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Knowledge transfer between program periods – Swedish experiences of a mentorship system

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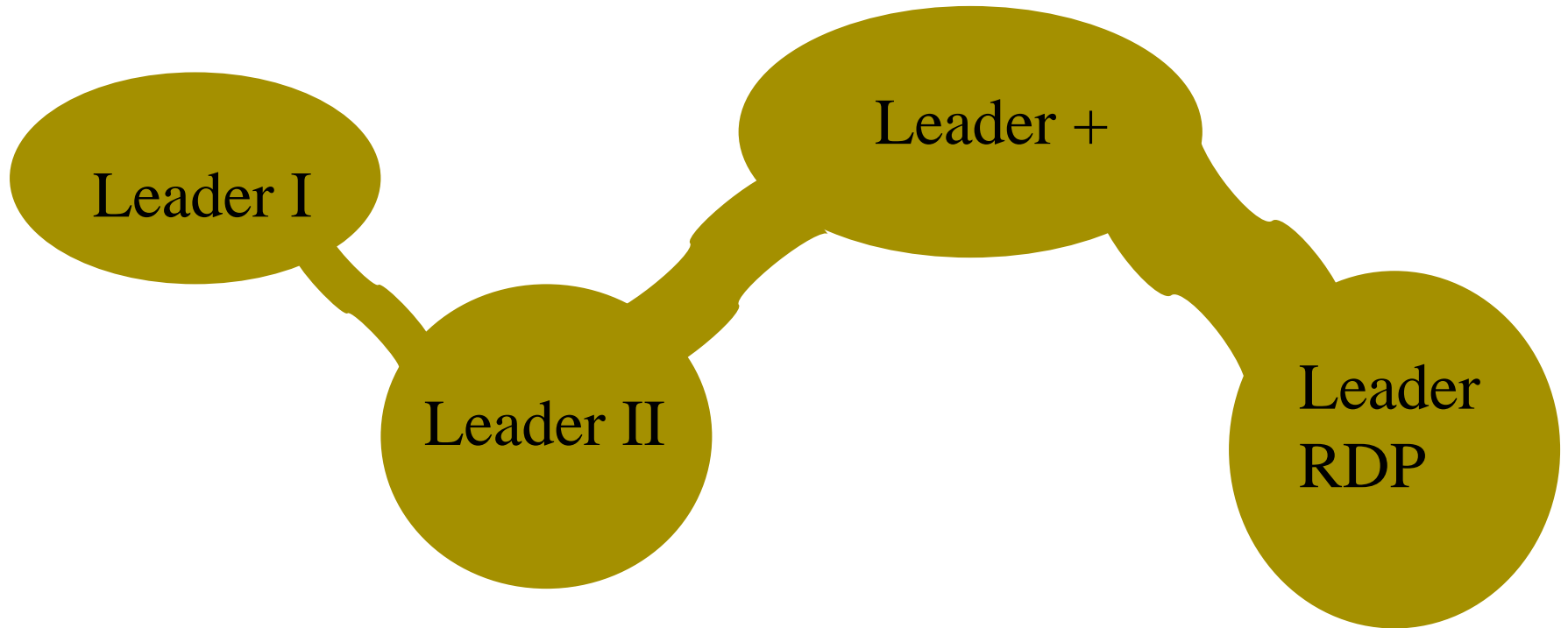
2012 02 15

Farnet meeting, Brussels



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A learning process or isolated islands

