

TITLE OF THE CASE STUDY: ESTUDIOS ALMERIENSES. Sports as a way of life

Name of the organisation: ESTUDIOS ALMERIENSES



Country and sector of the organisation

Spain-Training

Type of organisation: PRIVATE ORGANIZATION. Non-profit Association

- Business company
- Public organization
- Private organization X For non-profit Association
- NGO

Size of the organisation: SMALL

- Small X
- Medium
- large

Brief description of the organisation: ESTUDIOS ALMERIENSES

The Asociación de Estudios Almerienses (AEA) is a state-wide non-profit organisation, founded on 27 August 2010, which dedicates its efforts to the integral help and support of people, through social intervention and labour integration. Its main purposes are to carry out all kinds of activities related to education and training, as well as complementary or accessory operations to these purposes for the full development of employment and training.

<https://estudiosalmerienses.com/quienes-somos/>

Nuestro equipo



Darío Salguero

Director de proyectos

"Si buscas resultados diferentes no hagas siempre lo mismo."



Milagros Padilla

Presidenta

"La alegría es la mejor inversión que existe."



Oscar Salguero

Tesorero

"Mira al frente, un paso más."



Conchi Cánovas

Secretaria

"Las cosas no cambian, cambiamos nosotros."



Juan Pedro Santiago

Técnico

"No basta con soñarlo, tienes que hacerlo."



Short description of the case study (500 characters)

In this case study we are going to see how the Asociación de Estudios Almerienses (AEA) has managed to overcome the existing crisis in the underlying training of the structural crisis that Spain was suffering.

Estudios Almerienses offers an alternative with courses in which the social benefit is more important than the economic benefit and this has allowed it to survive and remain in the training sector, not as a company but as an association.

Its added value comes precisely from this, from the **intrinsic motivation** of the workers and the way of working that has a lot to do with the ideal way of working that we want to promote from the TIWA project.

In order to better understand the association's point of view, it is necessary to look at its mission, vision and values.

Mission:

We are a space for initiatives and the generation of socio-occupational proposals whose priority is to make people's socio-occupational insertion a reality through training.

Vision:

To be an entity of reference in the generation of social value, providing quality services in favour of the integral development of people in situations of exclusion through the acquisition and improvement of their personal autonomy and the social and labour skills necessary for their full integration.

Our values:

Professionalism, development of the work with seriousness, efficiency and honesty.

Teamwork, multidisciplinary team with a common goal.

Transparency, responsibility and honesty in daily work.

Personalisation, individualised service to the socio-labour needs.

Integration, commitment to the development of social and personal autonomy skills.

In short, the work of Asociación de Estudios Almerienses (AEA) is to provide the population with fewer resources with the possibility of training and joining the labour market, in this sense its entire mission, **vision and values are summarised in Intrinsic Motivation**. We know that what we do has a positive impact on society and an emotional salary in the form of affection from all the students with whom we work and train.

Many of our students find themselves in a work environment in which they are not comfortable.

Currently it is not very popular in Spain and it is not known how to be a coach of a sport discipline, most people think that you can only be a university student of physical education of sport

Currently there are certificates of professionalism that allow you to work without having to have a university degree, so our company works with highly motivated people, who have sometimes felt frustrated in their work and want to change their lives.

Key words:

INTRINSIC AND EXTRINSIC MOTIVATION, LACK OF RECOGNITION, EMOTIONAL SALARY

BEST PRACTICE PROFILE

DETAILED DESCRIPTION

In this case study we will see how an association works in a committed way so that on the one hand it fulfils its social purpose, which is to provide training and opportunities for the most vulnerable and hard to re-qualify people on the labour market.

This is what motivates them on a personal and professional level and they understand that the aim of a non-profit association must be to leave an impact on society and that there is no greater satisfaction than this, above and beyond the economic.

To ensure that the team is happy with what they do and are motivated with a motivation that goes beyond the material, the association follows a series of TIWA guidelines.

Asociación de Estudios Almerienses (AEA) is very committed to its social goals and therefore we try to be supportive in our efforts to be happy at work. Its secret: following these practices:

1. Flexible working hours: It is important to understand that work does not understand timetables. Flexibility makes it possible to combine professional and personal life. Each member of the team manages their time according to their needs, what matters is that in the end everyone meets their objectives.

