

EMPOWERING THE FUTURE LEARNING OF YOUNG PEOPLE

THE YOUNG PEOPLE INDEX & IMPACT PROGRAMMES



THE YOUNG PEOPLE INDEX

POWERED BY  THE GC INDEX



**It's time to
unlock the
inner you**

INTRODUCTION

What are The Young People Index and Impact Programmes?

In a rapidly changing world, there are endless opportunities and options for students. It is important for educationalists and parents to enable young people to take control of their own unique destinies. 60% of the jobs they will be doing do not even exist today. We need to prepare dynamic, self aware, confident and aspirational students to enter the world of work. It is essential that they know who they are and how they can make the greatest impact in their own lives.

But how?

The Young People Index and Impact programmes ask thought-provoking questions that many students may have not asked themselves before. Throughout all of the programmes we help learners discover more about who they are, their skills and passions, their particular team contributions, their personal values and unique leadership styles. These programmes will provide students with the confidence to differentiate themselves in a competitive world of work by allowing them to discover what they could offer a future employer.

The sessions are highly interactive, delivered by expert educationalists and business coaches, who focus on collaboration, personalised coaching and support.

The Young People Index©

The Young People Index is a revolutionary online instrument that is transforming young people's lives and enabling educationalists to identify and nurture the key talents of young people; the leaders and workforce of the future. The results from the assessment empower young people by highlighting their natural preferences and inclinations in terms of how they contribute to a team, organisation, project or role and thus boost confidence and self-awareness.

THE YOUNG PEOPLE INDEX

The Young People Index Assessment will highlight an individual's:

- Team working strengths and skills
- Personal values as a by-product of team working preferences
- Leadership styles and approaches
- Behaviours to manage
- Areas for development

THE YOUNG PEOPLE IMPACT PROGRAMMES

Through a series of workshops, The Young People Impact Programmes will:

- Raise self awareness in light of the personalised report
- Develop a growth mindset
- Explore how individuals contribute to a team
- Explore leadership approaches
- Develop an awareness of motivation, values and organisational structures and environments
- Help plan future career goals, CV and interview planning

PROGRAMME 1

SELF-AWARENESS

Why is understanding myself so important for my future?

The Self-Awareness programme starts the journey of self-discovery.

The programme focuses on the triangle of core skills required for their future: academic skills, personal passions and values, and team working strengths.

The emphasis is on skills underpinning academic strengths, using modern Bloom's Taxonomy and the Personal Learning and Thinking Skills models. The programme encourages students not to neglect their passions. They learn how to consider these passions as a potential future occupation and a way of developing a sustainable work-life balance. Issues such as health and well-being are discussed openly to encourage understanding of the effects of exponential change on them.

We then examine team working using The Young People Index model, which gives them unique insight into their personal strengths and inclinations for working in collaboration with others. The session starts to explore the contribution and impact that each individual can make in a team and how to do this most effectively.

Students then start to consider their personal values in order to reach their full potential in an organisation that is aligned to these. Students learn of the need to identify companies before applying for jobs. This leads on to 'Programme 2 - The Power of Team Work'.

