

# COACHING SYSTEM

AYSHA ABDEL QADIR  
INGA SCHEEL

ICM Prague 2017

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The European Law Students' Association

# STEP Coaching Team

- 5 Coaching Team members for 43 countries
- Have a more personal relation between Coach & Coaching Country
- More time per country, individual ideas
- Personal relation
- Availability
- Lighten Alyona's workload
- Have a whole team to discuss problems and ideas
- Channel our own experiences into the Coaching Team

# Alyona Litvinova

- **Coaching Countries:** Croatia, Germany, Ireland, Russia, Serbia, Slovenia, Spain, Switzerland



- **Why am I a STEP Coach?**  
Because I am a VP STEP, but as STEP Coach I also feel closer to the Network.
- **Fun Fact:** I get scared easily and I am loud.  
*(wanna try...?)*

# Asen Dimitrov

- **Coaching Countries:** Belgium, Bulgaria, Denmark, Estonia, Latvia, Luxembourg, Republic of Macedonia, Slovakia



- **Why did I become STEP Coach?**  
I became a STEP Coach in order to pass my knowledge and provide support to STEP Officers.

To be honest, ELSA is a drug so I couldn't withdraw completely and decided to stick around and do as much as I can to help the organisation grow.

- **Fun Fact:** My first ICM was ICM Malta in

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# Aysha Abdel Qadir

- **Coaching Countries:** Armenia, Bosnia and Herzegovina, Italy, Lithuania, Portugal, Romania, Turkey, Ukraine
- **Why did I become STEP Coach?**  
Because if I don't share what I know there is no meaning of all that I do.
- **Fun Fact:** When I get drunk I always tell people that I love them or ask for forgiveness.



# Tetiana Grudinina

- **Coaching Countries:** Austria, Belarus, Cyprus, Czech Republic, Finland, France, Hungary, Malta, Republic of Moldova
- **Why did I become STEP Coach?**
  - I wanted to gain Coaching experience  
(if you want to be a leader, you need to be a good Coach)
  - I wanted to give back all good what I



# Inga Scheel

- **Coaching Countries:** Albania, Azerbaijan, Georgia, Montenegro, Norway, Poland, Sweden, the Netherlands, United Kingdom
- **Why did I become STEP Coach?**
  - I wanted to pass on my STEP knowledge and help Officers with all their problems and questions
  - Contribute one more term to ELSA & STEP
  - Collect experiences on the International level
- **Fun Fact:** On every ELSA meeting, I interpret at least one party motto in a way that I can dress up as a monkey.



# Key Points of our External Coaching Strategy

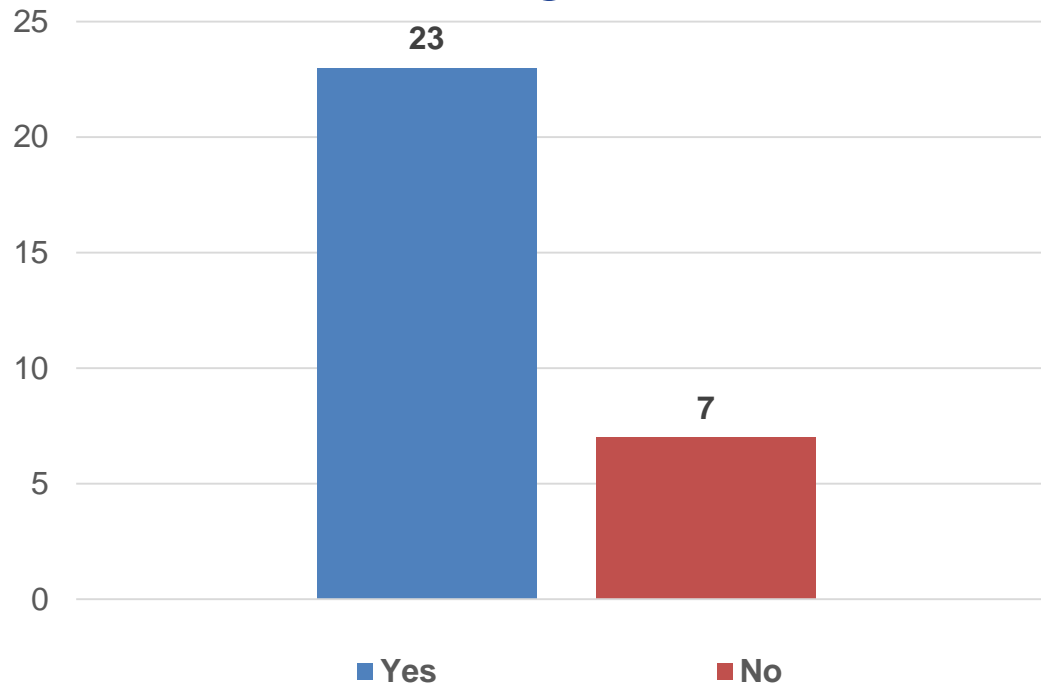
- Make our Coaching Country aware of the Coaching System
- How to start the term as Coach (first steps/STEPS)
- Which ways of communication to use between Coach & Coaching Country
- Provide a transition if needed
- Set mutual STEP goals
- Establish a relation of trust
- Collect updates, provide help
- Conduct a mid-term evaluation



