

# REPORT ON SOFT SKILLS TRAINING OF YOUTHS

## Introduction

The training took place between 12th - 14th February, 2019 at Antofitel hotel and suite, 12 Ebong Street, Oron, Akwa Ibom State. We had about 40 young persons in attendance. This training was sponsored by Foundation for Partnership Initiatives for Niger Delta (PIND) in collaboration with Youth Alive Foundation (YAF), facilitated by Antof Rural Resource development Centre (ARRDEC).

Training Objective: To acquire social skills for personal effectiveness and competence.

The module and specific objectives is shown below:

Module	Objective
Goal setting/orientation	To learn how to set challenging goals and work towards achieving them
Developing a positive Attitude and Mindset	To learn how to achieve positive mind-set and right attitudes for life's successes
Developing personal values and responsibilities	To learn how to set personal values and maintain them in the course of life's activities
Leadership	To acquire basic leadership skills that will make management of business and persons effective
Self-motivation	To acquire basic skills to motivate and sustain self for goal achievement
Problem solving and Decision making	To develop problem –solving and decision –making skills needed for success in life.
Communicating Skills	To develop basic communication skills required inter-personal relationship and business growth.

## DAY ONE

Day 1 started with registration of participants, introduction of the facilitators and setting of ground rules. The following topics handled on day one include:

- Creative Thinking and Innovation – Mrs. Ann Isonguyo.  
*His discussions highlighted the following – what is creative thinking and innovation?, Benefits of creative thinking, skills for creative thinking, understanding the Cycle of Innovation, Methods and tools for generating ideas, and plagiarism/inspiration).*
- Developing Personal Values and Responsibility – Mr. Isonguyo.  
*The highlight covered the following; what is values, values in Nigeria Scene: Culture/Social Norms/Religion, values at the work place: professionalism and ethics,*

*difference between ethical and non ethical values and steps identifying and keeping personal values.*

- **Communication Skills – Mr. Ifiok Umoren**  
*The highlight covered the following; What is communication, importance of communication, types of communication, skills needed for effective communication and social media brand communication.*
- **Problem Solving and Decision Making – Mr. Oscar**  
*Introduction to problem solving and decision making, types of decision making, need for problem solving and decision making, basic skills for problem solving, decision making barriers and how to improve decision making formed his discussions.*
- **Leadership – Mr. Oscar**  
*What is leadership, types of leadership, qualities of an effective leadership and functions/roles of a leader formed the centre of his discussions.*
- **Understanding the Work Place and Adapting to the Changing World of Work– Mr. Oscar**  
*Understanding the concept of work place, the changing world of work, implication of the changing world of work for career decision making and life learning, techniques in adapting to changes in their work environment and developing entrepreneurship mind set were the areas covered.*
- **Time Management – Mr. Oscar**  
*What is time, what is management, benefits of effective time management, road-blocks to effective time management (time stealers) and using the priority matrix time management formed the areas of discussions*
- **Searching for a job and Writing A Winning Curriculum Vitae (CV) – Mr. Oscar**  
*What is a CV?, formats for writing a winning CV, vital tips on how to write a good CV.*



Mr. Isonguyo facilitating on leadership



**Mr. Isonguyo facilitating on leadership**



**Mr. Ifiok Umoren facilitating**



**Mr. Sam Inyang facilitating**



D Mr. Oscar facilitating

R Chris, a representative from YAF. After brief interactions, the day's activities commenced and the following were the topics for day two:

- Goal Setting/Orientation – Mr. Isonguyo  
*What is a goal? What is goal setting, types of goals, smart goals, why some goals fail, guidelines for setting goals and effectiveness, planning, execution and review of goals.*
- Developing a Positive Attitude and Mindset - Mr. Ifiok Umoren  
*Definition of attitude and mindset, importance of attitude and mindset to life successes, techniques for develop positive attitude and action plan.*
- Understanding Business Etiquette and Relationship – Mr. Ifiok Umoren  
*Understanding team dynamics, team formation, becoming a team player, benefits of team work and how to work effectively in terms.*
- Working Effectively in Teams – Mr. Sam Inyang  
*His discussions covered the following; Understanding the concept of work place, the changing world of work, implications of the changing world of work for career decision making and life-long learning, techniques in adapting to changes in the work environment and developing entrepreneurship mind-set.*
- Self Motivation – Mr. Oscar  
*What is self-motivation, importance of self-motivation, how to become and stay motivated and roadblocks to self-motivation and how to deal with them were discussed.*
- Networking/Collaboration for success – Mr. Oscar  
*What is networking, benefits of networking, strategies of creating and sustaining networks, how to connect and self yourself on social media and guidelines for successful networking.*



Mr. Ifiok Umoren facilitating



Mr. Ifiok Umoren facilitating



Cross section of the participant with ARRDEC's ED



### DAY THREE

After the recap of day two activities, day three had one lecture that took the whole day. It was an interaction session.

- Conflict Management – Dr. Kufre Ebong  
*Peace building and economic development, understanding conflicts, causes, sources and types, understanding peace, sources and types, perception and effectiveness communication in peace building, conflict sensitivity, conflict handling styles in workplace and joint problem solving – negotiation and mediation were the discussions area highlighted.*



Dr. Kufre Ebong facilitating on Conflict Issues



Participants explaining conflict resolutions techniques



Dr. Kufre Ebong facilitating

**Conclusion**

This training was an impactful training; the participants expressed their satisfaction as this came as a follow up to aquaculture training. The facilitators encouraged the participants to mainstream the aquaculture training with the knowledge acquired during the soft skills.

*INIM*, Joshua  
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