

# YEP Training

An important part of your Young Experts Programme (YEP) experience is the provided professional training & coaching. As YEP Programmes, we offer an intensive training programme to support you with your personal development. The programme includes a start and return<sup>1</sup> training and a wide range of online masterclasses, as well as coaching from a professional YEP coach. Below we will introduce the training, background, and learning tracks to you.



## Philosophy

### The 3 pillars

The individual and collective training programme is focused on your personal development and an extra boost the start of your international career. In the first week's self-awareness will be created to become more agile in your behaviour. Making a change starts within yourself. The training programme you are going to follow is focused on several areas of development:

- Individual Development
- Collective Development
- Networking & Innovation



<sup>1</sup> Only in the case of a two-year contract, you will return to the Netherlands after one year for another two weeks of return training.



## **Individual Development**

Personal development is a lifelong skill which enables you to get the best out of yourself. As start of your personal development trajectory you will fill in the Myers-Briggs Type Indicator (MBTI) questionnaire and will receive feedback on your personal preferences. This questionnaire will highlight your personality type and give you an insight into your own preferences. This will be the start of your journey and will be further explored during the first days of the training. After the start training, you will create a Personal Development Plan (PDP) with your development goals. Besides personal learning goals, this plan includes personal development that is tailored to the specifics of your position and location. During your placement you will be having regular coaching sessions via Skype with a professional YEP coach appointed by the YEP programme bureau. This YEP coach will help wherever he or she can with your personal development, as well as any other issues that may arise. Besides that, you will have a supervisor and mentor appointed by your organisation who will support you with your personal development<sup>2</sup>.

## **Collective Development**

Your own YEP Batch will be the main group of peers with whom you will develop yourself collectively. During the training weeks you will get to know each other, exchange viewpoints, ideas, and experiences. By learning new things together or exchanging knowledge your learning will be reinforced and a new global network is created. Others might also inspire you to develop skills and knowledge you had not considered before.

You will also learn with and from other Young Experts outside of your YEP Batch. The YEP Communities of Practice are the ideal place to do this. Where you exchange and enhance your collective knowledge about a topic in the way that suits you and your fellow Young Experts best.

Through YEP Online Masterclasses you will give each other feedback and discuss concepts and ideas. By going through the work of others and discussing insights the lessons learnt will be reinforced.

Lastly, you will practice collective development during intervision weekends in the countries and/or regions, which are organised by the young experts (active and alumni) with support of the YEP Programmes. Again, exchanging experiences, ideas, knowledge and insights will be key to your development.

## **Networking**

An important part of the training programme is to enable and stimulate you to use and develop your networking skills. An extensive network has a lot to offer. By actively engaging and exchanging within your (online) network you can learn from others and others can learn from you. YEP offers Young Experts access to meet Young Experts, current and alumni through online platforms and online meetups. In this network practical knowledge, job and project opportunities, and connections can be gained. Additionally, our partners, the Ministry of Foreign Affairs, NWP, F&BKP and RVO, are valuable network partners the Young Experts have access to. Lastly, Dutch Embassies also support the YEP network in the specific countries. Also the different partners of the private sector, NGO's and the knowledge institutes, the organisations the Young Experts work for, constitutes a new network.

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<sup>2</sup> <https://www.yepprogrammes.com/organisations/roles>



## Learning tracks

The three areas of development all come together in the learning tracks. The YEP training programme consists of 5 learning tracks which together allow you to become versatile professionals:

### **Track 1 | Context - helps you to navigate your local and new contexts.**

Are you aware of your role? In the Context Learning Track you will explore the context you work in, both local and global. It is about the most important stakeholders and understanding the impact of the major international developments and processes, including the Sustainable Development Goals (SDGs). When you really know the playing field and understand the context you can make a sustainable impact.

### **Track 2 | Communication - prepares you to apply communication in your day-to-day work.**

The Communication Learning Track is about your professional presence both on- and offline. How do you tell the world what you are doing, connect with important partners, and increase your impact? Through actively practicing your communication skills you will create your own style of communication as a professional and you are ready to start inspiring others.