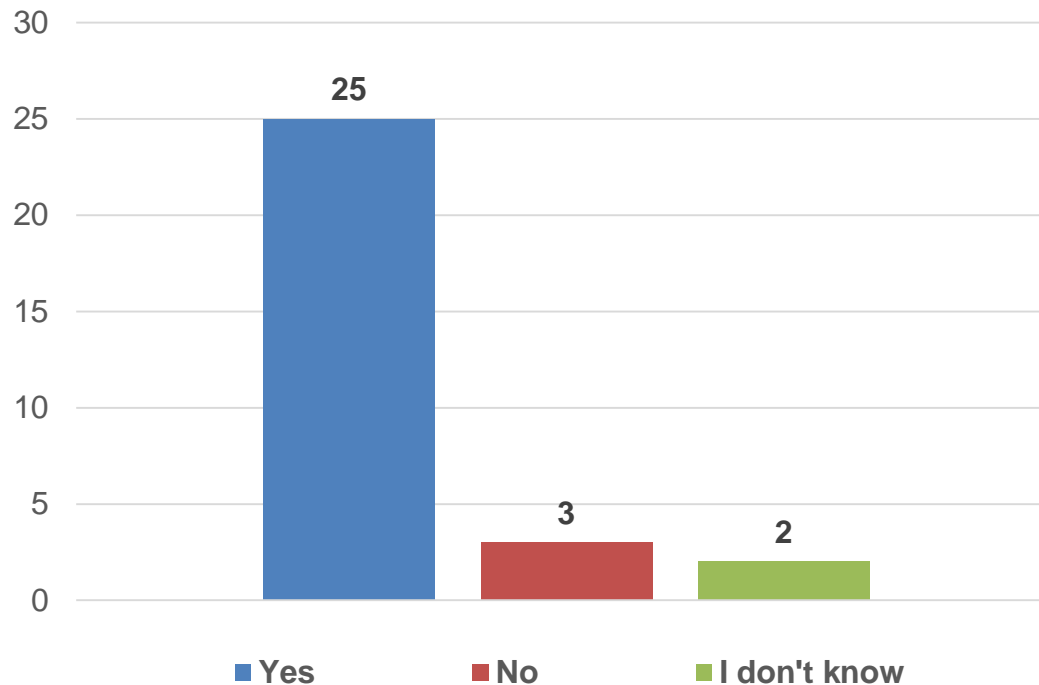
# STEP Coaching Survey

- Survey in order to evaluate the Coaching System and adjust it to the Network's needs
- **30 countries** participated in the survey:  
Albania, Armenia, Azerbaijan, Bulgaria, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, Malta, Montenegro, Norway, Poland, Portugal, Serbia, Slovenia, Spain, Sweden, Switzerland, the Netherlands, Turkey, United Kingdom

