

Conflicts created on the basis of different cultural backgrounds in Small and Medium-Sized Enterprises

2009-1-PL1-LEO05-05053

<http://www.adam-europe.eu/adam/project/view.htm?prj=5648>

Projektinformationen

Titel: Conflicts created on the basis of different cultural backgrounds in Small and Medium-Sized Enterprises

Projektnummer: 2009-1-PL1-LEO05-05053

Jahr: 2009

Projekttyp: Innovationstransfer

Status: bewilligt

Land: PL-Polen

Marketing Text: The main aim of the project is providing beneficiaries (mostly company managers of SME sector) with effective tools dedicated to positive management of conflicts based on cultural differences in SME sector companies. The project's aim is also to enable, as well as facilitate further development of both knowledge and skills concerning positive management of conflicts, including experience sharing between interested parties. That is why an e-learning platform will be created, enabling in turn to share training materials, tools, as well as to stimulate discussion and experience sharing.

Zusammenfassung: The planned results of the Project are:

- Diagnosis of conflict variation, their sources and means of solving them in SME sector companies, carried out in partnering countries, based on questionnaire.
- Integrated tools supporting conflict and differences solving that frequently appear within SME sector. The tool will be mainly based on e-learning system "MUST", consisting of two elements: 1) virtual world where the user will encounter all sorts of conflict situations that require solving; 2) "Tutorial" covering all vital information connected with positive management of conflicts and differences within SME companies sector. The tool shall also contain training program depicting its effective usage. All project's products will be made available on a special e-learning platform, which will also enable sharing of experience and posting opinions of individuals interested in subject connected with positive management of conflicts and differences.
- Informing campaign promoting positive management of conflicts and cultural differences within SME sector companies (project's website, e-group, conferences and press articles, brochures, posters, the tool available on e-learning platform and CD-ROMs).
- Project's internet website, as well as e-group consisting of project partners and its beneficiaries.
- International Partner Management Plan prepared by coordinator (with active partners' cooperation) which main aim is facilitate international cooperation within project's borders (description of actions and detailed duty's description, task realization schedule, communication rules and solving of potential problems emerging during cooperation within project's borders).
- Evaluation reports enabling swift solving of potential problems and dealing with encountered obstacles connected with project's development, indicating progress and enabling implementation of all necessary changes.

Beschreibung: In order to work out effective supporting tools for company managers of SME sector in solving company's inner problems concerning conflicts and culture based differences the following actions have been planed:

- diagnosing types of potential conflicts, its sources and their solutions in SME sector companies. Such diagnosis will be carried out in all participating countries (Spain, Great Britain, Poland) based on questionnaire prepared by BD CENTER CONSULTING (Poland), cooperating with the partners. Every one of them will be responsible for conducting such analysis in their own country.
- Transfer of tool supporting positive management of conflicts and cultural differences (POCODIMA project), as well as adapting transferred tool to SME sector specification and managers' needs. This action will be supervised by Arber Enterprises Ltd. (Great Britain). Both transfer and adaptation processes will be a two part undertaking. The first part concerns substantial content transfer. Instituto Europeo para la Gestion de la Diversidad (Spain) prepares scenario content on the basis of that already created within POCODIMA project, as well as adapting them to suit SME sector. The second one concerns technological details and is connected with

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adjusting already worked out and adapted scenarios in accordance with present technological standards. Both IT tools (CD), as well as e-learning platform shall be prepared by Danmar Computers (Poland). After transfer's end Instituto Europeo para la Gestion de la Diversidad (Spain) will develop a training program that includes already created tools.

- Testing of worked out tools supporting positive management of conflicts and differences in companies of SME sector. Such a testing shall be conducted over the same course of time in all participating countries and this part of the project will be supervised by XXI INVESLAN (Spain). It will be a four-module undertaking. It will begin with a one day training for managers of SME sector companies. The second testing module will consist in distributing the tools on CD-ROMs, as well as sending the link to e-learning platform to 20 experts (5 experts per country), which will then assess these products by means of questionnaire. The third module's aim is to check the quality of the training program and the tool created by trainers of training facilities (5 trainers per country) and distributing tool on CD-ROMs and sending e-learning platform link. The last part will be tested among 20 workers (5 workers per country) by means of tool distribution on CD-ROMs, as well as e-learning platform link.

