

RAISE LOCAL LEADERS



A Guide for Youth leaders



**Co-funded by
the European Union**

INTRODUCTIONS

On the following pages you will find our Guide for Youth Leaders, created by passionate youth leaders of the project “Raise local leaders” from the Czech Republic, Armenia, Italy, Greece, Bosnia and Herzegovina, Ukraine, Spain, Georgia, Estonia, and France. This guide is a compass for youth leaders navigating the intricacies of modern youth work, featuring key topics essential for fostering effective leadership, impactful mentorship, and community engagement.

Discover insights on:

- Non-Formal Education Methods for Youth Leadership: Uncover innovative approaches to inspire and educate young minds.
- Gen Z: Local Public Actions: Navigate the landscape of local initiatives, understanding and addressing the unique perspectives of Generation Z.
- Mentorship in Youth Initiatives: Develop mentorship skills crucial for guiding young leaders in their initiatives.
- Technologies for Youth Actions: Harness the power of technology to enhance and amplify the impact of youth-driven projects.
- Youth Leaders Soft Skills Improvement: Hone essential soft skills vital for effective communication, emotional intelligence, and teamwork.

Join us in this exploration of empowering youth leaders, as we equip you with practical strategies and tools to lead purposefully, motivate young minds, and contribute to the growth of vibrant and resilient communities. Your journey towards impactful youth leadership starts now. Embrace the guide, inspire change, and shape the future of youth work!

This guide is one of the results of the Erasmus+ training course “Raise local leaders”. The project was co-funded by European Union.

Non-formal education methods for youth leadership

A. Overview of the concept

Types of Education

Education goes beyond what takes place within the four walls of the classroom. A child gets the education from his experiences outside the school as well as from those within based on these factors. There are three main types of education, namely, Formal, Informal and Non-formal¹.

Non-formal Education

According to UNESCO education is institutionalized, intentional and planned by an education provider. The defining characteristic of non-formal education is that it is an addition, alternative and/or a complement to formal education within the process of the lifelong learning of individuals. It is often provided to guarantee the right of access to education for all².

Characteristics of Non-formal Education

Non-formal education is what happens in places such as youth organizations, sports clubs and drama and community groups where young people meet, for example, to undertake projects together, play games, discuss, go camping, or make music and drama.

- Voluntary
- Accessible to everyone (ideally)
- An organized process with educational objectives
- Participatory
- Learner-centered
- About learning life skills and preparing for active citizenship
- Involving both individual and group learning with a collective approach
- Holistic and process-oriented

¹ <https://www.coe.int/en/web/lang-migrants/formal-non-formal-and-informal-learning>

² <https://uis.unesco.org/en/glossary-term/non-formal-education>

- Based on experience and action
- Organized based on the needs of the participants

Advantages of Non-formal Education

- § Practiced and vocational training.
- § Naturally growing minds that do not wait for the system to amend.
- § Literacy with skillfulness growth in which self-learning is appreciated.
- § Flexibility in age, curriculum and time.
- § Open-ended educational system in which both the public and private sector are involved in the process.
- § No need to conduct regular exams.
- § Diploma, certificates, and award are not essential to be awarded.

Aim of Non-formal Education

The aim of non-formal education is to provide accessible and flexible learning opportunities that empower individuals with practical skills and knowledge, catering to their specific needs and circumstances, particularly for those who may have limited access to formal education systems.

Difference of three types of education

Formal education	Informal education	Non-formal education
1- School/ institutions involved 2- Has hierarchical structure 3- Uniform, fulltime and proper 4- Subject oriented 5- Certifications/ degrees	1- Practical adult learning 2- Diversity in methods and content 3- Mobilizes local resources 4- Built learner`s participation 5- Real life example of learning	1- Very long process 2- Learning from experience 3- Learning from home 4- Learning from environment 5- Learning from work

WHO CAN USE NON-FORMAL EDUCATION?