# Have you read the External STEP Coaching Strategy that was sent out via the STEP mailing list?



# Do you find the STEP Coaching System / your STEP Coach helpful for your work?



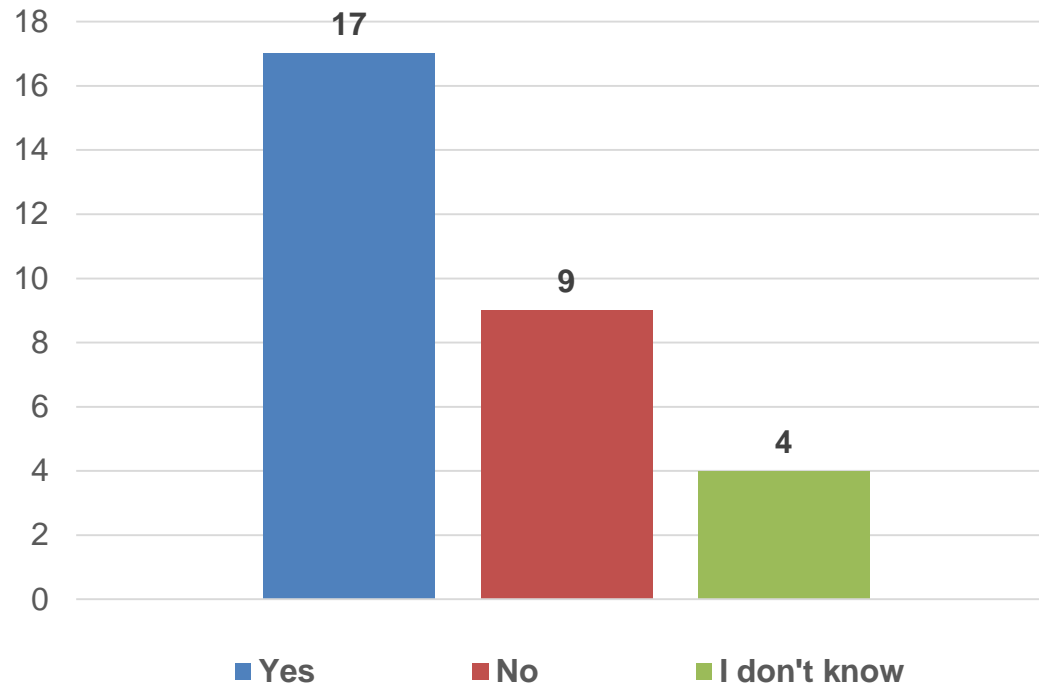
# Why?

- Someone to approach with questions and doubts
- Especially for officers new in ELSA and/or in STEP
- Get support from your Coach all the time
- Communication process is quick and effective
- Receive a transition in case your predecessor didn't provide you with one
- You can never learn enough
- Experience sharing, receive new ideas
- It enhances the quality of your work as a National Officer

# Why not?

- At the moment, everything works out
- Enough experience, so the Coaching System isn't useful anymore
- In case of any doubts your first choice for advice is the previous VP STEP (who is a well known person for you) instead of a possibly still anonymous coach from ELSA International
- I didn't get a proper response to one of my questions

# Were you in actual need of the Coaching System / your STEP Coach so far?



# Why were you in need of the Coaching System / your STEP Coach?

- I received a transition
- I could ask questions about STEP and gained knowledge
- Helpful advice, getting new ideas and tips, exchange experiences
- Good to have constant support
- We didn't have a VP STEP
- We are newly elected and we didn't know much about STEP and how it actually works
- It was the first time we got STEP TN providers in our country, so it was very useful to receive all information how to handle things from first hand

