

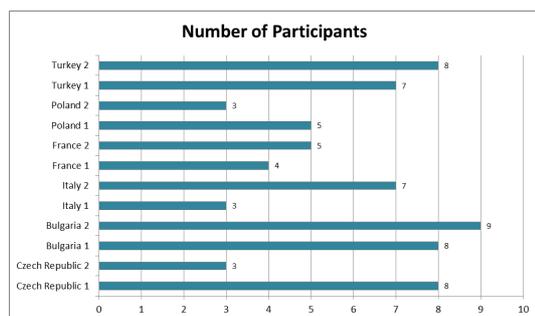
27.08.2012, Sofia, Bulgaria

EMOLL latest developments

Dear readers,

in this Newsletter we would like to share with you the latest developments in our *EMOLL* project.

The 12 pilot organizations (two per each partner country) were trained and became familiar with the innovative *EMOLL* methodology. During the project implementation phase 70 people took part in *EMOLL* workshops.



A set of Key Performance Indicators was elaborated and measurement cards were developed for each organisation.

EMOLL methodology was adjusted to specificities of each beneficiary organization.

During the validation phase it was positively assessed that the fundamental principles of *EMOLL* methodology form a solid and reliable implementation platform.

In general, the possibility to apply such model depends on the size and mission of the organization, time and resources available, current company condition and expectations and this should be taken into consideration in the updated *EMOLL* methodology document.

The organizations opened to a new, qualitative and innovative approach in measurement and evaluation of areas oriented to the support of an efficient HR management and development at the same time. The *EMOLL* method can change the view of value of HR, within an organization, from seeing it as a "costly" item (the first one in line for cutbacks) to approach it as an investment into the achievability of organization's visions and strategies.

It was highlighted that the methodology contributes to better connections between training planning and the business strategy of the company as it helps to give appropriate importance to the training since it shows how it can be directly related and supportive to company's mission and strategic goals.



The *EMOLL* methodology proved to be implementable and able to provide a systematic approach to evaluation and measurement of education efficiency and efficacy in all types of organizations which were involved in the validation phase

For more on *EMOLL* project see:

<http://www.emoll.eu/>