Projects and Products Portal for Leonardo da Vinci

LEAN - LErnen von ANalogien

2012-1-CY1-LEO05-02321

http://www.adam-europe.eu/adam/project/view.htm?prj=10908

Projektinformation

Titel: LEAN - LErnen von ANalogien

Projektnummer: 2012-1-CY1-LEO05-02321

Jahr: 2012

Projekttyp: Innovationstransfer

Status: abgeschlossen

Land: CY-Zypern

Marketing Text: Das Ziel des Projekts LEAN ist die Bearbeitung einer innovativen didaktischen Methode für das Anwenden in den Schulungen im Bereich der Problemlösungen und des Treffens der Entscheidungen. Diese Schulungen sind für Firmenbesitzer, Führungskraft sowie für Abteilungsleiter. Die Thematik der Schulungen ist mit den konkreten Problemen in der Arbeit nicht direkt verbunden, aber sie führt zu der neuen Methode des Lernens, die in der rasch verändernden Welt des Geschäfts sehr nützlich sein könnte.

Zusammenfassung: "New skills for new jobs" is the new EU strategy that concerns also the ability to solve problems, learning from different disciplines and multicultural experiences,to work and take decisions in a global context. In this sense,VET actors and trainers need to improve their training offer and methodologies in order to boost this kind of skills and aptitudes.
This project, through the transfer of an innovative methodology based on the use of “analogies” and cross-cultural cues for the management education,answered to this increasing need for skilled resources for managers and entrepreneurs.A particular attention was paid to the specific sector of small family-based enterprises,whose business approach is often far from the consideration of that set of multidisciplinary hints and suggestions which are of the out-most importance in a context dominated by globalisation and intercultural dynamics.
Multicultural training is intended to be an effective instrument to help SMEs entrepreneurs and managers to acquire an intercultural vision based on a cross-functional set of information, histories and best practices which are often very far from their way-of-thinking.In so doing,entrepreneurs were supported to look behind the specific scenario in which their activities take place, learned how to reason and act in global and intercultural terms.
The analogical training addresses SMEs' needs to:
-increase their capabilities to act in a global context
-increase their aptitude to analyze problems in a strategic way,combining different cultural approaches
-increase their problem solving skills,with a particular emphasis on the management of multiculturality and internationalization processes
-support companies family-owners aptitude for a new concept of leadership,based on a multicultural,competitive and business-oriented approach
-spread of a cross-functional approach,able to support SMEs' evolution from a traditional functional structure to a new inter-functional one
LEAN project aimed to transfer innovative didactical methodologies for problem solving and decision making training. To be trained on topics that apparently are not relevant with specific working problems means to learn a new thinking methodology that can be very useful in a business world marked by rapid changes.
The Consortium was composed of 4 internationally recognized institutions, active in the management education and enterprises support and of a local NCCI.

Beschreibung: According to the joint policy initiative "New skills for new jobs", carried out in cooperation between the European Commission and the EU Member States in order to solve European skills deficiencies and give Europeans a better chance on labour markets, VET actors have to evolve and to adopt a new mix of skills by developing more innovative and responsive trainings, able to provide appropriate qualifications and to achieve new learning outcomes.
The ability to learn from different disciplines and from multicultural experiences and to enlarge the usual ‘technical’ approach by encompassing different knowledge sources is fundamental for entrepreneurs (in particular family SME’s entrepreneurs) and managers and top manager as it can help them to find new and innovative ways of enhancing their performance through cross-cultural and informal learning. Nevertheless, the recourse to the cross-cultural