Non-formal education is a versatile approach to learning, and a wide range of individuals, organizations, and institutions can utilize it. Here are some examples of who can use non-formal education:

Community-Based Organizations:

Local community groups and non-governmental organizations (NGOs) often implement non-formal education programs to address specific community needs, such as literacy, health education, or vocational training.

Employers:

Companies and businesses may use non-formal education to train their employees in job-specific skills, workplace safety, or professional development.

Schools and Educational Institutions:

Some formal educational institutions incorporate non-formal education components into their curricula to offer students a more practical and holistic learning experience.

Online Platforms:

Online learning platforms and e-learning providers use non-formal education to offer a wide range of courses and resources to a global audience.

Entrepreneurs and Trainers:

Individuals or small businesses specializing in specific skills or knowledge areas can create and deliver non-formal education programs to a targeted audience.

B. Current state

Where is it practiced?

Currently, non-formal education is widely practiced in Europe as it plays a significant role in providing opportunities for learning and personal development outside formal educational structures. Non-formal programs are typically offered by youth associations, non-governmental organizations (NGOs), and community centers, both secular and non-secular. They often involve activities that use play and hypothesis as their main drivers. For example, a ball game may be used to learn names, or small groups may create the outline and organizational plan for a fictional event, provided these activities promote awareness of the underlying theme. The importance of non-formal education has been recognized in the European Union through programs like Erasmus+, which, in various practical forms (Youth Exchange, Training Course), offers inclusive and accessible training paths, even for young people, the unemployed, migrants, and other communities, sometimes marginalized or disadvantaged. Pursuing an Erasmus+ program can lead to the attainment of informal certificates that, in their informality, can distinguish a career and educational path.

Different examples

Non-formal learning occurs outside formal educational settings but within organized structures. It results from a deliberate decision by the learner to master a specific skill or knowledge area, requiring intentional effort. Unlike formal education, non-formal learning doesn't strictly adhere to a syllabus or involve external accreditation and assessment. It commonly unfolds in community settings, like swimming classes, sports clubs, reading groups, or amateur choirs. Some non-formal learning transitions into more formal arrangements as learners advance, such as graded music exams. It can occur in other non formal settings as well; for example, adult migrants learning a

new language while acquiring skills or knowledge engage in non-formal language learning through organized activities⁴.

C. The future development Digitalization

The future of non-formal education development holds great promise and will be influenced by various significant trends and developments. Digitalization is revolutionizing how we approach non-formal education, with the widespread use of online platforms, digital courses, and virtual resources making learning globally accessible. This transformation even includes the integration of artificial intelligence as a support for learning, a perspective that will guide the future. Furthermore, this transformation will be characterized by increased flexibility, as non-formal education becomes highly adaptable to individual needs, allowing for personalized learning and informal skill acquisition.

The combination of non-formal education with formal education can enrich the educational landscape in several ways: emphasizing practice and application, offering flexibility and customization, developing cross-cutting skills, providing access to external resources, and promoting lifelong learning. Formal education has limitations like rigidity, inadequate practical application, and a focus on academic skills. Non-formal education complements it by offering flexibility, real-world application, and soft skills development. It promotes lifelong learning, inclusivity, and adaptability, making it more responsive to changing needs. Combining both forms of education provides a comprehensive and adaptable learning experience.

It is highly likely that in the near future, there will be an increased official recognition of skills acquired through non-formal education, especially regarding soft skills. This means that academic institutions and employers may seriously consider qualifications obtained through this means, opening new opportunities for those who have taken this path. In many European countries, there is still no legislative framework for youth work as a specific form of voluntary or professional work aimed at young people. However, various socio-educational practices carried out mainly by the Third Sector can be categorized under the general concept of youth work as understood at the European level. In response to the growing interest in youth work, a draft

⁴Formal, non-formal and informal learning in Council of Europe
(<https://www.coe.int/en/web/lang-migrants/formal-non-formal-and-informal-learning#:~:text=Non%2Dformal%20learning%20typically%20takes,and%20orchestras%2C%20and%20so%20on>)

framework law for the recognition of youth work as a sector and profession is currently being discussed internationally.⁵

Non-formal education will continue to be a vital pillar of lifelong learning. Its flexibility, adaptability to individual needs, and the ability to reach a wide audience make it a key element in contemporary education. With the continuous evolution of technology and the increasing recognition of skills acquired through non-formal means, this type of education could play an even more significant role in the future, supporting learning and personal development worldwide.

