

Innovation Skills for SMEs

LLP/LDV/TOI/08/it/481

<http://www.adam-europe.eu/adam/project/view.htm?prj=5251>

Information sur le projet

Titre: Innovation Skills for SMEs

Code Projet: LLP/LDV/TOI/08/it/481

Année: 2008

Type de Projet: Projets de transfert d'innovation

Statut: Accordé

Pays: IT-Italie

Accroche marketing: Innoskills, Innovation Management pur favoriser l'innovation dans les PME.

Résumé: InnoSkills project proposal means to tackle the lack of ability in acquiring innovation management techniques of Italian SMEs Middle Management professional profiles, and specifically in Veneto Region. In doing so, InnoSkills proposal means to take advantage of experiences of SMEs in Germany, Austria, Portugal and Czech Republic. The project wants to increase levels of competitiveness in SMEs rising their employees skills, considering such an industrial organisation as the most relevant for the economic model of the above Countries. With this aim, the project intends to localise, upgrade and transfer pre-existing learning materials (i. e. InnoSupport guide) suitable to transfer and improve innovation management techniques targeting groups of professionals, i.e. trainers, students, SMEs advisors and consultants and of course the Middle Management employees already working in SME environments of the above Countries. InnoSkills partnership to implement this proposal, has been developed in order to build an actual network, by means of partners chosen among the owners of the InnoSupport guide: LiNK and Pro Kompetenz in Germany and among Countries left out from the former InnoSupport project: Treviso Tecnologia, Tinnova in Italy, E-Learning Concepts in Austria, the University of West Bohemia in Czech Republic and Parkurbis in Portugal. Each partner has been carefully chosen according its specific field of competence, particularly suitable to upgrade, nationally localise, highly customise self learning methodologies to wide spread the InnoSkills guide particular suitable to their national realities through their actual networks, which are reinforced by the availability of an extended network, already manifesting interests towards the project's results, and which will enable a concrete transfer of innovation management issues by a testing on field methodology. A major feature the project intends to carry out is a learning system especially available 'just enough and just in time' from the work station of any possible end user. The project's products will consist on a InnoSkills guide, on learning materials to be used especially in a informal and cooperative learning environments (web 2.0 technology). A web portal on Innovation Management, offering a customise e-learning tools reachable through a path of self assessment learning needs. InnoSkills project goals are to reach during the testing period 120 users. The dissemination strategy will warrant the involvement of 1000 people, via the partners network.

Description: The project answers to the following deficits:

- Low diffusion of innovation issues at European, National and Regional levels with specific focus on the regional milieu.
- Low capacity within the SMEs to undertake and use innovative approaches and procedures.
- Low human resources ability to wide spread and transfer system and approaches about general innovation.
- Generally, innovation management competences are scant, particularly among middle management professional.
- Lack of lifelong learning agile and flexible tools, fundamental and ready for use just enough and just in time.

Such deficit or gaps mirror difficulties (also cultural) to invest in human resources, in their professionalism and in their specialisation. Such difficulties slow down economic systems competitiveness and particularly they shrink enterprises ability to adopt new innovative systems or general innovation procedures.

Why the project is needed?