Projektinformation

and analogical method is not common among EU business schools and VET institutions. In CY, where the 99,9% of the companies are SMEs - and among them the 94,8% are very small enterprises (0-9 employees) -, the possibility for entrepreneurs and SMEs' managers to learn though informal and multidisciplinary training is nearly non-existent, since their competencies are focused on day by day activity and there is a general lack of strategic planning and vision. Innovation is not relevant for them and nothing seems to encourage new ideas creation.
LEAN project transferred an effective learning methodology based on the use of analogies and cross-cultural hints as specific learning instrument. The use of analogies is quite usual in scientific training, but not so common in other VET fields, such as business training, which is usually focused on functional competencies and skills. While fostering the acquisition of new perspectives, the didactical use of analogies represents a powerful tool for sparking breakthrough ideas -especially in a global scenario characterized by instability and rapid changes -in an informal context where each participant is invited to carry specific and individual contributions out of any "formal constraint". Therefore the project is considered ideal for people in charge of strategic decisions. Considering the effectiveness of the method and its rare presence on the EU scene, the application of the cross-cultural and analogic approach in management training represents an undoubted innovation.
LEAN aimed and succeeded to cope with the increasing need of EU VET actors and trainers to improve their offer and methodologies in order to comply, in an innovative way, with the growing demand of problem solving and decision making skills and aptitudes.
In particular, the project focused on the CY, PL and RO situation and, through the transfer of a didactical methodology based on the use of “analogies” for the education of relevant decision makers (entrepreneurs and managers), it pursued these practical objectives:
- analysed the state of the art of EU theoretical and operational models for multidisciplinary and analogical training methodologies (with a particular emphasis on management training, problem solving, decision making and leadership)
- identified the peculiarities of Cypriot, Polish and Romanian training needs regarding the application of informal and interdisciplinary learning methodologies
- outlined the already existing similar training paths (if any) in CY, PL and RO which are coherent with this project in order to scout possible synergies and avoid any overlapping
- identified, through regional scans in the three transferee countries, the cultural and methodological peculiarities that such transfer should imply and the potential national-regional partners and stakeholders that have an interest in sustaining and disseminating this kind of approach
- shared among partners, local trainers and VET actors the knowledge about how to use analogies to create effective, non-traditional and informal learning settings, where the participants (decision makers) understand that it is possible to learn from fields that –apparently - are very far from their everyday work and competencies
- tested the effectiveness of the competencies/skills developed by local trainers and experts to use analogies as learning settings for informal training on problem solving, decision making and leadership and the adequacy of the analogical frameworks selected, adapted or developed to the specific local contexts and training needs in CY, PL and RO through pilot testing
- exploited with local stakeholders the relevance for entrepreneurs and managers of learning in non-traditional and informal ways and developed an innovative way to face strategic and managerial problems making use of analogical and interdisciplinary hints.
These objectives were clearly focused to support the promotion of the acquisition of key innovative competencies in VET systems LEO-TraInno-9.

Themen:
*** Arbeitsmarkt
*** Interkulturelles Lernen
*** Lebenslanges Lernen
*** Hochschulbildung
*** Unternehmen, KMU
*** Weiterbildung

Projektinformation

*** Erstausbildung
** Qualität
** IKT

Sektoren: *** Erbringung von Sonstigen Wirtschaftlichen Dienstleistungen
*** Erziehung und Unterricht
** Erbringung von Freiberuflichen, Wissenschaftlichen und Technischen Dienstleistungen
* Information und Kommunikation

Produkt Typen: DVD
Unterlagen für offenen Unterricht
Evaluierungsmethoden
Module
Programme/Curricula
Lehrmaterial
Homepage

Produktinformation: The main project products developed were:
- The state of the art of theoretical and operational models of cross-cultural education in EU - National analogies, developed in each participating country.
- The project Methodology pack, including:
a. learning methodology outline
b. teaching materials for the customised learning sessions
c. assessment methodology and tools for monitoring and evaluating the learning sessions
- Project promotion, dissemination and exploitation plan, based on which the project was disseminated in an extensive way in National and E.U. level.
- Video/DVD shooting of learning sessions of "Analogies Lessons for managers", which was used for dissemination and exploitation purposes by all partners.