Sitography:

- <https://www.coe.int/en/web/lang-migrants/formal-non-formal-and-informal-learning>
- <https://uis.unesco.org/en/glossary-term/non-formal-education>
- <https://www.coe.int/en/web/european-youth-foundation/definitions>
- <https://www.coe.int/en/web/lang-migrants/formal-non-formal-and-informal-learning#:~:text=Non%2Dformal%20learning%20typically%20takes,a%20orchestras%2C%20and%20so%20on>
- <https://www.politichegiovani.gov.it/politiche-giovanili/attivita-internazionali/youthwiki/10-youth-work/>

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⁵Youth Work, Dipartimento per le politiche giovanili e il servizio civile universale
(<https://www.politichegiovani.gov.it/politiche-giovanili/attivita-internazionali/youthwiki/10-youth-work/>)

Gen Z & local public actions: A guide to youth-led leadership

A. Overview of the concept

In our society you need leaders and we should learn and understand the importance of leadership and their place in local communities. Individuals born between 1995 and 2009 also known as Gen Z are our crucial group and we should empower, help, and raise local leaders as much as possible. That generation is known for its passion and additives. We all can see their desire for chanceThey possess unique perspectives, skills, and diverse backgrounds.

We should actively involve young individuals when it comes to addressing issues in local communities that are driven by positive transformations and creating sustainable impact.



B. Current state

1. Youth-Led Initiatives: Nowadays a lot of young people participate in numerous local public actions or even take the initiative in implementing their own ideas. These actions vary from climate change activism to social justice movement. Other examples of youth-led initiatives are food or clothing banks, training on the development of certain skills, and community centers. Young people usually do it on a charitable basis, and online platforms play a significant role in connecting like-minded individuals, enabling them to collaborate, share ideas, and mobilize support and resources for their causes.

2. Importance of Youth Involvement: Youth involvement in community planning, decision making, and action hasn't received a lot of attention in the past, but youth are becoming increasingly involved in community development. Not only do community organizations benefit when they collaborate with youth, this collaboration also helps youth themselves. In today's world, there's a growing movement to engage a larger number of young people, not only at the local but also at the global level. This trend

unlocks the untapped potential and boundless opportunities of our youth to address community challenges and discover innovative solutions.

The modern generation is increasingly passionate about nurturing their communities and vocalizing pressing issues. This surge in enthusiasm is mirrored by their active involvement in volunteer work and other community-driven initiatives. It sets a positive example for others to become more proactive, not just in local matters but also on the international stage, recognizing that every engaged young individual is a stakeholder in shaping a brighter collective future.

For instance, many countries are witnessing a newfound interest from the youth in community affairs. They are raising their voices on local concerns, a phenomenon that was previously lacking. Non-governmental organizations have played a pivotal role in uniting and empowering young citizens, catalyzing their active participation in public life. For example one of the most important outcomes of these collective efforts in Armenia is the recent adoption of a voluntary work law in the Republic of Armenia. This legislation aims to streamline and coordinate voluntary activities, reflecting the commitment to harness the immense potential of youth engagement.



3. Institutional support: Institutions are now acknowledging and appreciating the leadership abilities of young people, leading to the emergence of organizations, mentorship programs, and funding opportunities specifically designed for youth. However, more work is needed to fill gaps and ensure that young people can continuously participate in local activities.