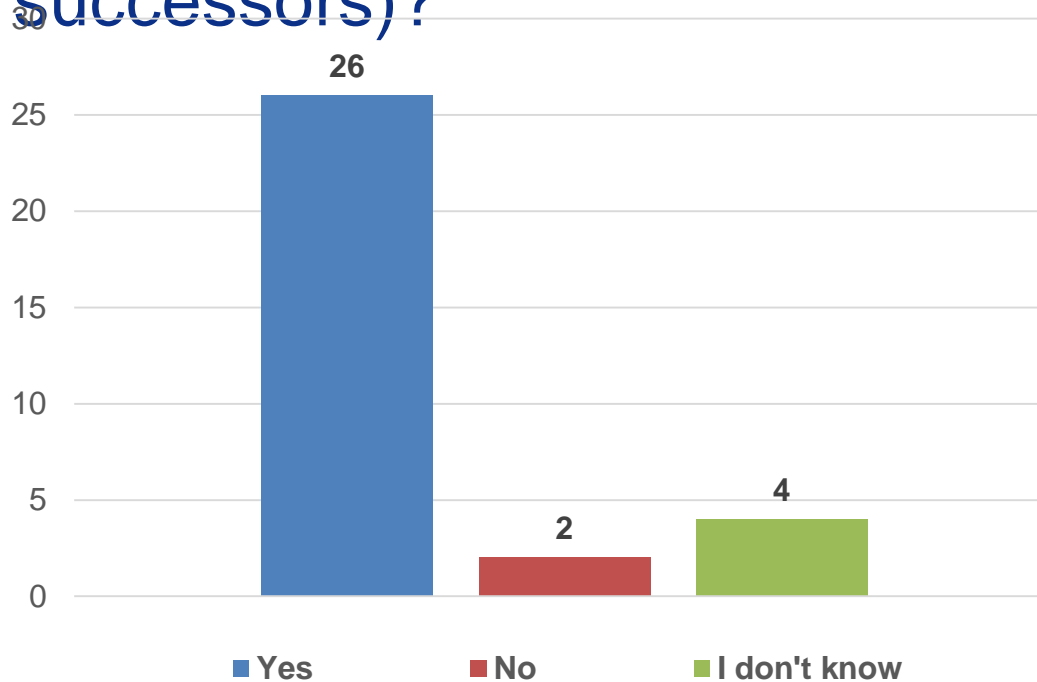
- Technical issues which I could not have found answers to, vague terms in the DB in need of specification
- Due to the hard work of our Coach and our VP STEP we could offer the first traineeships in our country ever



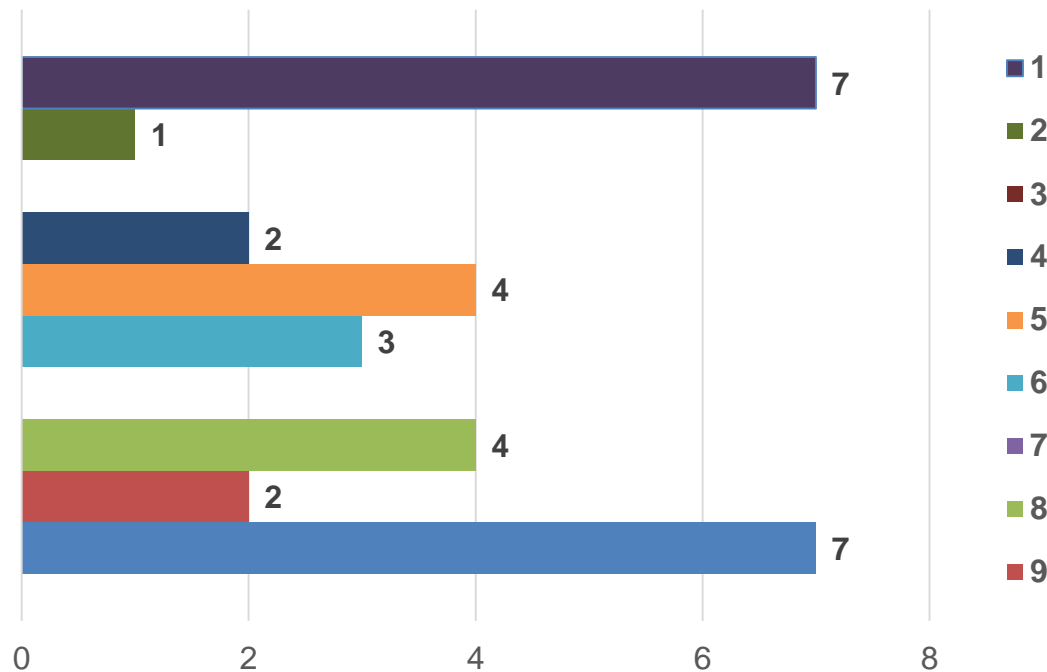
## Why weren't you in need of the Coaching System / your STEP Coach?