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- The introduction of innovation within work place is an absolute priority for our Countries and EU economic competitiveness. Innovation to be real and effective has to be able to generate meaningful and broad changes, improving work tasks in people's lives. In fact, employees' behaviours should be constantly innovation driven, at any level and in any environment. The innovation is too often perceived as an issue concerning just a small group of people in charge of creating or inventing new ideas or solutions. Such an approach maintains separate transversal transferable innovation strategies from the majority of workers, who are on the opposite, those who would operate the real change, if just they would be daily involved in the use of innovative solutions and approaches during their work. Involving the vast majority of workers in the acquisition of innovation process implementation, means also provide those employees with strong learning needs, at any level of SMEs in the Countries involved in this proposal, with a competent and last longing answer in order to act with specialised and professional tools towards the global competition challenge.
- Through this general approach, the project means to transfer innovative solutions not diffused, which can be used transversally within different sectors. Particularly, the project aims to answer to employees' needs, since they are reckoned being the most effective vehicle to drive innovation results and at the meantime, they represent the most active vehicle through which changes such as innovation processes can be transmitted. These employees will be the main source to get to know how the right approach to innovation should be dealt with, given that they will be directly testing its effectiveness renewing at the same time their own skills and abilities within a fast moving scenario, confirming the most advantageous changes.
- Improving SMEs employees' competences, means assure SMEs development too. In fact, SMEs are continuously asked to renew production and management processes. Innovation processes have less to do with inspiration and much more with systematic work routines. To achieve skills during innovation processes and applications tests, employees need to learn new techniques and methodologies.
- The experiences (within the former Leonardo Project 'InnoSupport' and the following ones) demonstrated a large interest on learning modules, developed by InnoSupport project (from November 2005 more than 1000 users have been registered on the project website, from more than 50 Countries). Non registered users have not been tracked, however according to Google, 23.800 have been the visits from the beginning of the website up to 14th March 2007).

Main goals of this project for innovation transfer are:

- Localise, update and integrate existing products on innovation management (InnoSupport modules, and other project results as INNOMAT and U-SME).
- Localise contents on project's partners National bases.
- Translate contents/products in different languages.

Objects realised for consultation and wide spreading will be of various kinds, such as, for instance, interactive and multimedia materials, to provide the wider visibility and access to innovation issues. Learning materials will be addressed to different types of users (target groups) according to characteristics of the territory, to organisational environment (type of enterprise, the enterprise role within the local economic milieu) and to professional profiles. Easing target groups access to the online tools, assuring a broad use of contents and learning methodologies/paths tailored, informal and customised, directly reachable from a work station. Starting by a shared and mutual virtuous circle of information and knowledge among, and between users and partners, it will represent a cooperative learning methodology, which is an additional project aim, as well.

Operational realisation modality:

- Upgrading the existing modules elaborated along the InnoSupport project.
- Improving users target groups' access to learning paths through self-evaluation systems on professional learning needs.
- Translating and localising modules/contents in three languages (IT, CZ, PT).
- Widening dissemination within Countries and between Countries involved, by transferring project guide contents.

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- Developing a portal on the 'Innovation Management' containing also the informal and cooperative learning community, usable from the work station too:
 - the so called 'innovation rooms' as virtual classrooms set up for a closed users group on a chosen topic, which can also be users generated topics. Moreover, users can exchange their own ideas and use innovative methodologies;
 - to provide further resources on the 'Innovation Management' issue, adducing someone's own experience and providing various Internet links.
- To starting up such a community there already is the live interest of 1000 users from 50 different Countries.

- Thèmes: *** Formation tout au long de la vie
 *** Formation ouverte et à distance
 *** Entreprise, TPE, PME
 ** Enseignement supérieur
 ** Formation continue
- Sectors: *** Industrie Manufacturière
 *** Activités Spécialisées, Scientifiques Et Techniques
 ** Information et Communication

- Types de Produit: Autres
 Site Internet
 Matériel pour l'enseignement

- Information sur le produit: LEARNING NEEDS SELF ASSESSEMENT TOOL
 Analysis and Self Assessment Tool for the evaluation of learning needs with a learning paths indication for specific professional needs.
 INNOVATION MANAGEMENT GUIDE
 five manuals supporting SMEs detection and management of innovation process solutions, updted, localised and available to the five Partner countries.
 INNOVATION MANAGEMENT LEARNING MATERIALS
 WEB PORTAL
 WEB Portal for a online community interested to the innovation management: informal and cooperative learning Portal for knowledge management.
 INFORMAL AND COPERATIVE LEARNING GUIDE
 How to use the learning portal. Best Practices manual on the use of informal and cooperative learning tools.

