Projects and Products Portal for Leonardo da Vinci

Perspectives 360

UK/10/LLP-LdV/TOI-371

http://www.adam-europe.eu/adam/project/view.htm?prj=6703

Projektinformationen

Titel:	Perspectives 360
Projektnummer:	UK/10/LLP-LdV/TOI-371
Jahr:	2010
Projekttyp:	Innovationstransfer
Status:	abgeschlossen
Land:	UK-Vereinigtes Königreich
Marketing Text:	Dieses Projekt hat als Ziel die Benutzung eines 360 Grad Management Fertigkeit Beurteilung Werkzeugs: Perspectives 360, vom Vereinigtes Königreich zum Griechenland, Slowenien, Rumänien, zur Slowakei und zum Irland zu übertragen. Das Ergebnis wird die Beurteilung der 300 KMU Manager und die Entwicklung der Europäische Management Fertigkeiten Benchmark Datenbank. Aus diesem Projekt folgen neue Verständnise und die Akzeptierung der 360 Grad Beurteilung und der Feedback-Modelle, und ihre Benutzung in der Anerkennung der Fertigkeiten und Kompetenze.
Zusammenfassung:	SMEs employ 80+ million people across Europe and are critical to the EU economy. Whilst research confirms the positive relationship between organisational capability, in particular management capability, and small business performance, SMEs are less likely to participate in training than larger organisations. It is also widely accepted that SMEs face special challenges in relation to investing in workplace training including a perceived lack of relevance and appropriateness of products for SMEs. Engaging managers from SMEs in practical, innovative and qualification based training is a challenge across Europe. This project transferred the use of a 360 management skills assessment tool, Perspectives 360, from the UK to 5 European countries, resulting in the assessment of over 300 SME managers and the development of the European Management Skills Benchmark Database. The project aimed to increase the attractiveness of VET, and the use of innovating ICT-based VET assessment practices and impacted on the performance of SMEs/SME managers. Perspectives 360 was delivered by ETA (UK/PO), ISME (Ireland), KADIS (Slovenia), CP (Greece), CIDaf (Romania) , KNO (Slovakia) with CMI (UK). Partners adapted and deveoloped an existing 360 assessment product including translation and contextualisation to meet local labour market needs. They also set up a network of 6 Perspectives 360 assessment centres responsible for engaging 300 SME managers in the piloting of the product. Managers received feedback and an 8 page skills report incorporating a Personal Development Plan, automatically generated by Perspectives 360. The project published a series of Management Skills Benchmarking Reports and a comparative skills report resulting from the European Management Skills Benchmark Database. This project resulted in new insight, understanding and acceptance of 360 degree assessment and feedback models and their use in VET assessment and recognition of skills and competence. The Partners will further develop and sustain the project through a comprehensive dissemination strategy designed to support the commercialisation of the product through the exploitation strategy. The partner network will create new capacity and capability to increase the network by setting up a network of assessment centres in other European countries thereby impacting not only at a regional/national level, but also at a European level. The ultimate project impact is the improvement the management capability and performance of SMEs.
Beschreibung:	Fulfilled Project objectives: 1. To adapt & transfer the 360 skill assessment tool for use with SMEs managers in Ireland, Slovenia, Slovakia, UK, Greece and Romania 2. To field test/evaluate the effectiveness and impact of the assessment tool with 300 SME managers in Partner countries 3. To conduct a comparative analysis of the skills of SME managers in Partner countries 4. To publish a set of national management skills benchmarking reports 5. To disseminate the project results to stakeholders across Europe 6. To establish the European Management Skills Benchmarking Database 7. To develop a strategy to create a network of Perspectives 360 assessment centres.

Projektinformationen

Themen:
*** Lebenslanges Lernen
*** Unternehmen, KMU
*** Weiterbildung
** Interkulturelles Lernen
* IKT

Sektoren:
* 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
* 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
Verfahren zur Analyse und Prognose des Berufsbildungsbedarfes
Lehrmaterial
andere

Produktinformation: Perspectives 360 is an on-line 360 degree management skills assessment tool, originally available in English, which is now also available in Greek, Slovene, Romanian and Lithuanian as a result of this project.

Projektwebseite: http://www.exponentialtraining.com/about/eu-projects/perspectives-360

Vertragnehmer

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Land/Region:	East Midlands
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Organisationstyp:	andere
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Partner

Partner 1

Name: Centrul De Inovare Si Dezvoltare De Afaceri
Stadt: Bucharest
Land/Region: Bucuresti
Land: RO-Rumänien
Organisationstyp: andere
Homepage: http://www.cidaf.ro

Partner 2

Name: KADIS Kadrovsko Izobraževalni Inženiring d.o.o.
Stadt: Ljubljana
Land/Region: Slovenija
Land: SI-Slowenien
Organisationstyp: andere
Homepage: http://www.kadis.si

Partner 3

Name: ISM Vadybos ir Ekonomikosuniversitetas
Stadt: Kaunus
Land/Region: Lietuva
Land: LT-Litauen
Organisationstyp: Universität/Fachhochschule/Akademie
Homepage: http://www.ism.lt

Partner 4

Name: Irish Small and Medium Enterprises Association Ltd
Stadt: Dublin
Land/Region: Southern and Eastern
Land: IE-Irland
Organisationstyp: andere
Homepage: http://www.isme.ie

Partner

Partner 5

Name:	Best Cybernetics
Stadt:	Patras
Land/Region:	Dytiki Ellada
Land:	EL-Griechenland
Organisationstyp:	andere
Homepage:	http://www.cybernetpoint.com