- I have enough experience to manage and provide coordination for my local groups
- Not very efficient conversations
- I would have found things out by myself, it is just faster to use the Coach
- Most of the questions I've had so far were not crucial for my work and I could have survived even without solving them
- Although the general idea of Coaching is essential for the development of many groups, most active countries in STEP have a limited need for this sort of help

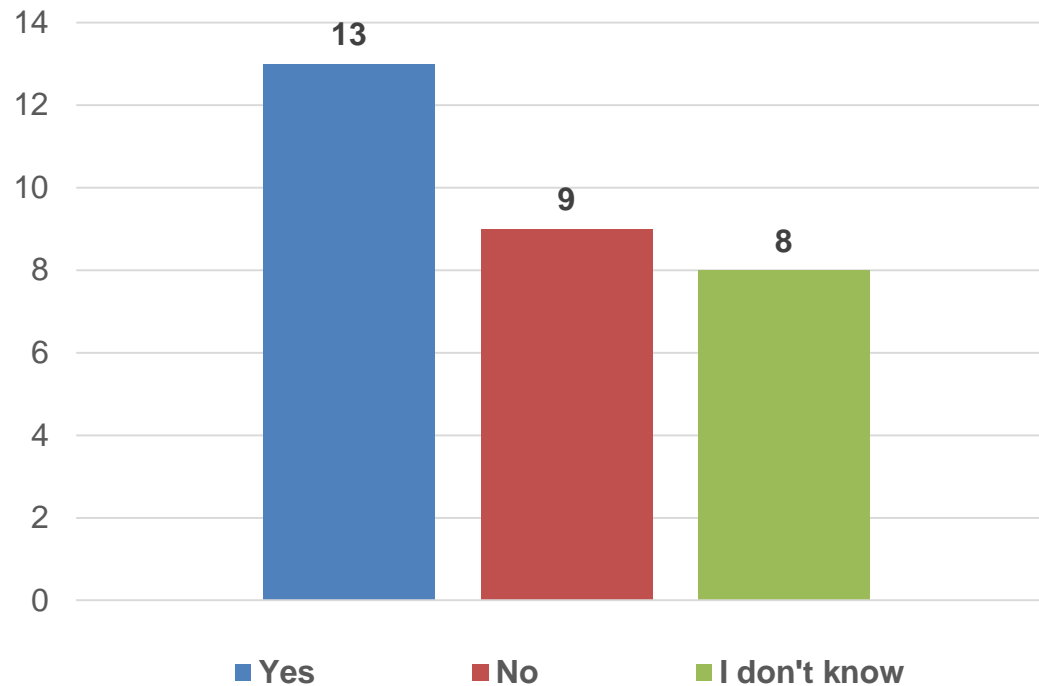
# Do you think your National ELSA Group needs to be part of the STEP Coaching System in the future (for your successors)?