What is more, BD Center Consulting (Poland) will be responsible for both managing and coordination of all action within the project's borders and for monitoring and evaluation. On the other hand, Danmar Computer (Poland) will supervise the result distribution process.

Themen: *** Interkulturelles Lernen
 *** Fernlehre
 *** Unternehmen, KMU
 * Lebenslanges Lernen

Sektoren: * Exterritoriale Organisationen und Körperschaften
 * Private Haushalte mit Hauspersonal; Herstellung von Waren und Erbringung von Dienstleistungen durch Private Haushalte für den Eigenbedarf ohne Ausgeprägten Schwerpunkt

* Öffentliche Verwaltung, Verteidigung; Sozialversicherung
 * Erbringung von Sonstigen Wirtschaftlichen Dienstleistungen
 * Grundstücks- und Wohnungswesen
 * Erbringung von Finanz- und Versicherungsdienstleistungen
 * Verkehr und Lagerei
 * Handel; Instandhaltung Und Reparatur Von Kraftfahrzeugen
 * Baugewerbe/Bau
 * Wasserversorgung; Abwasser- und Abfallentsorgung und Beseitigung von Umweltverschmutzungen
 * Energieversorgung
 * Verarbeitendes Gewerbe/Herstellung von Waren
 * Bergbau und Gewinnung von Steinen und Erden
 * Gastgewerbe/Beherbergung und Gastronomie
 * Erbringung von Freiberuflichen, Wissenschaftlichen und Technischen Dienstleistungen
 * Gesundheits- und Sozialwesen
 * Erbringung von Sonstigen Dienstleistungen
 * Information und Kommunikation
 * Erziehung und Unterricht
 * Kunst, Unterhaltung und Erholung
 * Land- und Forstwirtschaft, Fischerei

Produkt Typen: Homepage
 Programme/Curricula
 Lehrmaterial
 Unterlagen für offenen Unterricht
 Fernlehre
 CD-ROM

Produktinformation: The main product elaborated within the project is Beyond Diversity e-learning platform which include training materials and stimulate discussion and experience

Projektinformationen

sharing.

The other products created under the project are:

- Scenario of Indicators that can generate conflicts in SMEs
- Polish Scenario of Indicators that Can Generate Conflicts in SMEs
- English Scenario of Indicators that Can Generate Conflicts in SMEs
- Project website
- Leaflet about the project
- Comparative analysis from desk research. Great Britain-Poland-Spain
- Summary report from surveys conducted in Poland, Great Britain and Spain among SME sector's companies and their workers
- Report from surveys conducted in Great Britain among SME sector's entrepreneurs and workers
- Report from surveys conducted in Spain among SME sector's entrepreneurs and workers
- Report from surveys conducted in Poland among SME sector's entrepreneurs and workers
- E-Learning platform
- The report containing results of testing WP4
- Newsletters

Projektwebseite: <http://www.beyond-diversity.eu/>

Vertragnehmer

Name: BD Center Pawel Walawender
Stadt: Rzeszów
Land/Region: Podkarpackie
Land: PL-Polen
Organisationstyp: KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage: <http://www.bdcenter.pl>

Kontaktperson

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Homepage:

Koordinator

Name: BD Center Pawel Walawender
Stadt: Rzeszów
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Land: PL-Polen
Organisationstyp: KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
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Homepage:

Partner

Partner 1

Name: OAKE ASSOCIATES
Stadt: Manchester
Land/Region: Greater Manchester
Land: UK-Vereinigtes Königreich
Organisationstyp: andere
Homepage: <http://www.oake-associates.co.uk/>

Partner 2

Name: Instituto Europeo para la Gestion de la Diversidad
Stadt: Barcelona
Land/Region: Cataluna
Land: ES-Spanien
Organisationstyp: andere
Homepage: <http://www.iegd.org>

Partner 3

Name: XXI INVESLAN, S.L.
Stadt: Bilbao
Land/Region: Pais Vasco
Land: ES-Spanien
Organisationstyp: andere
Homepage: <http://www.inveslan.com>