4. Examples of local youth-led initiatives in our countries:

1) In a town near Bilbao, Spain, an example of a local initiative has been to create spaces for exchanging books and magazines, where the only requirement is to leave one when you want to take another.

2) In the city of Kropyvnytskyi, Ukraine, I became a co-founder of an environmental project called Green Line. Our goal is to spread an ecological lifestyle and change people's mindset for the better. Together we clean natural areas, conduct workshops and trainings. Our project was created with the support of UNICEF, but all our activities are charitable.

3) Capital of Georgia, Tbilisi, I'm a socio-political activist and I help my generation. Our goal is to stand with Ukraine and join the EU and NATO. We generation Z take part in political public action such as was in March 2023. The Georgian government decided to bring in Russia's law as foreign agent but we generation Z defeated our government in this case and parliament went back on it and this law was canceled.



C. Future development

1. Strengthening Partnerships: Communication and cooperation: between local authorities, community institutions, and Youth organizations is key to the future development of youth-led public actions. By fostering partnerships, knowledge exchange, and resource-sharing, we can unlock the full potential of Gen Z's leadership abilities.

Self-governance: in their activity, young people set down ways, form responsibility and evaluate the implementation of the purposes of this activity.

Independence: young people themselves choose a field of activities, set its purposes, take an active part in it and are responsible for the fulfillment of the said purposes.

2. Integration into Education: State and municipal institutions and agencies, as well as youth organizations must inform young people on the matters relevant to them in an acceptable and accessible form. Integrating youth-led leadership programs into formal education empowers young individuals with the necessary skills, knowledge, and resources to take action. We can cultivate a culture of active citizenship and community engagement.

3. Technology as an Enabler: Technology plays a crucial role in empowering and enabling young people to take part in public actions within their communities. The use of digital platforms and technology allows them to access information, share knowledge, and increase awareness about issues that matter to them. This, in turn, helps to amplify the impact of their initiatives and reach a wider audience.

Moreover, there is immense potential in creating youth-led platforms and applications that can facilitate their actions, connect like-minded individuals, and organize events. By investing in and promoting youth-led leadership among Generation Z, we can drive positive change within our local communities. It is important to recognize their unique perspectives, skills, and passion for making a difference.

To accomplish this, it is essential to provide the necessary support, opportunities, and resources that will help nurture their potential. By doing so, we can ensure that their voices are heard and that they are actively contributing to creating a better future for everyone.

Conclusion:

Overall, youth leadership plays an important role in driving positive changes in local communities. Our goal is to raise local leaders who actively contribute to a brighter future for all by recognizing their unique perspectives, skills, and passion for making a difference. In order to nurture their potential and ensure their voices are heard, it is essential to provide them with the support, opportunities, and resources they need.



MENTORSHIP IN YOUTH INITIATIVES

“Mentoring is a brain to pick, an ear to listen,
and a push in the right direction.”

John Crosby

OVERVIEW

“Mentorship is the patronage, influence, guidance, or direction given by a mentor” (Wikipedia).

“Mentorship is a professional relationship where an experienced individual, known as a mentor, provides guidance, support, and knowledge to a less experienced person, known as a mentee” (ChatGPT).

“Mentorship is the activity of giving a younger or less experienced person help and advice over a period of time, especially at work or school “(Cambridge Dictionary).

We can say that mentor is a person who provides information, guidance, support, and necessary tools to another person to advance in their career. It is often a person who started on the same path a few years ago and now from experience can give the best advice on how to succeed in business.

A mentee is a person who receives advice, training, or guidance from a more experienced or skilled mentor. A mentee will often have specific skills or competencies they want to learn from their mentor, and the mentor may spend a designated amount of time tutoring or teaching them. Typically a mentor and mentee will establish goals together and meet regularly to practice or learn new skills throughout the mentoring program.

The difference between a mentor and mentee is the same as the difference between a teacher and student. The main difference between a teacher and a mentor is the professional context.