Projektwebseite: http://www.projectlean.eu/

Vertragnehmer

Name:	G. G. Eurosuccess Consulting LTD
Stadt:	Nicosia
Land/Region:	Kypros / Kibris
Land:	CY-Zypern
Organisationstyp:	KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage:	http://www.eurosc.eu

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Koordinator

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Stadt:	Nicosia
Land/Region:	Kypros / Kibris
Land:	CY-Zypern
Organisationstyp:	KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage:	http://www.eurosc.eu

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Homepage:	http://www.eurosc.eu

Partner

Partner 1

Name:	Polska Fundacja Osrodkow Wspomagania Rozwoju Gospodarczego "OIC Poland"
Stadt:	Lublin
Land/Region:	Lubelskie
Land:	PL-Polen
Organisationstyp:	Verband/nicht regierungsgebundene Organisation
Homepage:	http://www.oic.lublin.pl

Partner 2

Name:	CENTRUL PENTRU PROMOVAREA INVATARII PERMANENTE
Stadt:	TIMISOARA
Land/Region:	Vest
Land:	RO-Rumänien
Organisationstyp:	Verband/nicht regierungsgebundene Organisation
Homepage:	http://www.cpip.ro

Partner 3

Name:	Nicosia Chamber of Commerce and Industry
Stadt:	NICOSIA
Land/Region:	Kypros / Kibris
Land:	CY-Zypern
Organisationstyp:	Kammer
Homepage:	http://www.ncci.org.cy

Partner 4

Name:	ISTUD Foundation
Stadt:	Milano (MI)
Land/Region:	Lombardia
Land:	IT-Italien
Organisationstyp:	andere
Homepage:	http://www.istud.it

Projektdateien

Dissemination Strategy LEAN Final 22 Jan 13.pdf

http://www.adam-europe.eu/prj/10908/prj/Dissemination%20Strategy%20LEAN%20%20Final%2022%20%20Jan%2013.pdf

Lean - Dissemination Plan

FLYER EN.pdf

http://www.adam-europe.eu/prj/10908/prj/FLYER%20EN.pdf

LEAN Project Flyer

FLYER GR.pdf

http://www.adam-europe.eu/prj/10908/prj/FLYER%20GR.pdf

LEAN Flyer GR

FLYER PL 19 02 2013.pdf

http://www.adam-europe.eu/prj/10908/prj/FLYER%20PL%2019%2002%202013.pdf

LEAN Flyer PL

FLYER_ro.pdf

http://www.adam-europe.eu/prj/10908/prj/FLYER_ro.pdf

LEAN Flyer RO

Introducere - Pachet metodologie RO.pdf

http://www.adam-europe.eu/prj/10908/prj/Introducere%20-%20Pachet%20metodologie%20RO.pdf

Methodology Pack Introduction - RO

LEAN_desk research.pdf

http://www.adam-europe.eu/prj/10908/prj/LEAN_desk%20research.pdf

Lean - Desk Research

LEAN - GANTT CHART.pdf

http://www.adam-europe.eu/prj/10908/prj/LEAN%20-%20GANTT%20CHART.pdf

GANTT CHART

LEAN.jpg

http://www.adam-europe.eu/prj/10908/prj/LEAN.jpg

LEAN Project Logo

LEAN_ literature review.pdf

http://www.adam-europe.eu/prj/10908/prj/LEAN_%20literature%20review.pdf

Lean - Literature Review

Lean - Project communication plan.PDF

http://www.adam-europe.eu/prj/10908/prj/Lean%20-%20Project%20communication%20plan.PDF