Partner 6

Name:	Chartered Management Institute
Stadt:	Corby
Land/Region:	East Midlands
Land:	UK-Vereinigtes Königreich
Organisationstyp:	andere
Homepage:	http://www.managers.org.uk

Projektdateien

Evaluation Report.docx

http://www.adam-europe.eu/prj/6703/prj/Evaluation%20Report.docx

Evaluation Report

Facilitators Survey Report.docx

http://www.adam-europe.eu/prj/6703/prj/Facilitators%20Survey%20Report.docx

Facilitators Survey Report

Managers Survey Report.docx

http://www.adam-europe.eu/prj/6703/prj/Managers%20Survey%20Report.docx

Managers Survey Report

P360-Piloting-Leaflet-SMEs.pdf

http://www.adam-europe.eu/prj/6703/prj/P360-Piloting-Leaflet-SMEs.pdf

Promotional leaflet about piloting opportunities

P360ProjectLeaflet.pdf

http://www.adam-europe.eu/prj/6703/prj/P360ProjectLeaflet.pdf

Project Leaflet

P360ProjectPresentation.ppt

http://www.adam-europe.eu/prj/6703/prj/P360ProjectPresentation.ppt

P360 project presentation

P360 Risk Register and Management Plan (Revised).doc

http://www.adam-europe.eu/prj/6703/prj/P360%20Risk%20Register%20and%20Management%20Plan%20%28Revised%29.doc

Risk Register and Management Plan

Perspectives 360 Comparative Summary Report EN.pdf

http://www.adam-europe.eu/prj/6703/prj/Perspectives%20360%20Comparative%20Summary%20Report%20EN.pdf

Perspectives 360 Comparative Summary Report

Report P360 Trainer and Facilitator course.docx

http://www.adam-europe.eu/prj/6703/prj/Report%20P360%20Trainer%20and%20Facilitator%20course.docx

Report - Perspectives 360 trainer and facilitator course

SME Management Benchmark Report Ireland.doc

http://www.adam-europe.eu/prj/6703/prj/SME%20Management%20Benchmark%20Report%20Ireland.doc

SME Management Skills Benchmark Report - Ireland

SME Management Skills Benchmark Report - Greece - EN.doc

http://www.adam-europe.eu/prj/6703/prj/SME%20Management%20Skills%20Benchmark%20Report%20-%20Greece%20-%20EN.doc

SME Management Skills Benchmark Report - Greece

Projektdateien

SME Management Skills Benchmark Report - Lithuania.docx

http://www.adam-europe.eu/prj/6703/prj/SME%20Management%20Skills%20Benchmark%20Report%20-%20Lithuania.docx

SME Management Skills Benchmark Report - Lithuania

SME Management Skills Benchmark Report - Romania - EN.pdf

http://www.adam-europe.eu/prj/6703/prj/SME%20Management%20Skills%20Benchmark%20Report%20-%20Romania%20-%20EN.pdf

SME Management Skills Benchmark Reports - Romania

SME Management Skills Benchmark Report - Slovenia - EN.docx

http://www.adam-europe.eu/prj/6703/prj/SME%20Management%20Skills%20Benchmark%20Report%20-%20Slovenia%20-%20EN.docx

SME Management Skills Benchmark Report - Slovenia

SME Management Skills Benchmark Report - UK 2012.doc

http://www.adam-europe.eu/prj/6703/prj/SME%20Management%20Skills%20Benchmark%20Report%20-%20UK%202012.doc

SME Management Skills Benchmark Report - UK

Produkte

1 Perspectives 360

2 Perspectives 360 Facilitator Training

Produkt 'Perspectives 360'

Titel:	Perspectives 360
Produkttyp:	Verfahren zur Analyse und Prognose des Berufsbildungsbedarfes
Marketing Text:	Perspectives 360 is a simple and effective 360 degree on-line management skills assessment system, which is now available in multiple languages. The system allows for managers and those assessing them to do so in a variety of languages and for the resulting report to be produced in any one of the available languages. The report includes graphs and a set of personalised development suggestions.
Beschreibung:	An on-line 360 desgree management skills assessment system available in mutilple languages.
Zielgruppe:	SME managers
Resultat:	Each manager receives an 8 page report providing graphs and text comparing their self-assessment with the average of the other participants in the assessment. The repport also includes a set of 25 personalised development actions designed to improve management performance.
Anwendungsbereich:	Assessment and development of management skills
Homepage:	www.perspectives360.eu/m
Produktsprachen:	Slowenisch Rumänisch Litauisch Griechisch Englisch

Produkt 'Perspectives 360 Facilitator Training'

Titel:	Perspectives 360 Facilitator Training
Produkttyp:	Lehrmaterial
Marketing Text:	Perspectives Facilitator training provides everyhting that propsectives users of the system need in order to be able to sell and administer Perspectives 360 and deliver successful feedback meetings to managers.
Beschreibung:	Perspectives 360 will be available across the partner countries on a licence basis, with partners taking the lead on recruiting customers post project. Those purchasing licences will be trained in how to use the on-line system, how to seel licences and how to deliver feedback meetings. A complete training package covering each of these roles has been adapted and translated into all partner languages.
Zielgruppe:	VET trainers
Resultat:	3 Perspectives 360 Facilitators trained to date
Anwendungsbereich:	Training of VET staff to use perspectives 360 to assess the skills of managers
Homepage:	http://www.exponentialtraining.com/about/eu-projects/perspectives-360/
Produktsprachen:	Englisch Griechisch Slowenisch Litauisch Rumänisch