A good mentor should possess the following characteristics:

1. Good listener
2. Constructive feedback giver
3. Positive outlook

4. Respectful
5. Skilled teacher
6. Responsible
7. Non-judgmental
8. Active listening skills
9. Expertise in a certain field

There are different models or types of mentorships.

One-on-one mentoring, which is the most common type of mentoring. A more experienced person (the mentor) provides guidance, advice, and support to a less experienced person (the mentee). The focus is usually on helping the mentee develop their skills and knowledge in a particular area.

Group mentoring. Group mentoring is like one-on-one mentoring but involves more than two people. In this relationship, one or more mentors provide guidance and advice to several mentees. There can be one mentor with multiple mentees or multiple mentors and mentees.

There is also peer mentoring, where two people of similar experience levels provide guidance and support to each other. Peer mentoring relationships are often informal and develop spontaneously between two people who share similar interests or goals.

Youth initiated mentoring is a hybrid approach that empowers youth to identify and recruit natural mentors. It means that youth identify and engage a non-parental adult from their social network in a mentoring relationship.

Flash mentoring (or commonly referred to as speed mentoring) is a mentoring relationship where mentors and mentees meet for a short period (usually one hour or one session). They meet to discuss a specific issue or challenge that can be solved quickly. They don't require multiple meetings over several months.

Mentorship can provide numerous benefits for both mentors and their mentees. Developing this relationship can help both of you learn new things, build your networks, and grow as professionals. Mentors encourage and enable another person's professional or personal development. Mentoring can help youth as they go through

challenging life transitions, including dealing with stressful changes at home or transitioning to adulthood.

CURRENT STATE

Today, many more people are interested in mentoring, so more and more new studies are emerging that study this topic and the need for mentors for people:

- The vast majority, 97% of individuals with a mentor say they find the experience to be a valuable one.
- Only 14% of mentor relationships started by asking someone to be their mentor. 61% of relationships developed naturally.
- Most people opt for same-sex mentors (69% women, 82% men)
 - 87% of mentors and mentees feel empowered by their mentoring relationships and have developed greater confidence.
 - 82% believe that mentoring relationships help foster meaningful connections between mentors and mentees, across departments and the organization.
 - 84% reported that mentoring relationships provide two-way inspiration for mentor and mentee.
 - People who served as mentors experienced lower levels of anxiety and described their job as more meaningful than those who did not mentor.
- Mentors found that mentoring enhanced the meaningfulness of their work.
- 89% of those who have been mentored say they'll go on to mentor others.

Governments worldwide are actively supporting youth initiatives and mentorship programs through various channels. They allocate budgets to fund youth-led projects, establish policies to encourage mentorship, and provide resources like dedicated spaces. Training workshops and capacity-building programs are organized to enhance skills. Networking events bring together mentors, mentees, and stakeholders. Access to information is facilitated through government initiatives and online platforms. Recognition programs and awards acknowledge outstanding contributions. Partnerships with NGOs and businesses amplify resources. Monitoring and evaluation systems track impact, ensuring effectiveness. Additionally, governments prioritize diversity and inclusion to ensure equal opportunities. These efforts collectively empower young leaders and promote positive societal change.

If you are interested in finding a mentorship program for young people in your area, consider reaching out to local non-profit organizations or educational institutions. They may offer formal programs so that youth can benefit from formal

mentorships with more seasoned professionals in their department, company, or industry.

Mentorship programs can play a crucial role in the personal or professional development of individuals, team's organizations. They create relationships between mentors and mentees, where they exchange, knowledge, skills, experience, and expertise to support personal and professional growth, and development. Mentorship programs within youth initiative model young people development on an ongoing basis. They aim to create a positive impact on education young people developing 21st-century skills through collaborative learning environments that, in turn, foster the development of aspiring innovators.