# Do you think that your Local STEP Officers benefit from the Coaching System? (1 = lowest, 10 = highest)



## Should we involve Local Groups more in the future? (e.g. in joint Skype meetings)



## Why (and how) should we involve them more?

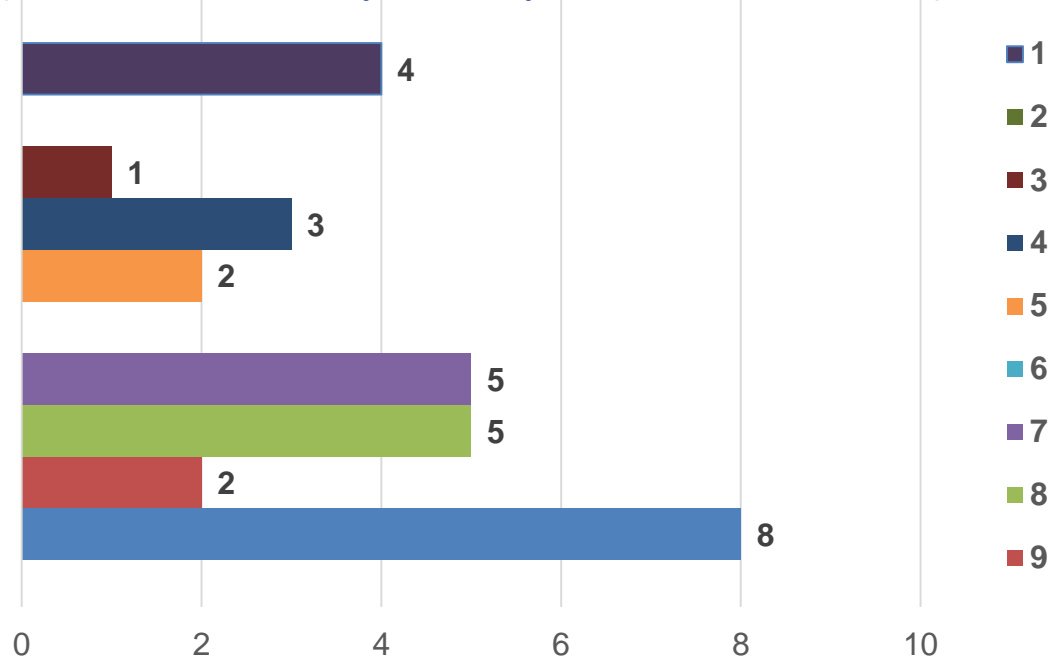
- Local groups tend to know less about STEP
- It would be nice for Local Officers to learn more about the International Officers
- Skype with the whole National network could be a nice idea!
- Expands the Coach's council to the Local level
- Sometimes there are not National STEPers or Local Officers are more active than the National
- Would motivate Local STEP Officers
- A fresh and detached pair of eyes can also help the NG pinpoint weaknesses and strengths
- Coaching group conversations and Skype meetings

# Why shouldn't we involve them more?

- STEP is more concerning National Groups
- We don't have Local Groups, maybe for those who have local groups it can be useful
- It's the National Officer's duty to help the Local Officers and ELSA International is generally not involved to the work between the National and Local Groups
- Relevant and important information can get lost if it ends up that the National Groups communicate with the Coach and IB without the National Officer knowing
- Would easily be confusing for them because the Local Groups are to a much lesser extent involved in the International level of ELSA
- Really difficult to find time when all STEPers can be on skype (hard to manage)
- Some officers may not feel comfortable to skype in English

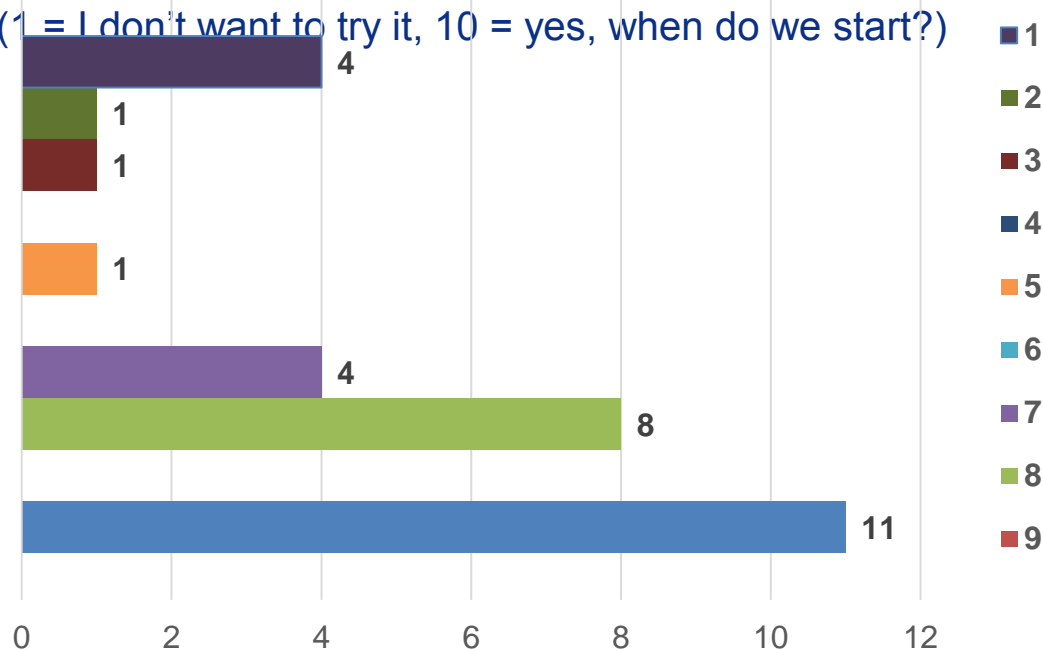
# How do you feel about a group Skype meeting with all of your Coach's Countries at the same time?