### **Track 3 | Personal Development - allows you to improve who you are as a person and a professional.**

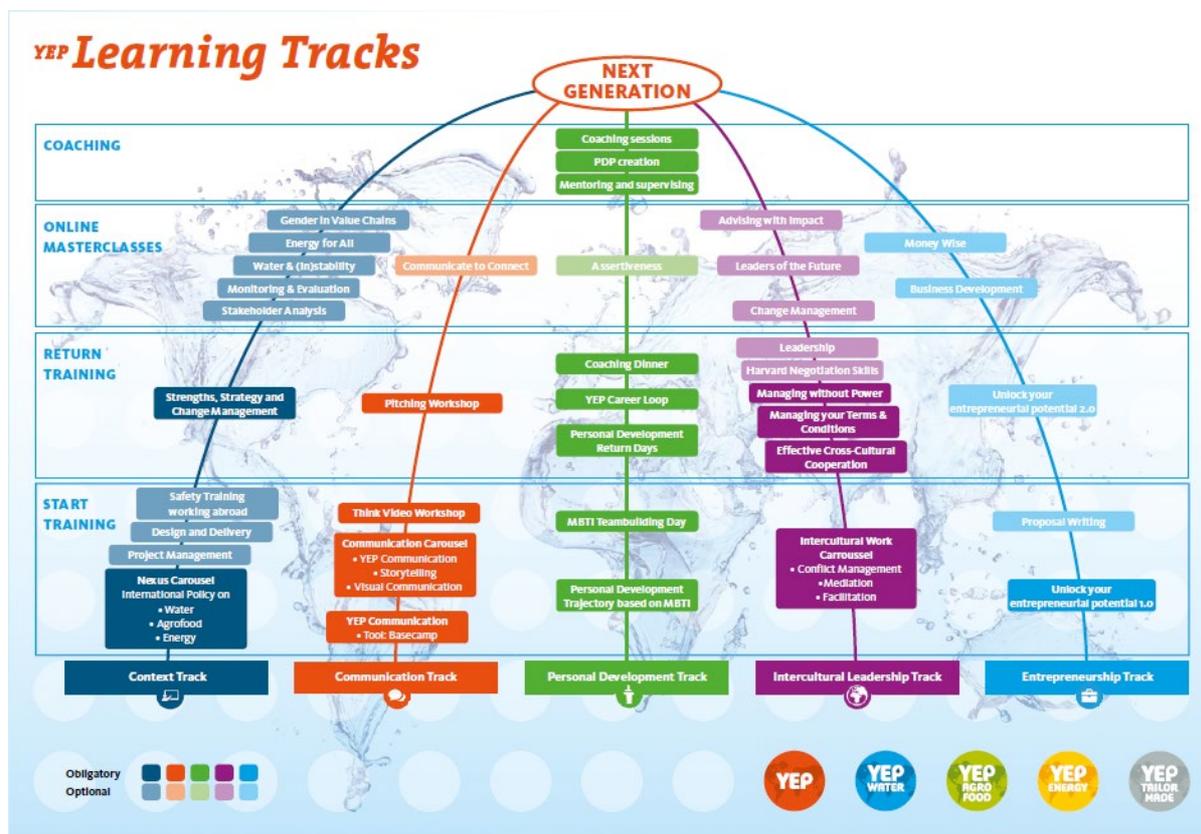
The main track of the YEP programme is Personal Development. In this track the focus is on you, your talents, experiences and your own development. Through training, coaching, masterclasses and most importantly experiences on-the-job, you have the opportunity to gain deep insights about yourself, others, and explore your style and potential. The activities in this track will allow you to develop who you are as a person and a professional and keep doing so after the YEP Programmes.

### **Track 4 | Intercultural Leadership Track - makes you an effective leader across cultures.**

Intercultural leadership is a complex phenomenon. Do you understand your own cultural beliefs and are you aware of your assumptions and schemas through which you view the world? By being curious about the world around you, you are going to explore these beliefs and you will learn how to be flexible and adjust to different environments in various roles.

### **Track 5 | Entrepreneurship - unlocks the entrepreneur within you**

How do you go from idea to concept to implementation and use this knowledge to understand others and shape your own processes? That is what the Entrepreneurship Learning Track is about. In this track you will develop an entrepreneurial mindset. By going through creative processes you will learn how to apply entrepreneurial tools and techniques in your work. Additionally, you will become aware of and will learn to work with the financial side of your work and the sector.