Effects of mentoring programs typically have been moderate, small in magnitude, but they increase systematically with the use of different program Models of successful program replication are helping to increase the quality of the programs. The quality of program is as important as quantity.

FUTURE DEVELOPMENT

The world is developing every day, in our opinion, nowadays mentorship is more than ever at the top of progress, for instance virtual reality (VR) mentorship provides advances via virtual reality can lead to immersive mentoring experiences where mentors and mentees interact in a virtual environment, making mentoring more engaging and realistic. VR mentorship in youth initiatives can be a powerful tool for engaging and educating young people.

Can machines/robots be mentors? Can machines/robots replace human mentors? Artificial intelligence (AI) can play a significant role in mentoring by providing personalized recommendations, tracking progress, and facilitating automated mentoring interactions through chatbots or virtual mentors. But there are several disadvantages that need to be considered with AI in mentor role such as lack of emotional connection, limited problem-solving abilities etc. AI and computer can't replace real human beings. We are social animals, and we need a real face to face connections with other human beings.

Mentoring programs are important also in the future because they are empowering young people. They help young people make meaningful connections with other like-minded individuals. They give valuable insights and experiences that encourage youth become more effective leaders in their community. Mentoring

programs provide also amazing networking opportunities, which help young people to create something beautiful together. They help young people build confidence, and develop their own strategies to communicate, and engage with the community to create positive changes on the local, state, and national level.

CONCLUSION

- Today, many more people are interested in mentoring as it can play a crucial role in the professional or personal development of individuals, teams, and organizations.
- Mentoring is a protected relationship which supports learning and experimentation and helps individuals develop their potential.
- Mentorship programs within youth initiative model young people development on an ongoing basis.
- A successful membership program benefits everyone involved. Mental benefits are strength, information, role model, development, growth.
- Mentee benefits are goal setting, advice, support, growth, information, networking, confidence building.
- Whenever you choose to be a mentor or a mentee in all your mentor relationship. It is a vital that you always maintain confidentially.

LIST OF RESOURCES:

1. 10 Characteristics of a Mentor and Why They're Important.
<https://www.indeed.com/career-advice/career-development/important-characteristics-of-a-mentor>.
2. What Makes a Good Mentor? 7 Key Qualities to Look For - The Muse.
<https://www.themuse.com/advice/how-to-find-qualities-good-mentor>.
3. 12 Characteristics Of A Good Mentor - Zippia.
<https://www.zippia.com/advice/characteristics-of-a-mentor/>.
4. Building Youth Mentoring Programs - Community Tool Box.
<https://ctb.ku.edu/en/table-of-contents/implement/youth-mentoring/overview/main>.
5. Mentoring Programs for At-risk Youth.
<https://atriskyouthprograms.com/mentoring-programs-for-at-risk-youth/>.
6. Peer-to-Peer Mentorship Among Youth Athletes.
<https://globalsportsdevelopment.org/peer-to-peer-mentorship-among-youth-athletes/>.
7. Impact of Mentoring on Youth: Why Every Kid Needs a Mentor.
<https://www.bgca.org/news-stories/2021/November/impact-of-mentoring-on-youth-why-every-kid-needs-a-mentor>.
8. Benefits of Mentoring for Young People Youth.gov. <https://youth.gov>
9. Reference: Role of a Mentor: Purpose & Responsibilities - Mentoring Complete.
<https://www.mentoringcomplete.com/role-of-a-mentor/>
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<https://doi.org/10.1111/j.1467->



Guidebook
on Youth Leaders
Soft Skills Improvement



CHAPTER 1

Overview of Youth Leadership and Local Actions

In an age where rapid change and our communities are constantly developing, young individuals stand out as symbols of promise, innovation, and progress. Youth leadership isn't just about future potential; it's about the active roles young people play right now in shaping the world around them. These young leaders are using soft skills like effective communication, understanding through empathy, adaptability in challenging situations, and creative problem-solving to make improvements in their local communities. Their local actions are reflections of their concerns, passion, and drive.



