

Holon T4T - Formation de formateurs

2011-1-PL1-LEO05-19899

<http://www.adam-europe.eu/adam/project/view.htm?prj=9551>

Information sur le projet

Titre: Holon T4T - Formation de formateurs

Code Projet: 2011-1-PL1-LEO05-19899

Année: 2011

Type de Projet: Projets de transfert d'innovation

Statut: En cours

Pays: PL-Pologne

Accroche marketing: Le projet «HOLON T4T- Formation de formateurs" vise à aider les familles propriétaires de petites et moyennes entreprises d'Europe (PME) en leur fournissant des compétences et des connaissances spécifiques pour résoudre les conflits liés à la problématique de la succession, la superposition famille - entreprise, les conflits de relations entre les employés membres de la famille propriétaire et les employés externes.

Résumé: Project HOLON T4T was a continuation of HOLON project and exploited and takes advantage of it's main result - e-learning course "An e-learning systemic training to improve interplay of work, health and organization". This course provided the necessary knowledge to analyze the enterprise as a whole or in its different parts as a mean to detect dysfunctions and apply change strategies to improve interpersonal conflictive relationships.

Description: Our aims:

1. To create e-learning educational tool for managers that will allow them to expand their knowledge about the company and the business environment, to diagnose and prevent conflicts between people within the organization.
2. To develop skills and knowledge of trainers from Poland and Finland - to create possibility for them to become experts in the field of training and consulting on conflict management in family businesses. E-learning course created during the project will be a supportive tool for conducting the blended learning training referring to relationship's management in family businesses.
3. To inform the greatest number of managers of SMEs and private and public sector representatives of how important is knowledge about efficient relationship's management, both in terms of internal and external management.

Thèmes: *** Divers
*** Entreprise, TPE, PME
** Marché du travail
** Formation tout au long de la vie
** Formation ouverte et à distance
** Formation continue

Sectors: *** Enseignement

Types de Produit: Matériel pour l'enseignement
Autres
CD-ROM
Modules
Site Internet
DVD
Matériel d'apprentissage

Information sur le produit: 1. New e-learning course supplemented with content dedicated to family businesses, validated among 30 SMEs and translated into four languages (EN, PL, FI, ES)
2. Pilot Training: 2-days for 12 participants (future trainers / consultants)
3. Project website <http://holont4t.euproject.org>

Page Web du projet: <http://holont4t.euproject.org>

Contractant du projet

Nom: IDEA! Management Consulting Ltd.
Ville: Warsaw
Pays/Région: Mazowieckie
Pays: PL-Pologne
Type d'organisation: Entreprise de petite et de moyenne taille (jusqu'à 250 employés)
Site Internet: <http://www.idea-mc.pl>

Personne de contact

Nom: Anna Szmigiel
Adresse: Karwiska 21
Ville: Warsaw
Pays: PL-Pologne
Téléphone: +48(22) 331 66 99
Fax: +48(22) 331 66 94
E-mail: asz@idea-mc.pl
Site internet: <http://www.idea-mc.pl>

Coordinateur

Nom: IDEA! Management Consulting Ltd.
Ville: Warsaw
Pays/Région: Mazowieckie
Pays: PL-Pologne
Type d'organisation: Entreprise de petite et de moyenne taille (jusqu'à 250 employés)
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Téléphone: +48(22) 331 66 99
Fax: +48(22) 331 66 94
E-mail: asz@idea-mc.pl
Site internet: <http://www.idea-mc.pl>

Partenaire

Partner 1

Nom: Noema-CMI
Ville: Lohilahti
Pays/Région: Etelä-Suomi
Pays: FI-Finlande
Type d'organisation: Autres
Site Internet: <http://www.noema.fi>

Partner 2

Nom: Instituto de la Familia Pedro Herrero -Diputación de Alicante
Ville: Alicante
Pays/Région: Comunidad Valenciana
Pays: ES-Espagne
Type d'organisation: Institution publique
Site Internet: <http://www.ifphalicante.es>

Données du projet

HolonT4T_Leaflet_EN_1918.pdf

http://www.adam-europe.eu/prj/9551/prj/HolonT4T_Leaflet_EN_1918.pdf

leaflet

HOLON T4T MATERIALY DLA TRENERA_3049.zip

http://www.adam-europe.eu/prj/9551/prj/HOLON%20T4T%20%20MATERIALY%20DLA%20TRENERA_3049.zip

Manuals for Trainers ENG.zip

<http://www.adam-europe.eu/prj/9551/prj/Manuals%20for%20Trainers%20ENG.zip>

Manuals for Trainers ES.rar

<http://www.adam-europe.eu/prj/9551/prj/Manuals%20for%20Trainers%20ES.rar>

SecondTrainingModule.zip

<http://www.adam-europe.eu/prj/9551/prj/SecondTrainingModule.zip>

We would like to present how we have designed one of the Holon T4T products – Train the Trainers course.

The training has been organized around 3 different modules, all of them carried out in The Instituto Alicantino de la Familia, Alicante (Spain) by experts specialised in conflicts resolution.

As a start point, the holistic and relational systemic model has been used as the theoretical framework to explore, diagnose y improve interpersonal conflicts.

During the first module in January 2012, participants clarified and got familiar with concept of systems theory which is the basis on which the course is developed.

The second module in March 2012 aimed to work together on case studies to implement acquired knowledge and improve it . In the development of this module, participants contributed by providing the case studies that reflected the realities and specificities of their country. The group worked on the adaptation of all cases and the resolution of diagnosed problems.