(1 = I don't want to try it, 10 = yes, when do we start?)



# How do you feel about a joint Facebook Chat with all of your Coach's Countries in order to text, share ideas, motivation, testimonials, pictures etc.?

(1 = I don't want to try it, 10 = yes, when do we start?)



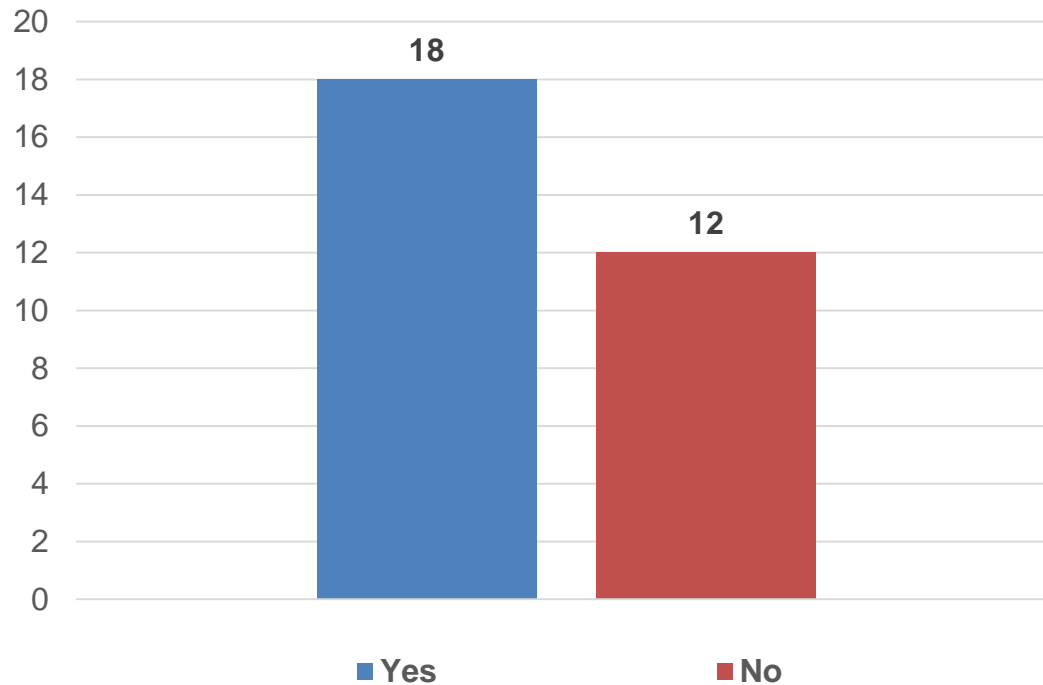


# What is the biggest problem regarding STEP that you or your National Group are facing?

- Cancellations
- Decreasing number of applicants due to various reasons such as political instability, terror etc.
- Difficult to attract potential traineeship providers
- Obtaining traineeships
- General lack of applicants & traineeship providers
- Traineeship Agreements
- Potential traineeship providers require knowledge of our national language
- Most of the companies don't want international students
- Despite their good will, most employers cannot equally integrate international trainees into the work environment due to language knowledge problems

- Acquiring payed traineeships for international students
- The amount of unpaid or very poorly paid traineeships, as many students are not interested in participating in a programme where they don't get paid properly
- Some difficulties to get STEP rolling like it is supposed to be
- Marketing – we are struggling to motivate our local groups to advertise STEP traineeships
- The bond between the Presidents and the STEP officers should be much stronger (wish for more joint workshops)
- No selection by traineeship providers since employers are often looking for a trainee from a specific country (this requirement cannot be included into form); lack of proper candidates
- Transitions are too theoretical, yet STEP tasks are most concrete and practical, especially on local level