Almost a decade ago, people were focused on gaining hands on experience based on hard skills. Nowadays, the demand for such qualities as communication skills, creativity and flexibility has increased (Schulz, 2008).

But why demand for using soft skills has increased?

1. They represent the tools that empower our youth and help to connect with each other
2. Engage in meaningful dialogues
3. Create actionable solutions for local challenges
4. Foster cooperation

Hewitt Sean (2008) defined soft skills as "non-technical, intangible, personality-specific skills", they often define a person's strong suit and their role in a group setting.

Youth workers have a responsibility — to nurture these skills because they will not only help them navigate the world better but will also provide them a chance to gain a lot of new connections with people who have the same interests and passions. It's about recognizing, uplifting, and strengthening the leaders of today.

CHAPTER 2

Current state of affairs

In today's rapidly changing world, youth leaders require a unique set of soft skills to effectively navigate complex challenges and inspire positive change. Youth leaders are confronted with various issues, and using such skills as communication, empathy, teamwork, critical thinking, and adaptability is paramount (Prince, 2013).

Our world is constantly shaped by globalization and digitalization, which influences all spheres, and youth leadership is no exception. Traditional skills, prioritizing authority over collaboration, fail to adapt to today's youth's changing needs and values. Hierarchical or autocratic leadership styles, a lack of adaptability to new technologies and methods, and an inability to collaborate with diverse intercultural groups may no longer be effective.

The efficiency of soft skills can be depicted through the example of a youth-led organization, "March for Our Lives" (March for Our Lives, n.d.), which advocates for gun control and aims to prevent gun violence in schools and communities. The *organization's adaptability* is illustrated through its advocacy efforts to respond to different situations and events related to gun violence. The organization expresses empathy and supports those who have experienced trauma due to shooting, which shows a high level of *emotional intelligence*. The organization collaborates with other advocacy groups and individuals who share their goals. Thankfully, due to *collaboration and teamwork*, it arranged a nationwide school walkout to commemorate the Parkland shooting victims and call for gun reform (Emeran, 2021, p. 145). The leaders of "March for Our Lives" *critically assess* the root causes of gun violence and propose evidence-based policy solutions. Critical thinking helped to create a dialogue with local communities and policymakers.



A March for Our Lives demonstration in Las Vegas, Nevada, in 2018. The organization is youth-led.

