

Enhancing Industrial Inspiration and Resilience > 1a Creative Trainings > **Local Action**

## Mural Soft Skills in Your Company

Two-day team mural workshop combining soft skills development with collaborative art creation

Blueprint:

**1a Creative Trainings**

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Region:

**Silesia (PL22)**

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Duration:

**Multi-day: 2-7 days**

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Size:

**Medium: 16-30 persons**

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Budget:

**Small: below 2,000 €**

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Mode:

**Physical/offline**

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## OVERVIEW

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### What has been done

A two-day pilot action in the form of a collaborative mural workshop was implemented to strengthen soft skills through hands-on teamwork. The workshops were conducted in a soft skills development format, combining experiential learning with artistic practice. The action was delivered by the Regional Development Agency in Bielsko-Biała as part of the x-Inno Radar project and engaged employees of Rekord SI. On the first day, participants explored street art basics, developed the mural concept, and defined roles and tasks. The second day focused on the collective painting of the mural under facilitator guidance. Throughout the process, participants practiced communication, collaboration, and shared responsibility, resulting in a completed mural and improved team dynamics.

### Why was it needed locally

The action addressed the lack of practical, engaging methods for developing soft skills in technology companies, where training is often theoretical. It aligned with the objectives of the x-Inno Radar project by strengthening collaboration, communication, and creativity through real-life experience. The workshop tapped into employees' creative potential and supported team integration beyond their everyday roles.

### Target Groups: How were they activated and their benefits

#### **Industrial / technological SME - IT company (SME) - Rekord SI sp. z o.o., employees from different departments**

The target group was activated through a participatory, hands-on workshop format that engaged employees in a creative process outside their daily roles. Active involvement in co-creating and executing the mural fostered ownership, motivation, and strong team engagement.

Participants strengthened key soft skills such as communication, collaboration, and shared decision-making through hands-on, team-based work. They also improved team integration and cross-departmental understanding, resulting in better cooperation in their daily work.

### Resources Required

#### **Staff**

Facilitators with expertise in soft skills training and collaborative mural/street-art creation

#### **Space**

Company premises - workshop space and interior walls for mural creation (Rekord SI HQ)

### **Equipment**

Wall preparation materials, paints (acrylic/spray), brushes, rollers, masking tools, stencil-making materials, protective gear

### **Budget**

Small: below 2,000 €

2000 €

## METHODS & STEPS

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### Core Mechanism

**Core Concept:** This action tested art-based, hands-on collaboration as a method for developing soft skills in a real work environment. Instead of traditional training, participants learned through co-creating a tangible outcome, combining creative processes with structured teamwork and reflection.

### Formats applied

#### Workshop

A facilitated, two-day workshop combining soft skills development with collaborative mural creation. Participants worked together to design and execute a mural, engaging in a structured process that integrated communication, teamwork, and creative problem-solving. The action resulted in both a tangible outcome and strengthened team dynamics.

Methods used:

**Co-creation workshop:** A structured, facilitated process where participants jointly developed the mural concept and executed it together. The method combined creative tasks with teamwork exercises, enabling participants to practice communication, collaboration, and shared decision-making in a practical setting.

### Steps taken

#### 1. Preparation and recruitment (2 month)

- **Programme design** — development of workshop concept combining soft skills and mural creation
- **Trainer engagement** — selection and coordination of facilitators (art + soft skills)
- **Internal coordination** — alignment with company on space, walls, and technical conditions
- **Participant onboarding** — open call for companies via online application form; selection of the most suitable company based on submitted applications

#### 2. Space & concept alignment (2 day)

- **Site assessment & space planning** — evaluation of wall surfaces and planning of mural location and workspace
- **Concept alignment** — discussion and agreement on initial mural idea, themes, and

expectations with the company

- **Wall preparation** — initial preparation of the wall and securing the surrounding area

### 3. Workshop Day I - Concept development (1 day)

- **Introduction session** — presentation of workshop goals and participants
- **Creative collaboration exercises** — participants developed communication, teamwork, and creativity through joint artistic activities
- **Mural concept development** — co-creation of visual ideas, themes, and messages through group discussion and collaboration
- **Design preparation** — defining composition, colors, roles, and preparing templates as part of the collaborative process