Partner 4

Name: Danmar Computers
Stadt: Rzeszów
Land/Region: Podkarpackie
Land: PL-Polen
Organisationstyp: andere
Homepage: <http://www.danmar-computers.com.pl>

Produkte

- 1 Spanish Scenario of Indicators that Can Generate Conflicts in SMEs
- 2 Polish Scenario of Indicators that Can Generate Conflicts in SMEs
- 3 English Scenario of Indicators that Can Generate Conflicts in SMEs
- 4 Project website
- 5 Leaflet about the project
- 6 Comparative analysis from desk research. Great Britain-Poland-Spain.
- 7 Summary report from surveys conducted in Poland, Great Britain and Spain among SME sector's
- 8 Report from surveys conducted in Great Britain among SME sector's entrepreneurs and workers.
- 9 Report from surveys conducted in Spain among SME sector's entrepreneurs and workers.
- 10 Report from surveys conducted in Poland among SME sector's entrepreneurs and workers.
- 11 E-Learning platform
- 12 The report containing results of testing WP4
- 13 Newsletters

Produkt 'Spanish Scenario of Indicators that Can Generate Conflicts in SMEs'

Titel: Spanish Scenario of Indicators that Can Generate Conflicts in SMEs

Produkttyp: andere

Marketing Text: The hereby study incorporates results of quantitative surveys conducted in Spain among SME sector's companies and their workers. The research was conducted under Beyond Diversity (Program: LIFELONG LEARNING PROGRAMME, Action: Leonardo da Vinci Innovation Transfer It was carried out from February to June 2010 and its most important aim was to diagnose SME sector's situation concerning conflicts based on cultural diversity.

Beschreibung: This desk research is focused on identifying the state of indicators what can cause loses to SMEs through a lack of efficiency generated by conflicts caused by defined diversity indicators: conflicts whether internal among employees and external created with clients, suppliers and other stakeholders.

Zielgruppe: SMEs

Resultat:

Anwendungsbereich:

Homepage: <http://www.beyond-diversity.eu/>

Produktsprachen: Englisch

product files

Spanish Scenario of Indicators that Can Generate Conflicts in SMEs

Spanish Scenario of Indicators that Can Generate Conflicts in SMEs.pdf

[http://www.adam-](http://www.adam-europe.eu/prj/5648/prd/1/2/Spanish%20Scenario%20of%20Indicators%20that%20Can%20Generate%20Conflicts%20in%20SMEs.pdf)

[europe.eu/prj/5648/prd/1/2/Spanish%20Scenario%20of%20Indicators%20that%20Can%20Generate%20Conflicts%20in%20SMEs.pdf](http://www.adam-europe.eu/prj/5648/prd/1/2/Spanish%20Scenario%20of%20Indicators%20that%20Can%20Generate%20Conflicts%20in%20SMEs.pdf)

This desk research is focused on identifying the state of indicators what can cause loses to SMEs through a lack of efficiency generated by conflicts caused by defined diversity indicators: conflicts whether internal among employees and external created with clients, suppliers and other stakeholders.

Produkt 'Polish Scenario of Indicators that Can Generate Conflicts in SMEs'

Titel: Polish Scenario of Indicators that Can Generate Conflicts in SMEs

Produkttyp: andere

Marketing Text: The hereby study incorporates results of quantitative surveys conducted in Poland among SME sector's companies and their workers. The research was conducted under Beyond Diversity (Program: LIFELONG LEARNING PROGRAMME, Action: Leonardo da Vinci Innovation Transfer It was carried out from February to June 2010 and its most important aim was to diagnose SME sector's situation concerning conflicts based on cultural diversity.

Beschreibung: Desk Research Analysis prepared by three project partners has aim of gathering general information which will in turn outline the current image of the situation, that occurs due to conflicts based on cultural differences in companies of SME sector.