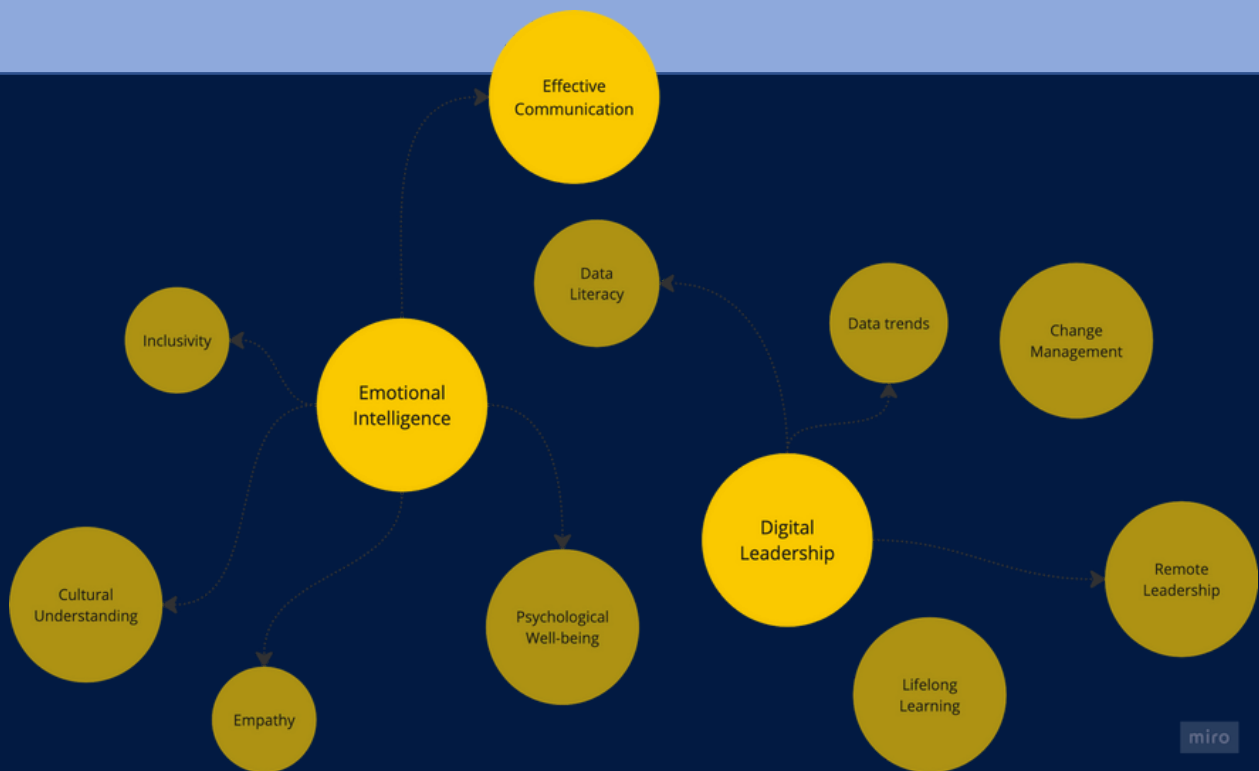
In summary, youth leaders today must possess a unique blend of adaptable and emotionally intelligent leadership, emphasizing collaboration, communication, critical thinking. Moreover, in today's digital age, being comfortable with *technology and digital tools* is essential for effective organizing and addressing the complex challenges of our generation and society as a whole (Cortellazzo, Bruni, & Zampieri, 2019).

Chapter 3

The Future Development

The work industries, cultural developments, innovations and research share due weightage in the shaping of trends and hence it's crucial to point to the significance of incoming ripples through technological innovations and multi-disciplinary research (the ones that keep into account sociological and evolutionary confluences, hence the fields of industrial psychology, digital innovations, management science, etc.).

Additionally due to the developments in the collective literature around psychological well-being and our growing understanding of the in-depth mechanisms at play for teams – and in diverse functions – there has been growing and expectedly continued growth in the area around Emotional Intelligence targeting empathy building, inclusivity, cultural understanding and psychological well being



The technological innovations (concerning data science, AI and an eternally evolving digital tool landscape) have made it paramount to equip young leaders with skills for comprehension and effective communication of these innovations within teams. Furthermore, sociocultural, catastrophic and conflict-induced effects also point towards the skills of change management, remote leadership and lifelong learning.

Conclusion

Our group analyzed the evolving landscape of youth leadership, where soft skills such as adaptability, empathy, and digital proficiency have become paramount. Looking ahead, we can anticipate further shifts in leadership styles, emphasizing collaboration, Emotional Intelligence, and a lifelong learning. Future developments may revolve around using technology for effective communication, addressing emerging global challenges, and bridging cultural divides. As youth leaders continue to shape our world, their ability to navigate the complex interplay of technological innovations, sociocultural dynamics, and global issues will remain key in driving progress and positive change on a global scale.

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As you navigate the pages of this guide, consider it not just a manual but a compass guiding you through the dynamic landscape of youth leadership. Armed with insights on non-formal education, Gen Z engagement, mentorship, technology utilization, and soft skills improvement, you are now equipped to shape the future of youth work.

May this guide inspire you to lead with purpose, foster innovative ideas, and contribute to the collective growth of communities. Embrace the challenges, celebrate the victories, and remember, as a youth leader, you play a pivotal role in nurturing the potential of the next generation.

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