Lean - Project communication plan

Projektdateien

LEAN Quality Plan.pdf

http://www.adam-europe.eu/prj/10908/prj/LEAN%20Quality%20Plan.pdf

Lean - Project Quality Plan

Lean - Stakeholders list.pdf

http://www.adam-europe.eu/prj/10908/prj/Lean%20-%20Stakeholders%20list.pdf

Lean - Stakeholders list

LEAN - TASK PLANNING.pdf

http://www.adam-europe.eu/prj/10908/prj/LEAN%20-%20TASK%20PLANNING.pdf

Lean - Task Planning

Methodology_Pack_after EQE v3.doc

http://www.adam-europe.eu/prj/10908/prj/Methodology_Pack_after%20EQE%20v3.doc

Methodology Pack after evaluation of the External Quality Experts

Methodology Pack EN.pdf

http://www.adam-europe.eu/prj/10908/prj/Methodology%20Pack%20EN.pdf

Methodology Pack

Methodology Pack - Greek.pdf

http://www.adam-europe.eu/prj/10908/prj/Methodology%20Pack%20-%20Greek.pdf

Methodology Pack - GR

Methodology Pack - Introduction EN.pdf

http://www.adam-europe.eu/prj/10908/prj/Methodology%20Pack%20-%20Introduction%20EN.pdf

Methodology Pack Introduction EN

Methodology Pack Introduction - GR.pdf

http://www.adam-europe.eu/prj/10908/prj/Methodology%20Pack%20Introduction%20-%20GR.pdf

Methodology Pack Introduction GR

Methodology Pack Introduction - PL.pdf

http://www.adam-europe.eu/prj/10908/prj/Methodology%20Pack%20Introduction%20-%20PL.pdf

Methodology Pack Introduction - PL

Methodology Pack - PL.pdf

http://www.adam-europe.eu/prj/10908/prj/Methodology%20Pack%20-%20PL.pdf

Methodology Pack - PL

NEWSLETTER EN.pdf

http://www.adam-europe.eu/prj/10908/prj/NEWSLETTER%20EN.pdf

LEAN Newsletter EN

Projektdateien

NEWSLETTER GR.pdf

http://www.adam-europe.eu/prj/10908/prj/NEWSLETTER%20GR.pdf

LEAN Newsletter GR

NEWSLETTER PL 19 02 2013.pdf

http://www.adam-europe.eu/prj/10908/prj/NEWSLETTER%20PL%2019%2002%202013.pdf

LEAN Newsletter PL

NEWSLETTER_ro.pdf

http://www.adam-europe.eu/prj/10908/prj/NEWSLETTER_ro.pdf

LEAN Newsletter RO

Pachet_Metodologie_26-06 RO.pdf

http://www.adam-europe.eu/prj/10908/prj/Pachet_Metodologie_26-06%20RO.pdf

Methodology Pack - RO

POSTER.pdf

http://www.adam-europe.eu/prj/10908/prj/POSTER.pdf

LEAN Project Poster

R10. Video-DVD shooting of jazz analogy.rar

http://www.adam-europe.eu/prj/10908/prj/R10.%20Video-DVD%20shooting%20of%20jazz%20analogy.rar

Vidoe of the delivery of Jazz analogy in Baveno - Italy

R12. List of trainers who attended the 3 train the trainers workshops.doc

http://www.adam-europe.eu/prj/10908/prj/R12.%20List%20of%20trainers%20who%20attended%20the%203%20train%20the%20trainers%20workshops.doc

List of trainers who attended the 3 train the trainers workshops

R13. TTT agenda and ATTENDANCE (in CY, PL and RO).rar

http://www.adam-europe.eu/prj/10908/prj/R13.%20TTT%20agenda%20and%20ATTENDANCE%20%28in%20CY%2C%20PL%20and%20RO%29.rar

Agenda and Attendance sheet from all the train the trainers sessions in every country

R14. Pilot testing guidelines.docx

http://www.adam-europe.eu/prj/10908/prj/R14.%20Pilot%20testing%20guidelines.docx

Pilot testing guidelines

R15. 3 pilots delivery (in CY, PL and RO).rar

http://www.adam-europe.eu/prj/10908/prj/R15.%203%20pilots%20delivery%20%28in%20CY%2C%20PL%20and%20RO%29.rar

