

# TRANSFERRING KNOW



*Use knowledge transfer to improve senior & junior employees' lives*

## WHAT

The K-start project aims to encourage experienced senior employees, and veteran entrepreneurs, to uptake a challenge and engage in the process of transferring their knowledge to younger colleagues or business start-ups. K-start will improve the senior employees human resources (HR) management and mentoring skills with the help of an e-book, and training programs, delivered by project partners.

## HOW

- ▶ **Training Needs Analysis**
- ▶ **e-learning platform with on-line tutor support**
- ▶ **Pilot trainings**
- ▶ **Extensive dissemination**

*Let's take a look at some of the great progress of **K-start** so far...*



### Newsletter contents

1. Invitation to closing conference
2. Launch of website
3. Results of K-Start @ EBN Congress
4. Taster of K-Start modules
5. Feedback from pilots



### K-start closing conference in Vilnius

K-start consortium has been collaborating for two years. Project partners have overcome a number of challenges along the way and have achieved the results they were aiming for – we hope you have already visited [www.k-start.eu](http://www.k-start.eu). On the 10<sup>th</sup> of September, 2014, those interested in mentoring are invited to learn, share and practice mentoring techniques in a closing national conference in Vilnius, Lithuania. The conference is dedicated to (HR) managers of SMEs and will tackle the topic of “nurturing” mentoring over simply a functional one. Nurturing mentoring not only helps transferring knowledge of direct functions to a new employee, but also develops the person to then pursue the company's goals in a more effective manner. The conference is free of charge, but places are limited. Please register by e-mail to [info@k-start.eu](mailto:info@k-start.eu).

### Website is launched

The new K-start website is live! At the site you will find all the details of the project including access to all of the content. The best bit: it's all free!

[www.k-start.eu](http://www.k-start.eu)

## Ready for more **K-start**?

### **K-Start presented at EBN Congress**

The K-Start team attended the EBN Annual Congress in Lleida, Catalunya, Spain to promote the project to EBN's network of 250 certified BICs and associated members. The project was exhibited in the Training and Mentoring section of the hall where the team spoke with EBN members in order to explain the project and how it could benefit their companies.



### **Feedback from pilot on June 1<sup>st</sup> in Pociunai, Lithuania**

Following a workshop on K-Start and the material feedback was requested of the participants.

Participants believed that after K-start workshop their knowledge in mentoring increased by more than 50%. They highlighted the great social and economical benefits of mentoring and said they would recommend K-start platform to their colleagues and others

### **Modules details**

Want the inside scoop on the K-start contents? Well look no further!

#### **Chapter 1: The Meaning of Mentoring**

- What is Mentoring
- Employee View: why should I mentor?
- Employer View: benefit to company?
- Special Features of SMEs
- Benefits of Mentoring

#### **Chapter 2: Matchmaking**

- Where to Find a Mentee
- Types of Mentoring Relationships
- How to Be Active in Search for Mentee
- Mentor Profile
- Mentoring Relationship

#### **Chapter 3: How to Become a Mentor**

- Identity and Role
- Sharing Knowledge and Innovation
- Understanding Innovation
- Communication and Cooperation
- Self-Management
- Change Management
- Quality Improving Process
- From Learning to Action

#### **Chapter 4: Talent Management**

- Mentoring Culture Inside the Company – Talent Management
- Where can I find more information
- Success Stories



European Business and Innovation Centre's Network (EBN), leading the dissemination of K-Start, sees the great potential of this innovative project and encourages further the collaboration of partners towards the next phase of the project.