2. Retreats: team getaways. Twice a year they hold a professional and personal "retreat" to disconnect from work and connect with each other. It is about spending time with the team to get to know each other better and define the priorities for the next quarter.

3. Teleworking: We often associate teleworking with working from home but this is not always the case. If the team is well coordinated, you can be connected from anywhere in the world. In the last 12 months part of the **Asociación de Estudios Almerienses (AEA)** team has worked in collaboration with other parts of Spain, England, Poland.

4. Weekly lunch: Every Friday, after the weekly meeting, the Asociación de Estudios Almerienses (AEA) team have lunch together. The association makes a typical paella! During the meal they share good news or issues that concern them and talk about the values of the company.

5. Be polite. A "good morning" or a "hello" makes everyone's day. Greeting your team when you arrive and saying goodbye when you leave is important, it shows concern, interest and personalisation. It costs nothing to be polite.

6. Be grateful. A smile and a thank you opens many doors and you value what others do and you show that they have helped you. As Rhonda Byrne, author of *The Secret*, said, "Gratitude is one of the most powerful feelings you can use to attract abundance and well-being into your life". So in Asociación de Estudios Almerienses (AEA), many sentences and emails end with a "thank you".

7. Partnership: think about other, the details make the difference and where you don't reach the other reaches. This is the philosophy of the organization so they often organise surprise anniversary dinners, bring some food after a trip or reorganise the work to free up those teams that need it.

RATIONALE

After having worked in various organisations, the team that makes up Asociación de Estudios Almerienses (AEA) believes that the difference between an entity that wants to remain in the labour market lies in its professionalism.

That professionalism in the objectives is marked by being committed to what you do more than in the salary. We are talking about intrinsic motivation fundamentally

The guidelines of our mission; To be a space for initiatives and the generation of socio-labour proposals whose priority is to make the socio-labour insertion of people through training a reality, makes this clear.



We want to be an entity of reference in the generation of social value, providing quality services in favour of the integral development of people in situations of exclusion through the acquisition and improvement of their personal autonomy and the social and labour skills necessary for their full integration.

That is why we believe that the driving force of our organisation is undoubtedly intrinsic motivation, as well as valuing and feeling proud of what we do.

Of all the above practices to be happy in our work we understand that the most difficult to manage are those that have to do with: Empowerment of workers, before hiring a new employee, we review their work and academic background carefully and make sure that they are qualified to fill a certain position. Giving your employees some decision-making power is positive because it will generate a greater sense of well-being and will allow them to feel that their skills and their work within the organisation are valued, but on the other hand, **COMMUNICATION** must be constant in order to realise if there is any deviation in the achievement of the objectives and that the worker is self-motivated.

We understand that of course, financial incentives can be encouraging for workers, but what really motivates them to keep contributing goes far beyond bonuses. It is about not simply being stuck in the office, but having the tools to build new opportunities.



GOALS

For this goal, we will check again the vision of the organization

Vision:

To be an entity of reference in the generation of social value, providing quality services in favour of the integral development of people in situations of exclusion through the acquisition and improvement of their personal autonomy and the social and labour skills necessary for their full integration

Asociación de Estudios Almerienses (AEA) aims to be a place of recognised prestige for our professionalism and values.

We intend our association to be a model for other associations to follow and to generate positive synergies in the generation of quality employment for people who are really vulnerable.

That is the reason why our practices within the association are perceived by the workers as highly motivating and can even be assimilated to a kind of emotional salary in terms of the worker's perception of the work carried out.

EMOTIONAL SALARY

Being part of the company's decision-making process

Facilitates work-life balance

Facilitates job promotion

(SSCS0208) ATENCIÓN SOCIO SANITARIA A PERSONAS DEPENDIENTES EN INSTITUCIONES SOCIALES - 450 Horas

Fecha de inicio: 16 MARZO de 2018



CERTIFICADO DE PROFESIONALIDAD COMPLETO ACREDITADO POR EL SEPE



PROGRAMA

- APOYO EN LA ORGANIZACIÓN DE INTERVENCIONES EN EL ÁMBITO INSTITUCIONAL (100 HORAS).
- APOYO PSICOSOCIAL, ATENCIÓN RELACIONAL Y COMUNICATIVA EN INSTITUCIONES (130 HORAS).
- INTERVENCIÓN EN LA ATENCIÓN HIGIÉNICO - ALIMENTARIA EN INSTITUCIONES (70 HORAS).
- INTERVENCIÓN EN LA ATENCIÓN SOCIO SANITARIA EN INSTITUCIONES (70 HORAS).
- MÓDULO DE PRÁCTICAS PROFESIONALES NO LABORALES (80 HORAS).