Zielgruppe: SMEs

Resultat:

Anwendungsbereich:

Homepage: <http://beyond-diversity.eu/>

Produktsprachen: Englisch

product files

Polish Scenario of Indicators that Can Generate Conflicts in SMEs

Polish Scenario of Indicators that Can Generate Conflicts in SMEs_EN.pdf

[http://www.adam-](http://www.adam-europe.eu/prj/5648/prd/2/2/Polish%20Scenario%20of%20Indicators%20that%20Can%20Generate%20Conflicts%20in%20SMEs_EN.pdf)

[europe.eu/prj/5648/prd/2/2/Polish%20Scenario%20of%20Indicators%20that%20Can%20Generate%20Conflicts%20in%20SMEs_EN.pdf](http://www.adam-europe.eu/prj/5648/prd/2/2/Polish%20Scenario%20of%20Indicators%20that%20Can%20Generate%20Conflicts%20in%20SMEs_EN.pdf)

Desk Research Analysis prepared by three project partners has aim of gathering general information which will in turn outline the current image of the situation, that occurs due to conflicts based on cultural differences in companies of SME sector.

Produkt 'English Scenario of Indicators that Can Generate Conflicts in SMEs'

Titel: English Scenario of Indicators that Can Generate Conflicts in SMEs

Produkttyp: andere

Marketing Text: The hereby study incorporates results of quantitative surveys conducted in Great Britain among SME sector's companies and their workers. The research was conducted under Beyond Diversity (Program: LIFELONG LEARNING PROGRAMME, Action: Leonardo da Vinci Innovation Transfer It was carried out from February to June 2010 and its most important aim was to diagnose SME sector's situation concerning conflicts based on cultural diversity.

Beschreibung: The views expressed in this report reflect research conducted by OAKE Associates Ltd in conjunction with the Leonardo da Vinci Project Transfer of Innovation project "Beyond Diversity".

Zielgruppe: SMEs

Resultat:

Anwendungsbereich:

Homepage: <http://beyond-diversity.eu/>

Produktsprachen: Englisch

product files

English Scenario of Indicators that Can Generate Conflicts in SMEs

English Scenario of Indicators that Can Generate Conflicts in SMEs.pdf

[http://www.adam-](http://www.adam-europe.eu/prj/5648/prd/3/2/English%20Scenario%20of%20Indicators%20that%20Can%20Generate%20Conflicts%20in%20SMEs.pdf)

[europe.eu/prj/5648/prd/3/2/English%20Scenario%20of%20Indicators%20that%20Can%20Generate%20Conflicts%20in%20SMEs.pdf](http://www.adam-europe.eu/prj/5648/prd/3/2/English%20Scenario%20of%20Indicators%20that%20Can%20Generate%20Conflicts%20in%20SMEs.pdf)

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Produkt 'Project website'

Titel: Project website

Produkttyp: Homepage

Marketing Text: Project website includes general information about the project.

Beschreibung:

Zielgruppe: SMEs

Resultat:

Anwendungsbereich: This output is a tool for dissemination of all project outcomes at national / European / international level.

Homepage: <http://beyond-diversity.eu/>

Produktsprachen: Englisch
Spanisch
Polnisch

Produkt 'Leaflet about the project'

Titel: Leaflet about the project

Produkttyp: andere

Marketing Text: Leaflet about project has been developed to ensure wide dissemination at European/national/local levels

Beschreibung: Leaflet about the project is a multilingual dissemination material for facilitation of spread of information about the project and its outcomes.

Zielgruppe: The leaflet is being used by partners for the wide dissemination activities.

Resultat: Leaflet about the project was designed in English language, translated into all national languages of partnership and published in 3000 copies in total.

Anwendungsbereich: This dissemination material is being spread during various events within and beyond the partnership as well as through local / national / European networks, that project partners are capable to reach.

Homepage: <http://beyond-diversity.eu/>

Produktsprachen: Spanisch
Polnisch
Englisch

product files

Beyond Diversity_leaflet2_ENG

Beyond Diversity Brochure Outside_Oake.pdf

http://www.adam-europe.eu/prj/5648/prd/5/4/Beyond%20Diversity%20Brochure%20Outside_Oake.pdf

Leaflet about the project is a multilingual dissemination material for facilitation of spread of information about the project and its outcomes.

Beyond Diversity_leaflet_ENG

Beyond Diversity Brochure Inside_Oake.pdf

http://www.adam-europe.eu/prj/5648/prd/5/3/Beyond%20Diversity%20Brochure%20Inside_Oake.pdf

Leaflet about the project is a multilingual dissemination material for facilitation of spread of information about the project and its outcomes.

