

Peer to Peer & Exchange Visit Report

microStart visited ADIE - 25th & 26th June 2013 -

Background of the meeting and the visiting delegation:

As ADIE is co-founder of microStart in 2011. Training and coaching has been part of microStart activities since its inception. The Peer to Peer Visit with ADIE around the organisation and content of these activities is a non-negligible source of information and gives microStart an important leap forward.

MicroStart initiated dreamStart in 2012. DreamStart is a program for the development of business plan by young people. It is based on the experience of “Créajeunes” established by ADIE since 2007. In 2012, microStart developed a dreamStart curriculum, gathered and prepared a crew of volunteer trainees and launched the programme with a group of 10 young people.

ADIE organises yearly a meeting between all the responsible people working on coaching and training. They gather from the different agencies in France and outboard (Guyana, la Réunion etc.). The second day is completely dedicated at “Créajeunes”. microStart attended this training on the occasion of the Peer to Peer visit.

This training was the opportunity to confront different practices set up in ADIE’s offices from all over France and to confront them with our own practices at microStart.

Lessons learnt during the visit:

We had the occasion to meet up with experienced colleagues and attend to intern discussions on the organisation and content of training in ADIE.

The outcome for us was in first instance the confirmation about the feasibility of dreamStart. Most of the experiences are very successful and “Créajeunes” programs are running permanently.

We discovered also the multiple variations of the same “Créajeunes” with versions from 8 to 3 weeks. The interpretation and frameworks are also highly diversified.

Some “Créajeunes” experiences are very dynamic and reinvent themselves regularly to avoid serial work and exhausting the volunteer trainees.

We were also confronted with the difficulties to integrate training and microcredit. In the case of “Créajeunes”, there is often a team at its own which sometimes is settled in other locations around the French geography which causes coordination difficulties to with ADIE.

We learned more about the French legislation and the facilities it offers to start-up a micro-enterprise.

By exchanging with the colleagues we realized that the dreamStart interpretation is quiet original and the decisions taken and the instruments developed are different that the ones from “Créajeunes”.

The visiting organisation’s plans to adapt some key lessons to its own organisation:

The visit brought us ideas to set up a program in parallel of dreamStart destined to experienced micro-entrepreneurs. These entrepreneurs who are short of time but have already the experience and knowledge to develop a new business plan in a short lap of time.

In depth there is a contribution to the reflection about microStart and the strategy about how training and microcredit fits together. This awareness is having an impact in



the business model of microStart and his daily functioning. More conscious decisions on different levels are taking place to set up a symbiosis between both.