

5. Organisation of Green Combs

This chapter outlines the content and elements of organisation for the localised hubs, known as Green Combs.

This structure defines how elements within the Green Combs are arranged and organised, clearly outlining roles, responsibilities, and relationships among team members.

Team Formation and Roles

The team formation and roles within Green Combs are strategically designed to ensure the effective implementation and sustainability of education initiatives.

The structural organisation of Green Combs should be carefully planned.

As such, Green Combs may incorporate the following functions: management, curriculum design, training, capacity building, partnership development and project management.

Operational team roles and responsibilities include:

- Hub coordinator
- Curriculum Designers
- Trainers and capacity builders
- Partnership developers
- Project managers

Intervention Strategy

Intervention strategies include both internal and external analyses, as well as a thorough assessment of the current state as a baseline for future initiatives.

Internal analyses may include:

- Strategic Capability Assessment.
- Competence Analysis.
- Knowledge and Learning Capacity.

External analyses may include:

- Macroenvironmental analysis
- Critical success factors analysis
- Stakeholder analysis
- Educational area review

Current State Assessment may include:

- Curricula review.
- Training needs analysis.
- Impact assessment.
- Current levels of sustainability education in the target community.

Developing intervention strategies

Green Combs shall develop intervention strategies to meet the unique context and needs of VET institutions.

Some examples of intervention strategies may include, but not limited to:

- Mentoring programs
- Learning communities
- Online platforms
- Curriculum development support
- Community engagement initiatives
- Action research projects

Curriculum Development and Integration

In alignment with the educational objectives of VET institutions, Green Combs embark on the development of a comprehensive sustainability curriculum. Curriculum development strategy involves identifying key sustainability concepts, defining learning objectives, and designing engaging content that promotes a deep understanding of environmental and social issues.

Training and Capacity Building

Green Combs shall be dedicated to providing the continuous growth and development of its members through targeted training and comprehensive capacity-building initiatives.

For example, Members of Green Combs can be provided with opportunities for continuous learning in various aspects of sustainability education, which may include:

- Workshops and Seminars
- Guest Speakers
- Online Courses
- Active Engagement in GreenHive and Sustainability Communities
- Membership in Organisations
- Peer Learning
- Mentoring and Coaching
- Networking and Collaboration

In addition, the Green Combs can enhance their organisational capacity in the areas of:

- Leadership and Governance
- Strategic Planning and Management
- Financial Management and Sustainability
- Diversity and Inclusion
- Collaboration and Partnership

Partnership Development

Our approach to partnership development is strategic, aiming to enhance the educational experience and opportunities for Green Comb members.

To achieve this goal, Green Combs engage in the following approaches:

- Identifying strategic partnerships
- Leveraging expertise and resources
- Facilitating collaborative projects
- Community engagement

Project Management and Implementation

Effective project management is at the core of Green Combs' ability to organise and implement intervention strategies, sustainability-related events, workshops, and campaigns, for example.

1. Detailed planning and coordination
2. Resource optimisation
3. Continuous monitoring and control
4. Stakeholder engagement
5. Timely execution

Monitoring and Feedback Mechanism

Establishing a robust monitoring and feedback mechanism is essential to track the progress and effectiveness of Green Combs within VET institutions.

Feedback may be actively collected from various stakeholders, including, but not limited to students, teachers, trainers and other Comb members, school directors, NGOs and sustainability experts.

To measure and monitor the effectiveness of sustainability education, Green Comb may employ the following tools, methods and approaches:

- Regular surveys and questionnaires.
- Periodic focus group discussions with Green Comb members and participants.

As well as

- Regular review meetings involving Green Comb leadership, VET institution, and stakeholders.

You now possess comprehensive guidance to shape and supervise the organisational framework within Green Combs.

We invite you to use the Canvases addressed to Combs' coordinators, to facilitate the management and growth of the hubs in each developmental domain that can be found on the project website www.greenhiveproject.eu.