OBJETIVOS:

Preparar y apoyar las intervenciones de atención a las personas y a su entorno en el ámbito institucional indicadas por el equipo interdisciplinar.

Desarrollar intervenciones de atención física, socio sanitaria y psicosocial dirigidas a personas dependientes en el ámbito institucional.

Metodología:

Curso en teleformación con tutorías presenciales y online.

Lugar de impartición de la parte presencial:

Residencia SAN RAFAEL
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CENTRO ACREDITADO CON N.º: 6000000429

PARA MÁS INFORMACIÓN: 950181724

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IMPACT

Among the measures of happiness at work, there is a diversity of constructs, the most widely used of which is job satisfaction, and others such as individual commitment, organisational commitment, work involvement, intrinsic motivation, drive and courage, affection at work and resilience (Fisher, 2010). None of them has the capacity to measure happiness at work on its own, so it is most appropriate to take into account all of them together to approximate the final concept of happiness at work (Fisher, 2010).

Therefore, in order to measure the effectiveness of the measures adopted, we should take into consideration that it is better to speak of all of them as a whole.

As impact markers we can have for example the lack of sick leave for psychological reasons, the stabilisation of the work team and the low economic benefits of workers. In short, the permanence of a solid and compact team.

LESSONS LEARNED

In this case study we have looked at the competencies that are associated with intrinsic motivation and to some extent with emotional salary.

EMOTIONAL SALARY

Being part of the company's decision-making process

Facilitates work-life balance

Facilitates job promotion

In this case study we have looked at the competencies that are associated with intrinsic motivation and to some extent with emotional salary.

Within these previous competences we see a series of specific skills that must be implemented within the company and at the level of the worker.

For the company

- ✓ Flexibility. Create flat structures to streamline decision-making. Generate empowerment and autonomy to encourage initiative.
- ✓ Optimism. Recruitment focused on incorporating optimistic people. Establish motivating, structured and achievable objectives.
- ✓ Trust. Management quality focused on making trust a corporate value through example.
- ✓ Commitment. Favouring a suitable working environment that increases people's involvement through the development of specific action plans.
- ✓ Enjoyment. Formal celebration of successes to savour and delight in the reward for the effort made.
- ✓ Learning. Training and capacity building for the development of knowledge and skills.
- ✓ Finding meaning. Corporate social responsibility and design of ethical codes. Transparent communication to foster the value of honesty and identification with the company.

For the workers

- ✓ Be flexible. Open your mind, changing your mind does not make you weak. Change is not an option; it is the only option.
- ✓ Be optimistic. Face difficulties with good cheer and perseverance. Believing that something will work out helps to increase the chances that it will.
- ✓ Be confident. Confidence is a magnet for opportunities, saves energy and multiplies team productivity. It pays off.
- ✓ Be committed. When you are committed you believe, when you believe you participate and get involved. Engaged increases your capacity.
- ✓ Enjoy and have fun. A sense of humour and laughter increases quality of life and a sense of well-being.
- ✓ Learning. You can turn mistakes into opportunities to learn. Attitude is the key. Adversity is a learning environment.
- ✓ Find meaning. The important thing is not to do what you love, but to love what you do.

MATERIALS



The screenshot shows the website of the Asociación de Estudios Alternativos (AEA). The main heading is "¿Quiénes somos?". Below it, there is a paragraph describing the organization's mission and values. To the right, there is a video player with the title "Presentación AEA" and a large "VISIÓN" graphic. Below the video, there is a section titled "Misión, visión y valores" with sub-sections for "Misión", "Valores", and "Misión".

¿Quiénes somos?

La Asociación de Estudios Alternativos (AEA) es una entidad con ánimo de lucro de ámbito estatal, fundada el 27 de agosto de 2010, que dedica sus esfuerzos a la ayuda y apoyo integral de las personas, a través de la intervención social y la integración laboral. Sus fines principales son la realización de todo tipo de actividades relacionadas con la enseñanza y la formación, así como las operaciones complementarias y acciones de difusión fines para el pleno desarrollo del empleo y la formación.