Beyond Diversity_leaflet_ES

Beyond Diversity_leaflet_ES.pdf

http://www.adam-europe.eu/prj/5648/prd/5/2/Beyond%20Diversity_leaflet_ES.pdf

Leaflet about the project is a multilingual dissemination material for facilitation of spread of information about the project and its outcomes.

BEYOND DIVERSITY leaflet_PL.pdf

http://www.adam-europe.eu/prj/5648/prd/5/1/BEYOND%20DIVERSITY%20leaflet_PL.pdf

Leaflet about the project is a multilingual dissemination material for facilitation of spread of information about the project and its outcomes.

Produkt 'Comparative analysis from desk research. Great Britain-Poland-Spain.'

Titel: Comparative analysis from desk research. Great Britain-Poland-Spain.

Produkttyp: andere

Marketing Text: The hereby study incorporates results of quantitative surveys conducted in Spain, Poland and Great Britain among SME sector's companies and their workers. The research was conducted under Beyond Diversity (Program: LIFELONG LEARNING PROGRAMME, Action: Leonardo da Vinci Innovation Transfer It was carried out from February to June 2010 and its most important aim was to diagnose SME sector's situation concerning conflicts based on cultural diversity.

Beschreibung: The aim of this research is conducting a comparative analysis of the factors belonging to the partnership countries implementing this project (i.e. Spain, Poland and Great Britain) which directly or indirectly tie in with conflicts, creating an atmosphere which might become (or not) a fertile ground for new conflicts. At the same time this analysis stands for a follow-up of those already written that characterize in details the specific situation of each of the partners.

Zielgruppe: SMEs

Resultat:

Anwendungsbereich:

Homepage: <http://beyond-diversity.eu/>

Produktsprachen: Englisch

product files

Comparative analysis from desk research. Great Britain-Poland-Spain.

Comparative analysis from desk research. Great Britain-Poland-Spain..pdf

<http://www.adam-europe.eu/prj/5648/prd/6/2/Comparative%20analysis%20from%20desk%20research.%20Great%20Britain-Poland-Spain..pdf>
The aim of this research is conducting a comparative analysis of the factors belonging to the partnership countries implementing this project (i.e. Spain, Poland and Great Britain) which directly or indirectly tie in with conflicts, creating an atmosphere which might become (or not) a fertile ground for new conflicts. At the same time this analysis stands for a follow-up of those already written that characterize in details the specific situation of each of the partners.

Produkt 'Summary report from surveys conducted in Poland, Great Britain and Spain among SME sector's companies and their workers.'

Titel: Summary report from surveys conducted in Poland, Great Britain and Spain among SME sector's companies and their workers.

Produkttyp: andere

Marketing Text: The hereby study incorporates results of quantitative surveys conducted in Poland, Great Britain and Spain among SME sector's companies and their workers. The research was conducted under Beyond Diversity (Program: LIFELONG LEARNING PROGRAMME, Action: Leonardo da Vinci Innovation Transfer It was carried out from February to June 2010 and its most important aim was to diagnose SME sector's situation concerning conflicts based on cultural diversity.

Beschreibung: The first part of the report contains a small description of methodological concepts of survey research in Poland, together with a general characteristic of the surveyed community, focusing extensively on demographic and social profile of both employers and their employees. The second chapter deals with results of analysis of research conducted among employers concerning employment of foreigners in companies, trainings and protection of employees, as well as management strategies in terms of conflict and mediation within company's environment. The next chapter contains analysis of research conducted among employees in terms of conflicts in their workplace and area concerning training and professional development. The last part of the hereby study presents the comparative analysis of selected variables. The report is concluded with a synthetic summary.

Zielgruppe: SMEs

Resultat:

Anwendungsbereich:

Homepage: <http://beyond-diversity.eu/>

Produktsprachen: Englisch

product files

Summary report from surveys conducted in Poland, Great Britain and Spain

Summary report from surveys conducted in Poland, Great Britain and Spain..pdf

[http://www.adam-](http://www.adam-europe.eu/prj/5648/prd/7/2/Summary%20report%20from%20surveys%20conducted%20in%20Poland%2C%20Great%20Britain%20and%20Spain..pdf)

[europe.eu/prj/5648/prd/7/2/Summary%20report%20from%20surveys%20conducted%20in%20Poland%2C%20Great%20Britain%20and%20Spain..pdf](http://www.adam-europe.eu/prj/5648/prd/7/2/Summary%20report%20from%20surveys%20conducted%20in%20Poland%2C%20Great%20Britain%20and%20Spain..pdf)

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Produkt 'Report from surveys conducted in Great Britain among SME sector's entrepreneurs and workers.'