Page Web du projet: www.innoskills.net; www.innosupport.net

Contractant du projet

Nom: Treviso Tecnologia - Azienda Speciale per l'Innovazione Tecnologica della Camera di Commercio di Treviso
Ville: Lancenigo di Villorba - Treviso
Pays/Région: Veneto
Pays: IT-Italie
Type d'organisation: Institution de formation continue
Site Internet: <http://www.tvtecnologia.it>

Personne de contact

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Coordinateur

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Ville: Lancenigo di Villorba - Treviso
Pays/Région: Veneto
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Partenaire

Partner 1

Nom: Tinnova - Azienda Speciale Camere di Commercio Firenze e Prato
Ville: Florence
Pays/Région: Toscana
Pays: IT-Italie
Type d'organisation: Chambre
Site Internet: <http://www.tinnova.it>

Partner 2

Nom: Pro Kompetenz
Ville: Rostock
Pays/Région: Mecklenburg-Vorpommern
Pays: DE-Allemagne
Type d'organisation: Institution de recherche
Site Internet: <http://www.pro-kompetenz.de>

Partner 3

Nom: LiNK MV
Ville: Rostock
Pays/Région: Mecklenburg-Vorpommern
Pays: DE-Allemagne
Type d'organisation: Autres
Site Internet: <http://www.mvlink.de>

Partner 4

Nom: University of West Bohemia
Ville: Pilsen
Pays/Région: Jihozapad
Pays: CZ-Tchéquie
Type d'organisation: Université/école supérieure spécialisée/academie
Site Internet: <http://www.kip.zcu.cz>

Partenaire

Partner 5

Nom: E-Learning Concepts Rietsch KEG
Ville: Prottes
Pays/Région: Lower Austria
Pays: AT-Autriche
Type d'organisation: Entreprise de petite et de moyenne taille (jusqu'à 250 employés)
Site Internet: <http://www.elearning-concepts.at>

Partner 6

Nom: Parkurbis
Ville: Covilha
Pays/Région: Centro (P)
Pays: PT-Portugal
Type d'organisation: Autres
Site Internet: <http://wwwparkurbis.pt>

Produits

- 1 SELF ASSESSMENT TOOL
- 2 INNOVATION MANAGEMENT GUIDE
- 3 INNOSKILLS WEB PORTAL
- 4 INNOVATION MANAGEMENT LEARNING OBJECTS
- 5 INFORMAL AND COOPERATIVE LEARNING GUIDE

Produit 'SELF ASSESSMENT TOOL'

Titre: SELF ASSESSMENT TOOL

Type de Produit: Procédure pour l'analyse et le pronostic des besoins de la formation professionnelle

Texte marketing: On line Self Assessment Tool, to pursue a personal analysis of learning needs on innovation management issues.

Description: On line analysis and Self Assessment Tool for the evaluation of learning needs with a learning paths indication for specific professional needs.

Cible: Human resources working in SMEs, with specific reference to middle management; organisation and training bodies; consulting and advisory companies; researchers, students, teachers/trainers and pupils.

Résultat: The tool will provide some learning suggestions, by selecting the contents among the InnoSkills Guide suitable to users' lacks of competencies.

Domaine d'application: To evaluate learning needs of users.

Adresse du site Internet: www.innoskills.net; www.innosupport.net

Langues de produit: allemand
anglais
tchèque
portugais
italien

Produit 'INNOVATION MANAGEMENT GUIDE'

Titre: INNOVATION MANAGEMENT GUIDE

Type de Produit: Matériel pour l'enseignement

Texte marketing: Innovation management guide and learning objects to support innovation in SMEs.

Description: Guide supporting SMEs detection and management of innovation processes solutions, updated, localised and available to the five partner Countries.

Cible: Human resources working in SMEs, with specific reference to middle management; organisation and training bodies.

Résultat: The guide supports the development of innovation processes through the reinforcement of skills, allowing the target groups to identify, acquire or strengthen the innovation management knowledge.

Domaine d'application: The guide can be used:
- to support training paths on the job;
- to improve the knowledge about innovation management at different levels.