## The Training Programme in detail

Prior to your placement, you will take part in an intensive 3-week start training course in the Netherlands. In the case of a two-year contract, you will return after one year for another two weeks of return training. In these training weeks you are together with your batch, a group of 25-30 young Experts like you, with roughly half of them Dutch and the other half local Young Experts.

You will all be following the start and return training jointly with your whole batch, apart from the personal development training.<sup>3</sup> This part of the training is separate for Dutch and Local Young Experts.

- 3-week start training course in the Netherlands
  - **For Dutch Young Experts:** 4 days of personal development training as part of the start programme
  - **For Local Young Experts:** 2 days introduction programme with your Dutch employer, organised by your organisation. And 2 days of individual personal coaching as part of the start programme
- 2-week return training course in the Netherlands after one year of secondment abroad

<sup>3</sup> Only in the case of a two-year contract, you will return to the Netherlands after one year for another two weeks of return training.

- **For Dutch Young Experts:** 3 days of personal development training as part of the return programme
- **For Local Young Experts:** 2 days of personal development training as part of the return programme
- Online training and coaching
- 3-day intervision weekend in the country or region (optional)
- Participation in YEP online masterclasses

## On the job

The biggest part of your learning will take place on the job, where you will develop most of your skills. By working on projects, collaborating with colleagues, partners and stakeholders, and being part of the organisation, you will gain valuable tacit knowledge. The supervisor and mentor play a key role in fostering the learning experience of you on the job by providing feedback and advice.

## Coaching

You are assigned a coach by the YEP Programme Bureau to work on your learning targets. He or she will support you in your development. You will be responsible for planning the meetings with your coach, a common frequency is to meet once every 6-8 weeks. Topics that can be addressed include:

- Writing your Personal Development Plan (PDP)
- Development of your strong and weak competences
- Discussing challenges posed by intercultural work
- Discussing issues that arise during the secondment (both professional and personal)
- Assistance with self-reflection

The PDP, which contains the learning targets is prepared during the first three months your placement together with your coach and submitted to the Programme Bureau for approval. During your secondment, the learning plan may be adjusted during meetings between the coach or supervisor and you.

## YEP Online Masterclasses

During your secondment you have the opportunity to participate in various YEP Online Masterclasses. These masterclasses typically last 6 weeks and take approximately 2 hours per week for going through learning materials and making assignments. Every masterclass has a slightly different setup with a variety of learning materials: reading, videos, case studies, schematics, frameworks, and templates. Most masterclasses are concluded with an assignment and a video call session with the trainers, after which the participants receive a certificate. However, there are also Self-Paced Online Masterclasses, which do not have a trainer nor deadlines nor assignments. You do not receive a certificate for these masterclasses, but you will gain a lot of useful skills

## Intervision Weekends (optional)

You all have the opportunity to organise 'intervision weekends' with your fellow Young Experts deployed within the same regions. In these weekends you will come together for local or regional training courses and meetings and share experiences, connect with each other and reflect on your YEP experience.



## Communities of Practice (CoPs) (optional)

Every Young Expert has the opportunity to initiate a Community of Practice about a specific topic with fellow Young Experts, interested in this topic. Alternatively, you can join an already existing Community of Practice. In these communities you can share knowledge about certain (sub)topics and collaboratively enhance knowledge. These communities are all different from each other, not just in topic, but also in the way that knowledge is shared and enhanced. Together with the other community members you shape the CoP. For example, this could be monthly (online) meetings, online sharing and collaboration and/or regularly inviting guest speakers.

## YEP Online Meetup (YOM)

The YEP Online Meetups are moments where you can meet other Young Experts and share your experiences. There are two types of YOMs:

**Per Batch:** Half a year after the start training and half a year after the return training YEP will organise a YOM with members of your batch. Here you can check-in with one another and discuss how the experience has been. You also have the opportunity to ask practical questions to the YEP Programme Bureau and we give advice so you can make the most of what YEP offers.

**For all Young Experts:** Twice a year a thematic YOM is organised for all Young Experts, hosted by coaches Paul and Natascha. The themes and set-ups of these meetups are different every time and are tailored to current events and needs of Young Experts. These are a great opportunity to meet more Young Experts outside your batch with similar work, interests and problems.