Titel: Report from surveys conducted in Great Britain among SME sector's entrepreneurs and workers.

Produkttyp: andere

Marketing Text: The hereby study incorporates results of quantitative research conducted in England among SME sector's entrepreneurs and their workers. Research was developed within project's boundaries of Beyond Diversity (Program: LIFELONG LEARNING PROGRAMME, Action: Leonardo da Vinci Innovation Transfer). It was carried out from February to June 2010 and its most important aim was to diagnose SME sector's situation concerning conflicts based on cultural diversity.

Beschreibung: The report from questionnaire research conducted in Great Britain is a one part of the final report that includes reports from similar questionnaire research conducted in Poland and Spain, as well as comparison of the results.

Zielgruppe: SMEs

Resultat:

Anwendungsbereich:

Homepage: <http://beyond-diversity.eu/>

Produktsprachen: Englisch

Produkt 'Report from surveys conducted in Spain among SME sector's entrepreneurs and workers.'

Titel: Report from surveys conducted in Spain among SME sector's entrepreneurs and workers.

Produkttyp: andere

Marketing Text: The hereby study contains results of the research conducted among representatives of both employers, as well as employees functioning in Spain. The research was conducted during the time period from February to June 2010 as a part of "Beyond Diversity" project. The aim of the research was reaching a diagnosis concerning situation in sector of small and medium enterprises in terms of conflicts.

Beschreibung: The survey used for quantitative research in Spain was of electronic type, which in turn lead to creation of base containing electronic addresses of enterprises from SME sector. Based on criterion mentioned above with exception of self-employed. In Spanish research there were however, 18 large enterprises employing 250 or more workers.

Zielgruppe: SMEs

Resultat:

Anwendungsbereich:

Homepage: <http://beyond-diversity.eu/>

Produktsprachen: Englisch

product files

Report from surveys conducted in Spain

Report from surveys conducted in Spain among SME sector's.pdf

<http://www.adam-europe.eu/prj/5648/prd/9/2/Report%20from%20surveys%20conducted%20in%20Spain%20among%20SME%20sector%27s.pdf>
The survey used for quantitative research in Spain was of electronic type, which in turn lead to creation of base containing electronic addresses of enterprises from SME sector. Based on criterion mentioned above with exception of self-employed. In Spanish research there were however, 18 large enterprises employing 250 or more workers.

Produkt 'Report from surveys conducted in Poland among SME sector's entrepreneurs and workers.'

Titel: Report from surveys conducted in Poland among SME sector's entrepreneurs and workers.

Produkttyp: andere

Marketing Text: The hereby study incorporates results of quantitative research conducted in Poland among SME sector's entrepreneurs and their workers. Research was developed within project's boundaries of Beyond Diversity (Program: LIFELONG LEARNING PROGRAMME, Action: Leonardo da Vinci Innovation Transfer). It was carried out from February to June 2010 and its most important aim was to diagnose SME sector's situation concerning conflicts based on cultural diversity.

Beschreibung: The first part of the report contains a small description of methodological concept of survey research in Poland, together with a general characteristic of the surveyed community, focusing extensively on demographic and social profile of both employers and their employees. The second chapter deals with results of analysis of research conducted among employers concerning employment of foreigners in companies, trainings and security of employees, as well as management strategies in terms of conflict and mediation within company's environment. The next chapter contains analysis of research conducted among Polish employees in terms of conflicts in their workplace and area concerning training and professional development. The last part of the hereby study presents the comparative analysis of selected variables. The report is concluded with a synthetic summary.

