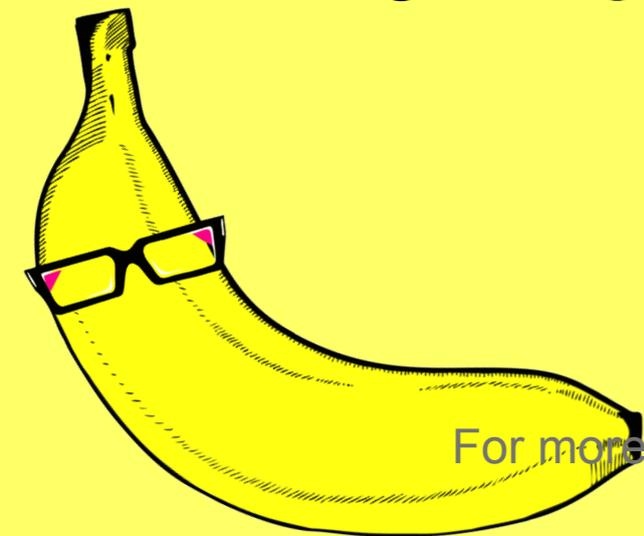
PEAK PERFORMANCE

At the core of Peak Performance is *Katzenbach's* ideas of five motivational paths:

1. The mission, values, and pride path
2. The process and metrics path
3. The entrepreneurial spirit path
4. The individual achievement path
5. The recognition and celebration path

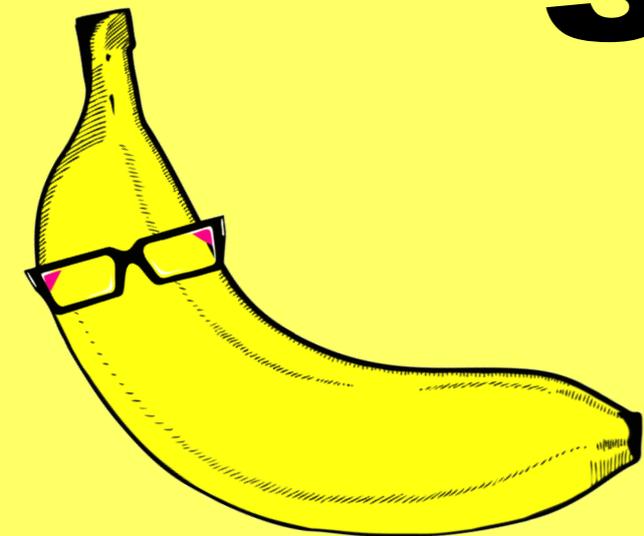
For more info and references on Katzenbach's work see <http://www.katzenbach.com>

Monkey Business Idea Slides



WORKSHOP 2

**How to put into
practise your
super power?**

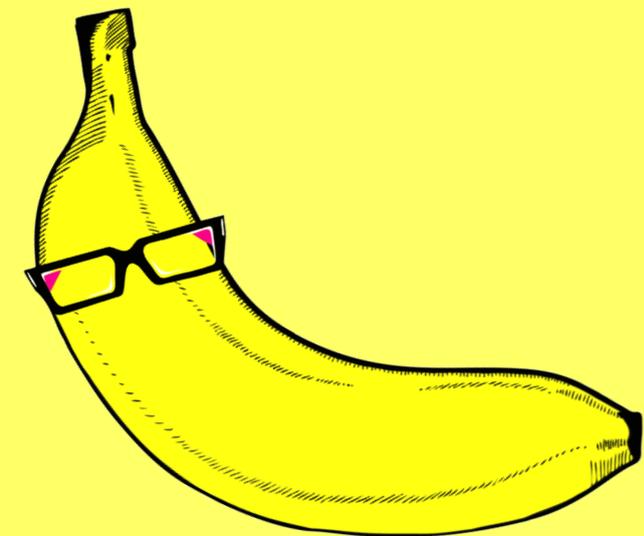


EXPERIMENTS ARE NEEDED

TO SEE WHAT DOESN'T WORK.

HOW DO WE ENCOURAGE MORE

EXPERIMENTS?



Thank you!

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