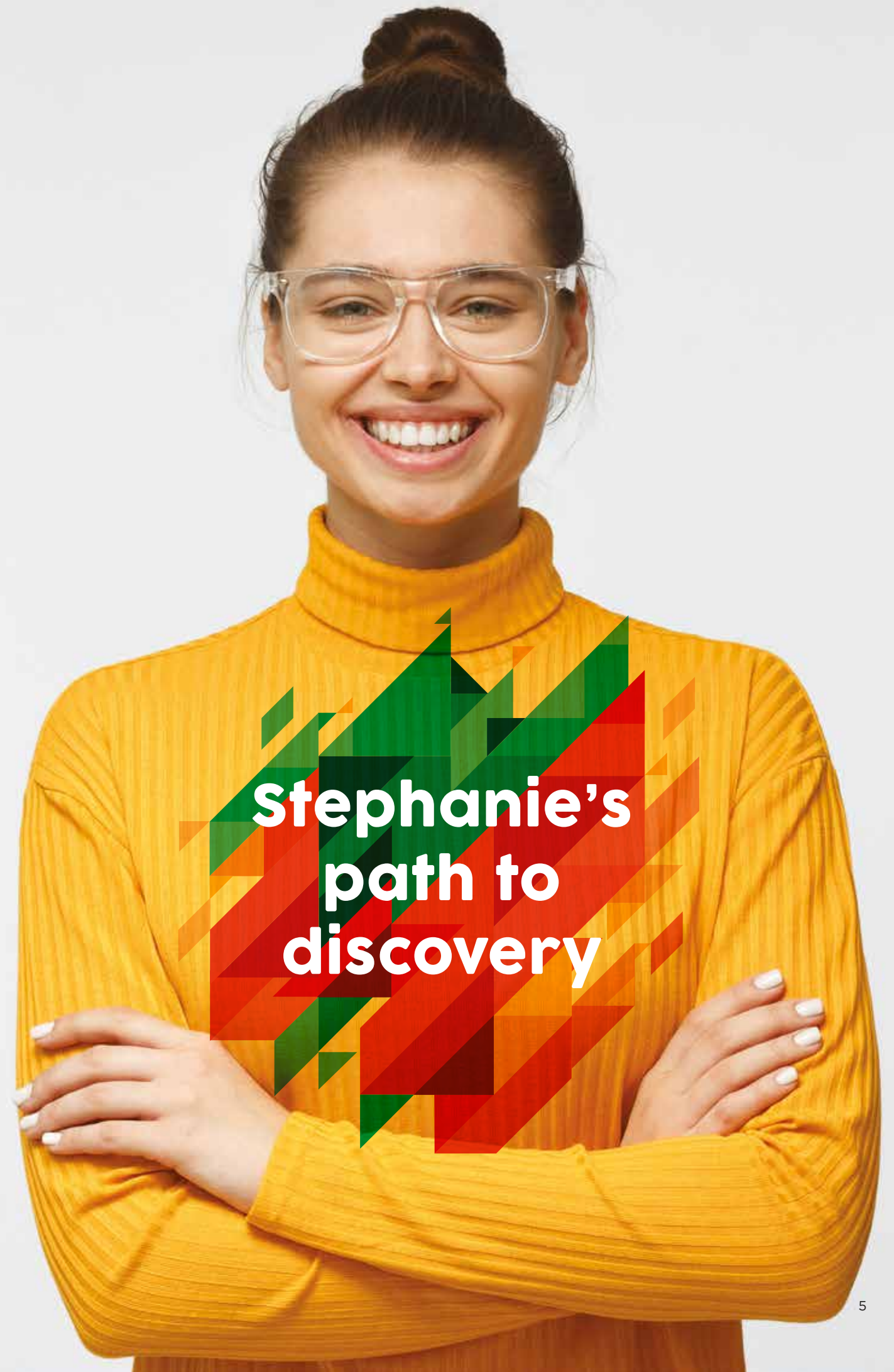
PROGRAMME 1 SUMMARY

Delivery: Half day 3.5 hours or condensed to 2 hours
Numbers: Minimum 15 students, maximum 36 students
Age Ranges: 11-13, or 14-16, or 17-24

STEPHANIE'S STORY

As a bright student in the Canadian state system, Stephanie was expected to be a straight A grade student, but was falling behind in Maths. She was getting frustrated that her constant questioning of problem solving techniques was being dismissed by her Maths teacher and consequently this had a detrimental effect on her results.

For her, the moment she had her Young People Index report and had discussed its implications, everything became much clearer. She went to her Maths teacher and explained the dilemma she was having. The Maths teacher found the insight very helpful and he modified his approach with her. In the space of only a few weeks the grades began to rise along with Stephanie's confidence. Now she is back on track, more certain of her path and how to use her self-knowledge to best effect.





Lloyd's future vision

PROGRAMME 2 THE POWER OF TEAMWORK

Why is it so important to know how I contribute in a team?

The 'Power of Team Work' programme focuses on the importance of building and developing collaboration skills. Students start by gaining an understanding of the Young People Index and why the tool was developed for organisations and individuals in industry.

