

Research questions answered: Case 5

Case:

This case describes the attempt to get a pilot organized in a big educational organization, a community college in the The Hague area.

Lessons learned in the The Hague pilot:

- The pilot site was chosen by the funders but staff seemed fully overloaded. Top down processes in picking a pilot site does not seem to work that well;
- In this case, it may have worked better if the project budget had been sufficient to pay the pilot team members for their contribution to the project. They were paid for their jobs, but they experienced their participation in the project as something additional to their work load.
- The professional teacher and coach was genuinely concerned about her learner's futures but found it very hard to distinguish between her ambitions and the learner's. Also, it was very hard for her, and very emotional, to set clear borders between her and the coachee and let them own their processes regarding learning and life.