Misión, visión y valores

Misión:
Somos un espacio de iniciativas y de generación de propuestas sociolaborales cuya prioridad es hacer realidad la inserción sociolaboral de las personas a través de la formación.

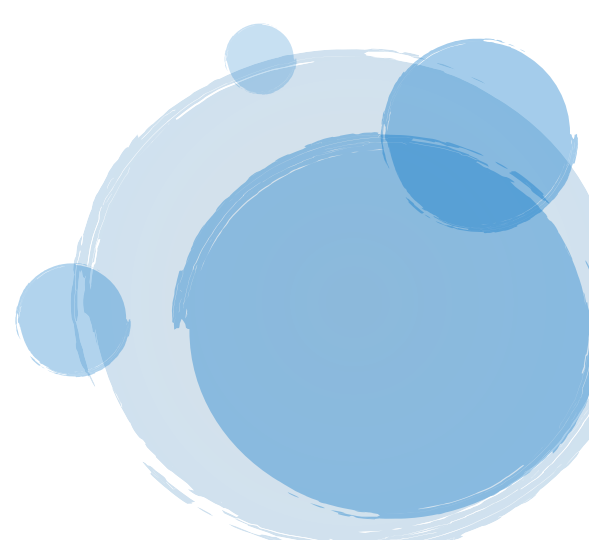
Valores:
Se es una entidad de referencia en la generación de valor social, suministrando servicios de calidad a favor del desarrollo integral de las personas en situación de exclusión a través de la adquisición y mejora de su autonomía personal y de las habilidades sociales y laborales necesarias para su plena integración.

Valores:
Profesionalidad, desarrollo del trabajo con seriedad, eficiencia y honorabilidad.
Trabajo en equipo, equipo multidisciplinar con un objetivo común.
Transparencia, responsabilidad y honestidad en el trabajo diario.
Personalización, servicio individualizado a las necesidades sociolaborales.
Integración, compromiso en el desarrollo de habilidades de autonomía social y personal.

Mission, vision and goals



Our team on a radio show





Training activities



Cursos Gratuitos - Reserva tu Plaza

Programa De Formación De Ámbito Estatal Actividades Físico - Deportivas

Entrenamiento Personalizado

¿Te gustaría planificar y dinamizar programas personalizados de entrenamiento orientados a la salud y la calidad de vida?

Más información

Actividad Física para colectivos especiales y tercera edad

¿Quieres concretar, dirigir y dinamizar actividades físicas a colectivos especiales y tercera edad?

Más información

Gestión de Instalaciones Deportivas

Si quieres adquirir las habilidades y competencias para la gestión eficaz de una instalación deportiva, estás en el lugar adecuado.

Más información



Nutrición y Dietética Deportiva

¿Te gustaría poder identificar los riesgos de la incorrecta alimentación y conocer las pautas para una correcta alimentación en la práctica deportiva?

Más información

Técnicas de asistencia en Primeros Auxilios y uso de desfibriladores semiautomáticos externos

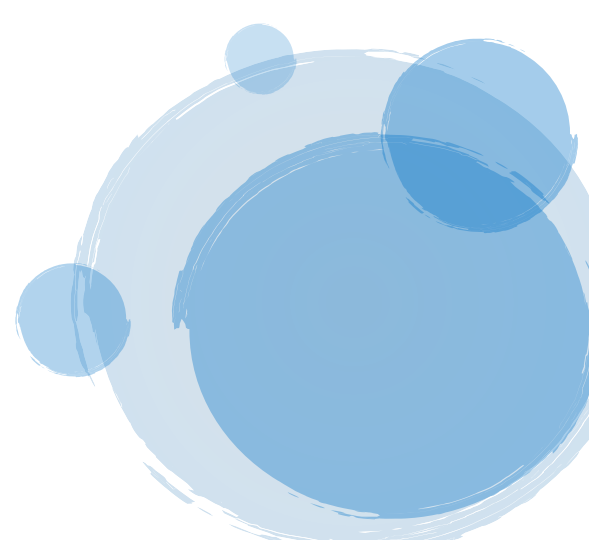
¿Cómo poder dar respuestas rápidas en casos de necesidad de prestar primeros auxilios?

Más información

Entidad Colaboradora:



Translate »



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