# Did you have a (or several) Skype meeting(s) with your STEP Coach so far?

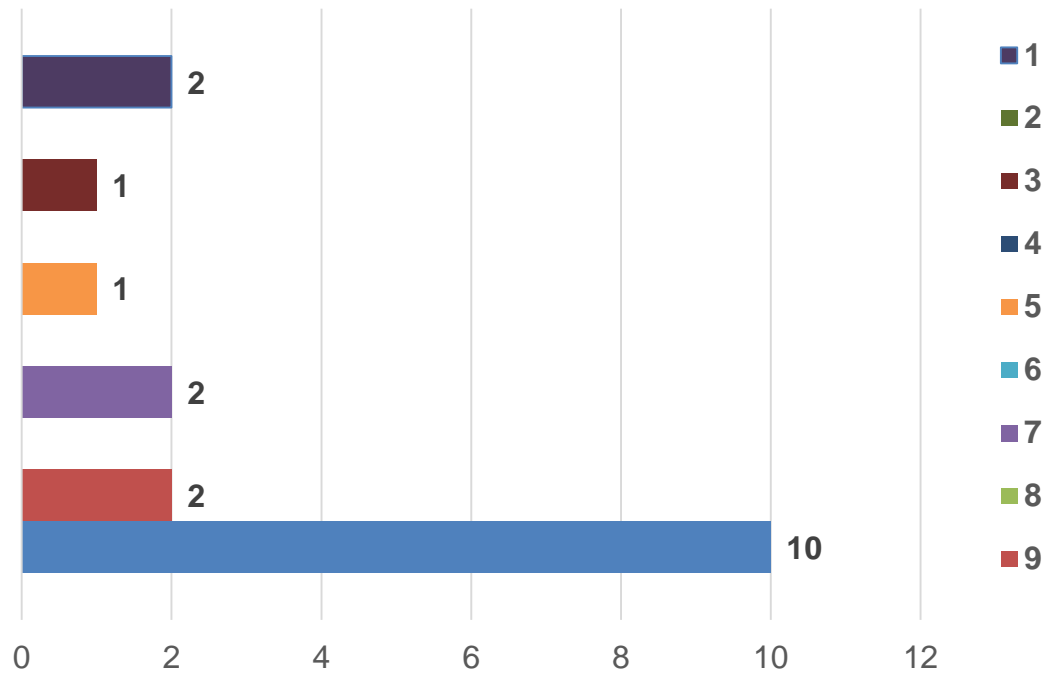


## Why didn't you have a Skype meeting with your STEP Coach so far?

- General time problems
- Didn't get our timetables to match
- In the National Board for only a few months
- We use Facebook messenger instead
- There was no need so far
- More easy to chat than talk via skype
- Some problems to get in touch with the Coach
- Good question!

# How helpful were your Skype meetings?

(1 = not helpful at all, 10 = very helpful)



# How can we improve the Coaching System?

- Improve communication
- Have shorter and more skype meetings
- In the beginning of the term the STEP Coaches should be more active in contacting the National Officers
- You can try by writing more detailed manuals
- Introducing more Coaches or having more experienced Coaches
- It would be very good if Coaches could visit their Coaching Countries
- Great if Local STEP Officers could be involved in the future
- By getting an update what problems/ideas etc. other groups have and discuss with their Coaches
- It would be great if the Coach had skype meetings with his or her Coaching Countries at the same time
- Officers from the biggest STEP groups would gladly share their experience with other countries rather than having a tutor (more effort on cooperation between countries)

# Ideas for the future & further input

- Coaching System is useful for the ones who need it
- Although the general idea of Coaching is essential for the development of many groups, the most active countries have a limited need for this sort of help
- My Coach should have been more active in the beginning
- Having a primary person to contact has been great
- Skype meetings between the Coach and all his/hers countries would be great
- Involving the local groups is the way to go, motivation is the key in our area; the feeling like you're part of an international network is one of the biggest motivators our association has to offer

**A big thank you to everyone  
that participated in the  
survey!**



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