Pilot delivery in each country including agenda and attendance

R16. 3 regional-national intermediate evaluation reports.rar

http://www.adam-europe.eu/prj/10908/prj/R16.%203%20regional-national%20intermediate%20evaluation%20reports.rar

Pilot testing report from each country

Projektdateien

R17. Final pilot evaluation report.pdf

http://www.adam-europe.eu/prj/10908/prj/R17.%20Final%20pilot%20evaluation%20report.pdf

Final pilot evaluation report

R18. Final Methodology Pack delivery.rar

http://www.adam-europe.eu/prj/10908/prj/R18.%20Final%20Methodology%20Pack%20delivery.rar

Final Methodology including all the materials developed and use din each country for the pilot testing

R24. Project final event.rar

http://www.adam-europe.eu/prj/10908/prj/R24.%20Project%20final%20event.rar

Project final event including agenda, attendance, pictures

R31. PROJECT CATALOGUE.rar

http://www.adam-europe.eu/prj/10908/prj/R31.%20PROJECT%20CATALOGUE.rar

Project catalogue in English Greek, Romanian and Polish languages - promoting the available analogies

traduzione FLYER completa.pdf

http://www.adam-europe.eu/prj/10908/prj/traduzione%20FLYER%20completa.pdf

LEAN Flyer IT

Traduzione Newsletter.pdf

http://www.adam-europe.eu/prj/10908/prj/Traduzione%20Newsletter.pdf

LEAN Newsletter IT

TRAINERS TTT LEAN.doc

http://www.adam-europe.eu/prj/10908/prj/TRAINERS%20TTT%20LEAN.doc

List of the the trainers that took part to the Train the Trainers sessions in each country

TTT feedback LEAN template.doc

http://www.adam-europe.eu/prj/10908/prj/TTT%20feedback%20LEAN%20template.doc

Feedback form the trainers and experts that trained the trainers from each country

WP3 NEED ANALYSIS REPORT.pdf

http://www.adam-europe.eu/prj/10908/prj/WP3%20NEED%20ANALYSIS%20REPORT.pdf

WP3 NEED ANALYSIS REPORT

Produkte

1 LEAN Project Website

Produkt 'LEAN Project Website'

Titel:	LEAN Project Website
Produkttyp:	Homepage
Marketing Text:	LEAN Project Website - Dissemination and information
Beschreibung:	LEAN LEAN Project Website used for dissemination and information of the public
Zielgruppe:	SME'S, Chambers,Employes, Managers and in General all the people taht may be interested
Resultat:	Website
Anwendungsbereich:	
Homepage:	www.projectlean.eu
Produktsprachen:	Englisch

Veranstaltungen

5th PROJECT MEETING

Datum	23.09.2014
Beschreibung	The fifth transnational meeting of our project LEAN was held in Nicosia – Cyprus during 23-24 of September 2014. The partners had the chance to discuss about the all the activities and results done during the lifetime of the project, the issues about the final reporting and participate to the final conference
Zielgruppe	Project Partners
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	23 & 24/09/2014, NICOSIA - CYPRUS

FINAL CONFERENCE

Datum	23.09.2014
Beschreibung	The final project conference was held in Nicosia - Cyprus on the 23/09/2014 with the participation of representatives of all the project partners, various stakeholders, representatives of Cypriot SME's and large organizations, universities, municipalities and other organizations.
Zielgruppe	Project partners, stkeholders, end-users, trainers
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	23/09/2014 NICOSIA - CYPRUS

Veranstaltungen

7th SKYPE MEETING

Datum	04.09.2014
Beschreibung	7th SKYPE meeting between the project consortium for discussion on the current project progress, the Tasks/Activities done so far and final details for the Final conference, took place on 04/09/2014
Zielgruppe	Project Partners
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	04/09/2014

6th SKYPE MEETING

Datum	16.06.2014
Beschreibung	6th SKYPE meeting between the project consortium for discussion on the current project progress and Tasks/Activities to be done, took place on 16/06/14
Zielgruppe	Project Partners
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	16/06/14