Adresse du site Internet: www.innoskills.net; www.innosupport.net

Langues de produit: tchèque
anglais
allemand
italien
portugais

product files

InnoSkills Guide

InnovationGuide_CZ.zip

http://www.adam-europe.eu/prj/5251/prd/2/2/InnovationGuide_CZ.zip
InnoSkills Guide: Czech version

InnovationGuide_DE.zip

http://www.adam-europe.eu/prj/5251/prd/2/2/InnovationGuide_DE.zip
InnoSkills Guide: German version

InnovationGuide_EN.zip

http://www.adam-europe.eu/prj/5251/prd/2/2/InnovationGuide_EN.zip
Innovation Management Guide supporting SMEs detection and management of innovation process solutions

InnovationGuide_IT.zip

http://www.adam-europe.eu/prj/5251/prd/2/2/InnovationGuide_IT.zip
InnoSkills Guide: Italian version

InnovationGuide_PT.rar

http://www.adam-europe.eu/prj/5251/prd/2/2/InnovationGuide_PT.rar
InnoSkills Guide: Portuguese version

Produit 'INNOSKILLS WEB PORTAL'

Titre: INNOSKILLS WEB PORTAL

Type de Produit: Site Internet

Texte marketing: The web portal allows collaborative and informal learning scenarios on creativity and innovation management.

Description: Web portal for a online community interested to the innovation management: informal and cooperative learning portal for knowledge management.

Cible: Human resouces working in SMEs, with specific reference to middle management; organisation and training bodies; consulting and advisory companies.

Résultat: The web portal supports the spreading and dissemination of innovation management issues, to develop a "daily" approach to innovation.

Domaine d'application: The web portal is available everywhere and in every moment, also on the job.

Adresse du site Internet: www.innoskills.net; www.innosupport.net

Langues de produit: portugais
allemand
italien
tchèque
anglais

Produit 'INNOVATION MANAGEMENT LEARNING OBJECTS'

Titre: INNOVATION MANAGEMENT LEARNING OBJECTS

Type de Produit: Matériel pour l'enseignement

Texte marketing: Online learning materials about innovation management, shared in a online community.

Description: Online learning materials about innovation management, shared in a online community.

Cible: Human resources working in SMEs, with specific reference to middle management; organisation and training bodies; large enterprises - human resource staff departments, to verify the internal objectives of advanced learning.

Résultat: Online learning materials, also provided by users.

Domaine d'application: Learning by using online tools and materials.

Adresse du site Internet: www.innoskills.net; www.innosupport.net

Langues de produit: portugais
italien
tchèque
anglais
allemand

Produit 'INFORMAL AND COOPERATIVE LEARNING GUIDE'

Titre: INFORMAL AND COOPERATIVE LEARNING GUIDE

Type de Produit: Autres

Texte marketing: Informal and learning guide built by choosing best practices tested on field.

Description: Best practices manual on the use of informal and cooperative learning tools (how to use the web portal).

Cible: Human Resource working in SMEs, with specific reference to middle management; organisation and training bodies; consulting and advisory companies; researchers, teachers/trainers.

Résultat: A manual which collects best practices, identified by a test on field phase, on the use of the web portal.

Domaine d'application: Manual of best practices helpful to improve the web portal on innovation management.

Adresse du site Internet: www.innoskills.net; www.innosupport.net

Langues de produit: anglais

product files

Informal Learning Guide

InnoSkills_ILG_CZ.pdf

http://www.adam-europe.eu/prj/5251/prd/5/2/InnoSkills_ILG_CZ.pdf
Informal Learning Guide, Czech version

InnoSkills_ILG_DE.pdf

http://www.adam-europe.eu/prj/5251/prd/5/2/InnoSkills_ILG_DE.pdf
Informal Learning Guide, German version

InnoSkills_ILG_EN.pdf

http://www.adam-europe.eu/prj/5251/prd/5/2/InnoSkills_ILG_EN.pdf
Informal Learning Guide, English version

InnoSkills_ILG_IT.pdf

http://www.adam-europe.eu/prj/5251/prd/5/2/InnoSkills_ILG_IT.pdf
Informal Learning Guide, Italian version

InnoSkills_ILG_PT.pdf

http://www.adam-europe.eu/prj/5251/prd/5/2/InnoSkills_ILG_PT.pdf
Informal Learning Guide, Portuguese version

Project Tags

The project belongs to the following group(s):

Best Projects (<http://www.adam-europe.eu/adam/thematicgroup/MMVII>)