Zielgruppe: SMEs

Resultat:

Anwendungsbereich:

Homepage: <http://beyond-diversity.eu/>

Produktsprachen: Englisch

product files

Report from surveys conducted in Poland among SME sector's

Report from surveys conducted in Poland among SME sector's.pdf

[http://www.adam-](http://www.adam-europe.eu/prj/5648/prd/10/2/Report%20from%20surveys%20conducted%20in%20Poland%20among%20SME%20sector%27s.pdf)

[europe.eu/prj/5648/prd/10/2/Report%20from%20surveys%20conducted%20in%20Poland%20among%20SME%20sector%27s.pdf](http://www.adam-europe.eu/prj/5648/prd/10/2/Report%20from%20surveys%20conducted%20in%20Poland%20among%20SME%20sector%27s.pdf)

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Produkt 'E-Learning platform'

Titel: E-Learning platform

Produkttyp: Fernlehre

Marketing Text: This course allows users to interact with the training tool and share experience and best practices. This exchange will surely enrich all companies to develop efficient strategies, to combat discrimination and reduce the human and economic cost of conflicts. This course will take you through situations that may also happen in your enterprise. And you will have to think about different solutions for conflicts that may arise.

Beschreibung: The tool will be based on e-learning 'MUST' system that consists of two elements: 1) virtual world, where the user will encounter conflict situations that require solving; 2) 'Tutorial', which will cover all relevant information concerning subject of positive management and differences in companies of SME sector. The tool will also contain a training program that will present an effective way of using its content.

Zielgruppe: SMEs

Resultat:

Anwendungsbereich:

Homepage: <http://lms.beyond-diversity.eu/index.php>

Produktsprachen: Polnisch
Englisch
Spanisch

Produkt 'The report containing results of testing WP4'

Titel: The report containing results of testing WP4

Produkttyp: andere

Marketing Text: The hereby study incorporates results of testing conducted among Managers, Experts, Trainers and Employees in Poland, Spain and Graet Britain. Based on the comments and opinions of the individual test gropus contained in the report an enhanced version of the final product was developed.

Beschreibung: A relevant number of participants in all countries assessed the Beyond Diversity e-learning environment: managers, experts, trainers and employees. It was possible to identify a great variety of professional's background, even if the education field was the more representative. Based on the questionnaires this report was elaborated.

Zielgruppe: SMEs

Resultat:

Anwendungsbereich:

Homepage: <http://www.beyond-diversity.eu/>

Produktsprachen: Englisch

product files

The report containing results of testing WP4

Raport z analizy potrzeb.pdf

<http://www.adam-europe.eu/prj/5648/prd/13/2/Raport%20z%20analizy%20potrzeb.pdf>

Produkt 'Newsletters'

Titel: Newsletters

Produkttyp: andere

Marketing Text: Newsletter about project has been developed to ensure wide dissemination at European/national/local levels

Beschreibung: Newsletter is a multilingual dissemination material for facilitation of spread of information about the project and its outcomes.

Zielgruppe: The Newsletter is being used by partners for sending information to the target groups

Resultat: Newsletter was designed in English language, translated into all national languages of partnership and published every three month

Anwendungsbereich: This dissemination material is being spread by mailing lists to provide information to the appropriate target groups

Homepage:

Produktsprachen: Spanisch
Polnisch
Englisch

Veranstaltungen

3rd international meeting

Datum 19.09.2011

Beschreibung The last international meeting attended by BD Center, Danmar Computers, OAKE ASSOCIATES, XXI INVESLAN S.L., European Institute for Managing Diversity

Zielgruppe Partner of the project

Öffentlich Geschlossene Veranstaltung

Kontaktinformation

Zeitpunkt und Ort 19th and 20th of September 2011 in Barcelona, Spain

2nd international meeting

Datum 19.09.2010

Beschreibung The second international meeting attended by BD Center, Danmar Computers, OAKE ASSOCIATES, XXI INVESLAN, S.L., European Institute for Managing Diversity.

Zielgruppe Partners of the project

Öffentlich Geschlossene Veranstaltung

Kontaktinformation

Zeitpunkt und Ort 13th and 14th of September, 2010 in Manchester UK

1st Steering Committee Meeting

Datum 31.03.2010

Beschreibung Partners from Poland, Spain and England gathered to discuss essential issues related to successful project execution.

Zielgruppe Partners of the project.

Öffentlich Geschlossene Veranstaltung

Kontaktinformation

Zeitpunkt und Ort 18th and 19th March, 2010 in Rzeszów, Poland