4th PROJECT MEETING

Datum	10.04.2014
Beschreibung	The fourth transnational meeting of our project LEAN was held in Timisoara– Romania during 10-11 of April 201a3. The partners had the chance to discuss about the progress of the project, the tasks which were done since the previous meeting and to get organized about the next ones which have to do with the Pilot testing sessions in each partner country.
Zielgruppe	Project Partners
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	10 & 11 /04/2014, TIMISOARA - ROMANIA

Veranstaltungen

5th SKYPE MEETING

Datum	24.02.2014
Beschreibung	5th SKYPE meeting between the project consortium for discussion on the current project progress and Tasks/Activities to be done, took place on 24/02/14
Zielgruppe	Project Partners
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	24/02/14

4th SKYPE MEETING

Datum	09.12.2013
Beschreibung	4th SKYPE meeting between the project consortium for discussion on the current project progress and Tasks/Activities to be done, took place on 09/12/2013
Zielgruppe	Project Partners
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	09/12/2013

3rd PROJECT MEETING

Datum	26.09.2013
Beschreibung	The third transnational meeting of our project LEAN was held in Lublin – Poland during 26-27 of September 2013. The partners had the chance to discuss about the progress of the project, the tasks which were done since the previous meeting and to get organized about the next ones which have to do with the Train the Trainers sessions in each partner country and the piloting procedures.
Zielgruppe	Project Partners
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	26 & 27/09/2013, LUBLIN - POLAND

Veranstaltungen

3rd SKYPE MEETING

Datum	17.06.2013
Beschreibung	3rd SKYPE meeting between the project consortium for discussion on the current project progress and Tasks/Activities to be done, took place on 17/06/13
Zielgruppe	Project Partners
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	17/06/13

DELIVERY OF JAZZ ANALOGIE

Datum	19.04.2013
Beschreibung	Delivery of a live Jazz analogy during the second project meeting in BAVENO - ITALY on the 19/04/13. The specific analogy session was recorded and a relevant DVD product was produced.
Zielgruppe	Project partners
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	BAVENO ITALY 19/04/13

Veranstaltungen

2nd PROJECT MEETING

Datum	18.04.2013
Beschreibung	The 2nd project meeting of the European Project ''Learning by Analogies'' – LEAN took place on the 18th and 19th of April 2013, in Baveno – Italy. The meeting was attended by all the partner countries and was very successful and important as to the further development of the project. Specifically, the Work Package 3 findings regarding the state of the art and needs analysis (literature review, best practices -including the EU level and Regional analysis) were presented by the WP Leader (OIC Poland) along with the participation of the involved partner countries (CY, RO & PL). The findings will be the basis of further discussion and presentation material by ISTUD (IT), the transferor partner of the project as to the development and customization procedures of the Analogical sessions in each partner countries.
Zielgruppe	Project Partners
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	18-19/04/2013, ITALY-BAVENO

2nd SKYPE MEETING

Datum	18.02.2013
Beschreibung	2nd SKYPE meeting between the project consortium for discussion on the current project progress and Tasks/Activities to be done, took place on 18/02/13
Zielgruppe	Project Partners
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	18/02/13

Veranstaltungen

1st SKYPE MEETING

Datum	10.12.2012
Beschreibung	1st SKYPE meeting between the project consortium for discussion on the current project progress and Tasks/Activities to be done, took place on 10/12/12
Zielgruppe	Project Partners
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	10/12/12

1st PROJECT MEETING

Datum	01.11.2012
Beschreibung	The kick off meeting of the project was was held on the 1st and 2nd of November 2012. During the meeting the action plan, the work packages and deliverables to be produced were discussed among the partners. In addition, a presentation in regards to the technical and financial rules and issues to be considered was done by the Cypriot NA representatives.
Zielgruppe	Project Partners
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	george@eurosc.eu
Zeitpunkt und Ort	01-02/11/2012, Nicosia - Cyprus