Buddy Method Result

Our Buddy Programs have led to diverse positive outcomes and have had a tangible impact on both individuals and teams. We would like to share some of these results that stem from the successful buddy system.

Firstly, the Buddy Programs have created a learning-rich, enjoyable, and friendly environment where participants have gotten to know each other on a deeper level. Superficial greetings have given way to meaningful interactions, fostering strong bonds between buddy partners.

An important advantage of the buddy system is that experienced employees with diverse competencies have greater resilience and awareness. This has resulted in valuable learning moments for younger participants. They have been able to benefit from the expertise and experience of their buddies, enabling them to further develop personally and professionally. The buddy system has boosted their self-confidence and imparted new skills and knowledge.

We are convinced that the buddy system provides significant added value. It has had a positive influence on the work culture and has led to a greater awareness of each other's capabilities and strengths. Through the buddy programs, participants have gained a better understanding of what they can and cannot do, allowing them to collaborate more effectively and execute their tasks more efficiently.

An noteworthy outcome of the buddy programs is that participants feel more engaged. The buddy system has created a sense of community and solidarity, making people feel supported and appreciated. They experience less of a feeling of being "islands" and have gained the confidence to ask each other questions and offer help when needed.

Additionally, the buddy system has not only resulted in growth in digital skills but also in personal growth. Participants have overcome fears, embraced new technologies, and felt more comfortable using them. They have learned to work together, communicate effectively, and promote internal collaboration, thereby enhancing overall efficiency and productivity.

Of course, there have also been some negative aspects that emerged during the evaluation of the buddy system. For example, some participants indicated that the time limit for the buddy system was too short to accomplish everything efficiently. They struggled with time constraints and believed that the process would have been even more effective with more available time. Additionally, it was found that creating digital storytelling content was challenging for some participants, and not everyone was successful in executing it.

Another obstacle that arose was that some employees did not work in the same location, making it impossible for them to meet regularly. It is important to consider these locations and explore alternative ways to facilitate collaboration and communication.

At the organizational level, the intervision and final evaluation revealed that many participants were not well-informed about the standard programs expected of them within the organization. They believed that these programs were disorganized and inadequate systems, while it is necessary to work SMART in organizations. This indicates that more attention should be paid to the use of these systems and that there should be room for improvement in this area.

Despite these challenges and negative feedback, the benefits of the buddy system continue to shine through. Even with limited time and resources, participants have experienced its positive impact. Although the employees' schedules were too full to execute the project at the desired level in the short term, they were enthusiastic about the concept and expressed a desire to continue with it, even after the project's end.

The evaluation has provided valuable insights and offers the opportunity to further refine and adapt the buddy system to the specific needs and challenges within the organization. With the right support and commitment, the buddy system remains a valuable tool to support individuals, promote collaboration, and stimulate personal and professional growth.

keeping
employees
on board

21st century skills

BLENDERS
INNOVATION BY ALL, FOR ALL