The programme raises students' self-awareness and awareness of their peers, showing them how they contribute and make an impact within a Game Changing team. This is gained by understanding how different types of people operate in teams in real life. Students will explore the benefits and blind spots of different types of teams, with real life case studies.

Students explore in greater depth how to define their personal values and align these with organisations. During the session, students carry out research on potential future organisations and how they might

demonstrate these values at an interview. Students then examine what type of leadership style they may adopt and why this is important to consider for their future.

This leads on to 'Programme 3 – Young Leaders'.

PROGRAMME 2 SUMMARY

Delivery: Half day – 3.5 hours

Numbers: Minimum 15 students, maximum 36 students

Age Ranges: 11-13, or 14-16, or 17-24

LLOYD'S STORY

As a young man in an academically selective grammar school, he was feeling something of a misfit. While all his contemporaries were selecting jobs in medicine, accountancy and the law via traditional routes of university and the 'milkround', Lloyd was despairing of his ambition to become a new type of lawyer. His vision was to exploit the power of the internet to offer a new level of service to customers. He felt that his quirky style of new ideas and endless questions was not working for him at school, let alone a traditional profession like the law.

Having taken the Young People Index he now admits to a feeling of liberation. He felt he could now go ahead with his plans and change the way things are done in the future, as a new type of lawyer.

PROGRAMME 3

YOUNG LEADERS

How can all of us become good leaders?

The ‘Young Leadership’ programme focuses on the development of leadership amongst those at school, university or the early stages of their careers. It is an ideal tool for helping all students to learn how to work well in an environment where all students learn to be leaders within an organisation or team.

Using The Young People Index, students start the session exploring their individual potential impact and contribution to a Game Changing team. Students examine the way each individual has a combination of two or three dominant preferences that determine the style of multi-dimensional leadership approaches and how this can work better in some situations than others. Fundamentally, this exploration teaches students that everyone has leadership potential but context and situational factors are important to consider.

Students then study the team’s collective score and identify the effectiveness of the team. They then look at ways in which they can make the team more dynamic and effective. By helping them understand the inherent strengths and weaknesses in different combinations of leaders in organisations, students learn how to manage their own leadership combination to achieve the most productive results. This leads into exploring what employers are looking for in leaders.

This leads onto Programme 4 – Future Employability.

PROGRAMME 3 SUMMARY

Delivery: Half day 3.5 hours or condensed to 2 hours
Numbers: Minimum 15 students, maximum 36 students
Age Ranges: 11–13, or 14–16, or 17–24

IRIS’S STORY

Iris confessed to being easily distractible at school and university in Spain because much of what she had been taught seemed irrelevant and uninteresting. Learning English was something that gave her purpose but she felt she wanted more. Once she had taken the YP Impact programme and led a group to a successful business presentation, she realised how much more she had to offer in terms of her creative thinking skills within a team context, something she had very little experience of doing during her formal education.

Her plans to stay and work in the UK have now broadened to finding a meaningful role in an organisation. She now wants to put her new-found creative and leadership skills to good use.



Iris's
creative
thinking



Hitomi's inner motivation

PROGRAMME 4 FUTURE EMPLOYABILITY

Why should we worry less about jobs and more about finding the right type of organisation?

The 'Future Employability' programme focuses on the importance of students differentiating themselves in the future. In a rapidly changing environment, students need to know how they can make real impact and therefore throughout the programme, students will develop self awareness on how to 'stand out from the crowd'. This will impact them particularly when preparing for interviews and when they start to identify an employer of choice.

Aligning students' unique academic skills, passions and talents is vital if they are to know how to sell themselves. During the programme students will discover how they contribute within a team. This links directly to organisational cultures or work environments in the future and learning where they will thrive and reach their full potential. Students will explore organisational structures

and how these can differ, including evaluation of self-managed organisations. They also assess models and principles, used all over the world, which help leaders and managers develop and shape cultures in their organisations. Students will also explore their purpose and motivation; which is underpinned by theory based models. Using Dan Pink's model of motivation, students will discuss mastery, autonomy and purpose, as a way to align their core values with their future success. Interview preparation and techniques are also explored.