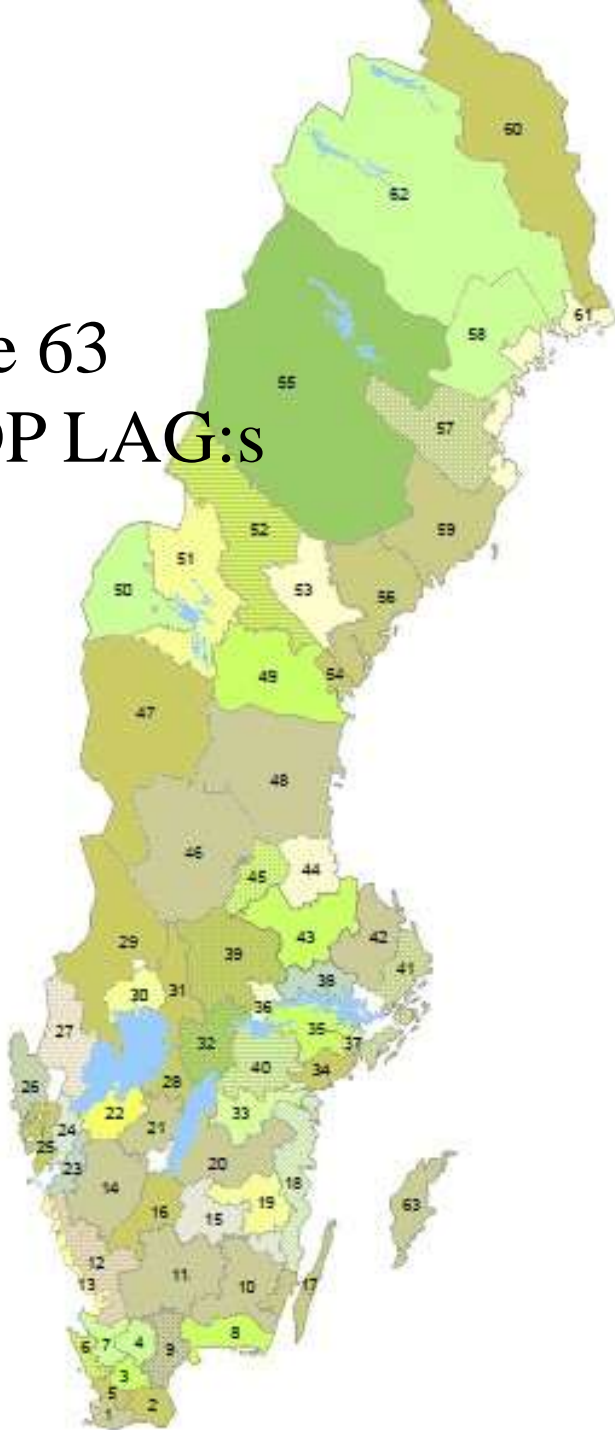


It is not fair to start a new program without providing knowledge and experiences from the old program actors.



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The 63 RDP LAG:s



Map of Sweden

Sverigekarta

The 12 Leader+ LAGs



Challenges at the beginning

- Rules and regulations are not complete
- Administrative systems may not exist or fail
- Check lists, evaluation system, forms, spreadsheets, accounting systems.....
- A whole new structure of a LAG and a LAG office have to be put in place
- Web site, information, publicity
-



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Mentorship combined with other activities



- A mentorship programme funded by the NRN
- A training scheme offered by the MA,
- NRN-funded regional LAG support (meetings, seminars etc)
- A coordination group for the LAGs, both chairmen and LAG-managers.



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A development over time

Mentorship

MA training courses

Regional LAG support

LAG coordination group

2007

2009

2011

2013



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The mentorship system

- € 3000 per LAG to contract mentors
- administrated by the regional MA:s
- A list of “approved” mentors of LAG chairmen, LAG managers, MA officers and NRN staff.
- Some gatherings for the mentors.



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MA training courses

- A basic training provided by the MA
- Developed into a detailed compulsory training programme in several steps
- All the LAG managers chairmen
- Took over of the role the mentorship programme had in the beginning.



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Regional LAG support

- The funding for mentorship was then also allowed to be used for ”regional LAG-supporting activities”
- Has become regional LAG-meetings, organized by the regional MA including the MA officers
- These regional meetings is now a stable regional LAG-structure.



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LAG coordination group

- NRN funding and support with meeting documentation and e-mail communication for a LAG-coordination group consisting of both LAG chairmen and LAG managers from different regions.
- Telephone meetings at least once a month
- The regional LAG-meetings identify issues to be lifted to the LAG coordination group



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Reflection pros for LAGs

- Getting a fast track to pass initial problems
- Not having to create a lot of tools and procedures on their own
- Getting a dialogue partner
- Hands on experiences
- An introduction partner in the network
- A non authority help
-



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Reflection

Cons for LAGs

- Prejudice from the old program
- Concentration on the problems in another area, irrelevant in the own area
- Building practice on the system of the old program
-



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Reflection

Pros for the MA

- Not too many real basic questions
- A certain conformity of the LAGs
- Easier to relate to examples from the old program
- Help with the practical training
-



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Reflection

Cons for the MA

- New LAGs biased to the old program
”everything was better in the old times”
- Prejudice from old LAGs transferred
- Tricks and tips and shortcuts
- Harder to correct misunderstandings
coming from an ”experienced” LAG
-



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Budget

- For the 63 Swedish LAGs an amount of € 212 000
- Until the end of 2011 78% has been used.
- At least 65% of the LAGs have used the mentorship program.
- All LAGs are participating in the regional meetings and LAG-supporting events
- Many informal contacts



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Many forms of mentorship

- One presentation on a very specific issue
- Giving one lecture at a LAG meeting
- Receiving some LAG representatives for half a day of questions and answers
- A long relation with meetings, visits, LAG lectures, phone consultations and e-mail communication



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Experiences

- It is easier to call a mentor with funding
- Practical issues and method in the start
 - Forms
 - Check lists
 - Project evaluation
 - Funding calculations
 - Documentation
 - Mobilization,
 - Strategy building



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Experiences cont.

- Later a need for training of the whole LAG
- I prefer a long relation than just one lecture
- It strengthens the LAG network
- Phone calls even after a couple of years
- It is not a heavy and time consuming work
- Can be used to pass a message to others.
- How and by whom was the request made?



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Most positive experiences

- The overall experience is that the mentorship, together with the other activities have been quite successful.
- We will for sure try to have something similar in the start of the next programming period.



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**Thank you for your ears and
contributions!**

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