### 4. Workshop Day II - Mural implementation (1 day)

- **Technical and safety briefing** — introduction to tools, materials, and safety rules
- **Mural execution** — collaborative painting of the mural, with participants practicing communication, coordination, and shared responsibility
- **Facilitation and supervision** — ongoing support guiding teamwork, decision-making, and problem-solving during the process
- **Wrap-up** — joint cleaning and reflection on the process, reinforcing ownership and team collaboration

### 5. Evaluation and follow-up (1 week)

- **Feedback collection** — gathering participant reflections
- **Results summary** — assessment of outcomes in terms of team dynamics and skills
- **Documentation** — photo documentation of the final mural
- **Follow-up communication** — sharing results and maintaining engagement with participants

## RESULTS

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### Measurable and Direct Outcomes

- **Improved transversal skills** — Participants improved transversal skills such as communication, collaboration, creativity, and shared decision-making through hands-on teamwork. The workshop format encouraged active participation, problem-solving, and cooperation between employees from different departments.
- **Improved maker skills** — Participants strengthened maker skills through hands-on artistic creation, experimentation with materials and tools, and collaborative problem-solving during the mural implementation process.

### Indirect Impacts

The action strengthened collaboration and communication between employees from different departments through a shared creative experience. It also increased awareness of participatory methods for developing soft skills in technology-oriented SMEs. The completed mural remains a lasting element of the company space, reinforcing team identity and shared ownership.

### Local Outlook / Follow-up

- **Future workshop offer** — Regional Development Agency in Bielsko-Biała plans to further develop this pilot action into a regular service offer for companies interested in innovative soft skills development formats.
- **Good practice transfer** — The Regional Development Agency in Bielsko-Biała plans to promote the workshop format as a good practice example for innovative soft skills development in SMEs and technology companies in the region.

## EVALUATION

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### Satisfaction - Overview

Participants were very satisfied with the workshop and highlighted the enjoyable, creative atmosphere of the activity. They emphasized that the workshop created a strong opportunity for integration and collaboration between employees from different teams and departments. Participants appreciated being able to work together on a shared goal in a practical and engaging way, which strengthened communication and team relationships.

### Satisfaction - Details

- **High Level of Participant Satisfaction and Soft Skills Development** — Participants highly valued the practical and interactive format of the workshops. They appreciated the opportunity to strengthen communication and teamwork skills, exchange experiences, and connect with people from different backgrounds. The feedback also showed strong interest in similar activities

## TRANSFER HINTS

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### DO: Copy us

- **Integrated facilitation approach** — Make sure to involve facilitators who combine soft skills development with creative, hands-on artistic methods. Linking teamwork exercises with collaborative mural creation makes the learning process more engaging, practical, and memorable for participants.
- **Flexible implementation planning** — Prepare the workshop format for different weather and spatial conditions to ensure smooth implementation. Having alternative solutions for logistics, materials, and workspace organization increases the resilience and adaptability of the action.

### OPTIONS: Feel flexible

- **Different artistic formats** — Instead of a mural, followers may use other collective creative activities such as installation art, design objects, or visual prototyping, while keeping the focus on teamwork and communication.
- **Indoor or outdoor implementation** — The format can be implemented in indoor or outdoor spaces, provided that technical and weather-related conditions are considered during preparation.

### Don't: Pitfalls to avoid

- **Do not rely only on general promotion** — Avoid relying exclusively on open calls or general online promotion. Direct contact with companies and personalized communication are much more effective in engaging SMEs and securing committed participants.
- **Plan beyond the workshop days** — When planning the budget and implementation, include time and resources for space preparation, technical setup, and possible post-workshop finishing of the mural.

## PARTICIPANT TESTIMONIALS & IMPRESSIONS

### Testimonials

"“Last year we had a training on communication and teamwork, but it wasn’t very engaging and we didn’t really use much from it afterwards. During these workshops, we could truly integrate as a team and create something meaningful together.”“

— **Piotr**

"Companies spend huge amounts of money on soft skills training, only to be left with piles of printed training materials afterward. After this workshop, what remains is a lasting effect on the wall, along with plenty of positive emotions and strong re"

— **Participant**

### Impressions



A. Kowejsza



A. Kowejsza



A. Kowejsza



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## REPLICATE THIS APPLICATION?

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