

## Newsletter #5

### A FIRST ELABORATION OF THE TRAINING PROGRAMME

Legal coordinator:



Confederación de Cuadros y Profesionales  
www.confuadros.com

The FIT-Managers training program is aimed at helping managers to acquire non-professional competences, to perform well and better adapt to an increasingly challenged business environment. It is based on 4 different modules: health, sports, nutrition and attitudes. These modules have been created together with experts which allowed for the development of solid programmes.

Operational coordinator:



Instituto de Formación Integral—IFI  
www.ifionline.com

For each modules, two manuals have been drafted: one addressed to future trainers, and one addressed to the final trainees. These manuals are practice-oriented with small exercises to be done throughout the training process.



Confédération européenne des Cadres  
www.cec-managers.org



Fundação Escola Profissional Setúbal  
www.eps.pt



Kaunas University of Technology  
www.ktu.lt

### THE TESTING STAGE

The FIT-MANAGERS training programme can only be exploited once a working methodology has been confirmed. Aware of the complexity of making the program adaptable to all managers throughout Europe, a testing phase is conducted looking at the quality of the training programme in relation to the context in which it must operate. During this stage, the product is used by volunteering trainers and trainees. Possible flaws will be detected and the best methodology of implementation will be defined.

➤ **The pilot course for trainers:**

The trainers have been selected by the project partners according the relevance of their professional skills. They were first presented the 4 modules of the programme. Throughout the testing stage, the trainers have an access to an online platform on the FIT-MANAGERS website and can exchange information and opinions with the project partners. The three main objectives for the trainers' pilot course are:

- to check the interchangeability of the information contained in the final product,
- to develop methodologies for the implementation of the training programme,
- to test the technology of the online platform.

➤ **The pilot course for trainees:**

Once the trainers were ready to start the program, they were introduced to the volunteering trainees and the trainee's pilot course began. The three objectives for this second pilot course were:

- to test and evaluate the methodologies applied,
- to test and evaluate the technology of the online platform,
- to test the content and effectiveness of the training program.

➤ **Evaluation of the pilot courses:**

The project partners are monitoring and evaluating the two pilot courses—for the trainers and for the trainee—through questionnaires and interviews conducted at the beginning, at the middle and at the end of the testing phase.

First results of this monitoring and evaluation process show that the trainers found their pilot course generally good. Concerning the training programme for managers, it was suggested to develop a more interactive learning process.



### FOCUS: Final conference in Brussels

As the FIT-MANAGERS project reaches its final stage, the project partners are organising an international conference in Brussels to present to all interested stakeholders the current results as well as the training program.

**The conference will take place on Wednesday, 12 September 2012 at the European Economic and Social Committee.**

**All interested persons are invited to register to this event by contacting:**

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