

COMPLEMENTARY TRAINING MANUAL FOR USERS

SKILL DEVELOPER: ERIA

NAME OF THE SKILL: ideation and reasoning skills

COMPETENCES:

- ability to generate ideas in different ways;
- ability to reasoning;
- ability to put forward rare, non-standard ideas for problem solving;
- ability to improve idea generation;
- ability to analyse reasoning for problem solving.

OBJECTIVES:

- To know the contribution of ideation in a person in the current labour market
- Understand the benefits of reasoning.
- Understand the risks of ideation and reasoning
- Include the need for and promotion of creativity in the work environment

OUTCOMES:

- Evaluate ideation and reasoning.
- Encourage ideation and reasoning.
- Offer a variety of opportunities to gain new experience, knowledge and skills.
- Promote creative thinking.
- Find different sources of inspiration for ideas
- Adopt mathematical thinking.



INFO ABOUT THE EXPERT:

Name: LIDIJA KRAUKLE

Short bio: Lidija Kraukle has more of 29 years of experience as a Madona branch manager of

the State Employment Agency (Nodarbinātības Valsts aģentūra). Official Master's Degree in University of Latvia, education of leadership, management skills. Coaching Management Project "Measures for self-employment or starting a business" more than 10 years' experience.

Analytical thinking, analysing ideas, testing new projects is her strength. Active member of society.

Position. Branch manager of the State Employment Agency, Management Project "Measures for self-employment or starting a business"

The company:

The mission of the State Employment Agency is to promote employment opportunities for the unemployed and jobseekers and to help employers find the necessary employees.

The State Employment Agency has been providing in Latvia since 1990 and today:

- in accordance with the needs, abilities and wishes of the unemployed, job seekers and persons at risk of unemployment, provide these persons with operative and high-quality assistance in order to promote their competitiveness in the labour market;
- organize or implement active employment measures and preventive measures to reduce unemployment;
- prepares proposals for the development and implementation of state policy in the field of reducing unemployment and supporting the unemployed, job seekers and persons at risk of unemployment;
- license and supervise merchants who provide employment services (except for manning the ship);
- perform the functions of the second level intermediate body or co-operation institution involved in the management of the European Union funds;
- evaluate the implementation of active employment measures and preventive measures to reduce unemployment, perform cost analysis, provide proposals for the improvement of measures, as well as promote the diversification of these measures in accordance with the demand in the labour market;
- forecasts labour market developments in the short term, including conducting a survey of employers;
- register and list the unemployed and jobseekers, inform about their rights and obligations, regularly update and improve their registration and

accounting system and develop and improve the classification system for the registered unemployed;

- improve individual work with the unemployed in order to ensure their fastest return to the labour market;
- organizes co-operation and mutual exchange of information between the agency and employers, regularly updates and improves the registration of vacancies applied for by employers;
- lists the jobs applied for by the employer and informs about them;
- provide career counselling to the unemployed, job seekers, persons at risk of unemployment and other persons, as well as regularly improve the informative methodological base for the provision of career counselling services;
- ensure the preparation and provision of information in accordance with the requirements of regulatory enactments regarding the unemployment situation in the country;
- co-operates with foreign and international institutions in the field of reduction of unemployment, promotion of employment and career counselling, as well as takes measures to ensure the exchange of information on the issues of labour movement;
- ensure the protection of personal data and other information at the disposal of the agency in accordance with the requirements of regulatory enactments;
- ensures the development of innovative methods and solutions and their implementation in the Agency's work with the unemployed, jobseekers and persons at risk of unemployment and cooperation partners;
- maintain and systematically update the databases necessary for the performance of the Agency's functions;
- ensures the operation of the Republic of Latvia in the European Employment Services Network (EURES)

HOW TO IMPROVE THIS SPECIFIC SKILL:

- **Link to the podcast:**
 - <http://lacjum.8p.pl/fs2022/IO1/pod/9/1.mp3>

▪ Bibliography:

- The Innovator's Dilemma, When New Technologies Cause Great Firms to Fail, Clayton M. Christensen| 2016
- Thinking in Bets, Making Smarter Decisions When You Don't Have All the Facts, Annie Duke , 2019
- The Innovator's Solution, Creating and Sustaining Successful Growth, Clayton M. Christensen, Michael E. Raynor, 2013

What is Ideation

<https://www.interaction-design.org/literature/article/what-is-ideation-and-how-to-prepare-for-ideation-sessions>

Brainstorming

<https://www.ideo.com/pages/brainstorming>

Culture

<http://www.ideationinc.com/careers/>

Videography:

The Ideation Process for Beginners

<https://www.youtube.com/watch?v=l8YPPbeibkk>

How to think, not what to think | Jesse Richardson | TEDxBrisbane

<https://www.youtube.com/watch?v=6dluwVks444>

The shape of ideation | Stefan Mumaw

<https://www.youtube.com/watch?v=BErt2qRmoFQ>

Design Thinking: Ideate

<https://www.youtube.com/watch?v=zbLxs6te5to>

Improve Your Logical Reasoning Skills 7 Hacks For Critical Thinking

<https://www.youtube.com/watch?v=8iFh7Qrb8i8>

The Publication has been produced with the support of the Erasmus + Programme of the European Union. The contents of this page are the sole responsibility of the Author and can in no way be taken to reflect the views of the NA and the Commission.