PROGRAMME 4 SUMMARY

Delivery: Half day 3.5 hours or condensed to 2 hours
Numbers: Minimum 15 students, maximum 36 students
Age Range: 17-24

HITOMI'S STORY

Hitomi described herself as a very focused person who loved to read and to find out about the things she is interested in, currently her studies. However there was, she admitted, a nagging doubt in her mind that she wasn't doing enough to plan for her future. Before taking this (Future Employability) course she owned up to feeling that turning her ideas for future work into practical steps, very challenging.

Never before had she linked her personal, strong values for supporting others with the corporate cultures of organisations which she could work happily for. Reflecting on the experience, she saw how it had helped her put her studies into perspective and how now she had a toolkit for setting about securing a worthwhile placement, internship or job in the future.

PROGRAMME 5 FUTURE PLANNING

Why do you think making a plan can transform your life?

The “Future Planning” programme begins with a review of the importance of personal planning as a means to creating a positive mind-set of future success seen through the eyes of contemporary business gurus.

The focus is on developing a personal SWOT analysis, as well as encouraging students to revisit their academic skills, passions, values and team skills and to analyse them in terms of strengths and weaknesses. Then they explore what possible external opportunities and threats need to be grasped and overcome in order to be successful in the future.

The programme looks more closely at the culture of organisations and how students can align themselves

not just with personal values but also preferred types of organisational culture. This leads into introducing students to the concept of what employers are looking for in their employees, with further self-evaluation, covered in Programme 4 – Future Employability.

The programme finishes with the writing of Life Plans for one year and three year’s time which students turn into an email to themselves that is delivered in the future.

PROGRAMME 5 SUMMARY

Delivery: Half day 3.5 hours or condensed to 2 hours

Numbers: Minimum 15 students, maximum 36 students

Age Ranges: 11–13, or 14–16, or 17–24

AKEEM’S STORY

“I’m a doer” was Akeem’s stated aim, when he started out on the Future Planning Programme. “What’s the use of planning a way ahead when so much is changing around me.” And yet after the course he came clean and admitted that, although sceptical at first, the process of putting together his personal SWOT analysis and writing honestly to himself about what he needed to do for the next few years had inspired him to get more motivated and focused.

He agreed that not completing all his dreams and goals did not matter so much because now he was heading in the right direction. He also felt that his ambitious aspirations felt more real by putting them down on paper.



Akeem's
future life
planning



Preparing the Future for Young People

PROGRAMME 6 PARENTAL ENGAGEMENT AND FUTURES TRAINING

How can we help to prepare our young people for the future?

The 'parental engagement and futures training' programme is offered as presentation and workshop for groups of parents and/or teachers to understand what we are preparing young people for in the future. It outlines the Young People Index© and Impact programmes, showing how the programmes are used to build confidence, motivation and direction in students.

The presentation uses the latest research to show how many jobs will be disappearing over the next few years, how important skills, beyond passing exams, will be vital for the future and how important parents remain as the key source of advice and guidance on future careers for young people.

Participants review tips for engaging young people in discussions over their futures and they are invited to participate in an exercise to understand personal values and how to link them to potential future employers.

The programme is usually delivered in an hour's presentation and workshop but can be adapted to suit the audience and organisation.

PROGRAMME 6 SUMMARY

Delivery: 1 hour

Numbers: Ideally up to 60

JULIE'S STORY – MAKING THE DIFFERENCE FOR OUR CHILDREN

In Canada, Julie was concerned that her daughter was flying high at school but had a general feeling of unease that Stephanie was just not sure how to prepare for the future and what opportunities she could aim for.

"The Young People Index has hugely impacted my daughter's education and outlook in life. Knowing how Stephanie contributes in class and within a team has really helped Stephanie understand why she asked so many questions and needed those questions answered in order to comprehend what was being taught. When she shared her Young People Index report with her teacher, who took on board her way of learning, her Math grade increased significantly in a short space of time. Stephanie has also found that she is much more motivated in Maths especially. Stephanie's personalised profile made me think a lot more about her future and environments where she will thrive, not necessarily jobs she will go for. We both have learnt a great deal from our experience and talking to Helen and the YPI team."



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