While modules 1 and 2 were oriented to knowledge acquisition for diagnosis interpersonal conflict situations, the third module carried out in October 2012 was intended to work from the perspective of intervention. Indeed, the training focused on knowledge transfer of tools for change and specific contents to increase trainer / consultant skills.

szkolenie dla MSP.zip

<http://www.adam-europe.eu/prj/9551/prj/szkolenie%20dla%20MSP.zip>

ThirdTrainingModule.zip

<http://www.adam-europe.eu/prj/9551/prj/ThirdTrainingModule.zip>

the third module carried out in October 2012 was intended to work from the perspective of intervention. Indeed, the training focused on knowledge transfer of tools for change and specific contents to increase trainer / consultant skills.

Training for Trainers Holon T4T 1st module.zip

<http://www.adam-europe.eu/prj/9551/prj/Training%20for%20Trainers%20Holon%20T4T%201st%20module.zip>

During the first module in January 2012, participants clarified and got familiar with concept of systems theory which is the basis on which the course is developed.

Produits

- 1 3 modular (52 hours) course of Train the Trainers
- 2 e-learning course
- 3 website Holon T4T

Produit '3 modular (52 hours) course of Train the Trainers'

Titre: 3 modular (52 hours) course of Train the Trainers

Type de Produit: Matériel d'apprentissage

Texte marketing: To train 5 professionals (3 from Poland and 2 from Finland) in the field of organization and company to carry out blended-learning courses, providing tools and skills for tutoring theory and practice blended learning in general and specifically for resolving interpersonal conflicts in small and medium enterprises as well to analyze the shortcomings of the enterprise as a whole.

Description: Defining functional and sharing content for the course tutors/trainers (October – November 2011)
Development of course materials for trainer's sessions and translate the contents into English (Nov. 2011)
Give the module 1 (with an estimated duration of 12 hours)
Give the module 2 (with an estimated duration of 20 hours)
Give the module 3 (with an estimated duration of 20 hours)
Continued support to face education (throughout the project) through e-learning (via the website)

Cible: trainers

Résultat: A course execution (3 modules) with a total number of 52 hours.
There were prepared 2 types of manuals. One with agenda for 52-hours course, that was dedicated to trainers who were attending Train for Trainers workshops or further trainers who were interested in comprehensive course. Second summarized for 16-hours training - to conduct 2-days pilot trainings in Poland and Finland and to distribute it among trainers so they could conduct 2-days-long workshops.

Domaine d'application: There were prepared 2 types of manuals. One with agenda for 52-hours course, that was dedicated to trainers who were attending Train for Trainers workshops or further trainers who were interested in comprehensive course. Second summarized for 16-hours training - to conduct 2-days pilot trainings in Poland and Finland and to distribute it among trainers so they could conduct 2-days-long workshops.

Adresse du site Internet:

Langues de produit: espagnol
anglais
polonais

Produit 'e-learning course'

Titre: e-learning course

Type de Produit: CD-ROM

Texte marketing: New e-learning course supplemented with content dedicated to family businesses, validated among 30 SMEs and translated into four languages (EN, PL, FI, ES)

Description: e-learning course translated into 4 following languages: Polish, Finnish, Spanish and English. Final result of WP2.

Cible: manager and/or personnel of SMEs; HR personnel; trainers; consultants

Résultat: We have developed educational material which supported the learning process. Our offer let the students expand their knowledge about the company and the environment in which the company operates, in order to diagnose and prevent effectively interpersonal conflicts in the organization.
It was a tool designed to create strategies for change, both those aimed at improving interpersonal relationships and those intended to improve the organization and its environment. This type of e-learning course with practical cases as examples and learning materials as well as the technical design of the training methods that allowed end users, who were mostly SMEs, to proceed in their studies of the training materials independently of trainer, and at their own space, time and location. It also supported professional development of further experts/trainers.

Domaine d'application: This course provides the knowledge and skills to analyze and solve conflicts in family businesses. It was prepared by an international team of experts specialized in conflict resolution.

Adresse du site Internet: <http://holon.euproject.org/go.cfm?PageID=6160>

Langues de produit: polonais
finnois
espagnol
anglais

Produit 'website Holon T4T'

Titre: website Holon T4T

Type de Produit: Site Internet

Texte marketing: A tool providing gradually increasing information spreading/provision and awareness raising of project information and its intended products along as the result such as products/materials to offer to stakeholders develop and are becoming available for testing, distribution and exploitation. Website was designed for public and private use (registered users). Private part provided a virtual environment for online communication and knowledge sharing.
This online environment guaranteed among other the timely realization of the project and sharing of the results from project activity implementations. The online project office facilitated also efficient coordination of the partnership and project activities

Description: <http://holont4t.euproject.org/HolonT4T/>

Cible: all visitors. public and private use (registered users).

Résultat: We have developed a public website to increase the project's visibility and to give more detailed information about the project objectives, partners, products etc. There were several dissemination features/facilities on the public website for project promotion, news announcement publication for the project partners, project newsletter available for downloading, etc. The website was updated regularly through out the project time. The Holon T4T e-learning course in all project languages was/is accessible from the public website for any SMEs and other stakeholders.
Additionally we have established a file-library to enable the partnership to share training, course and information materials with each other and their respective end users.

Domaine d'application: A tool providing gradually increasing information spreading/provision and awareness raising of project information and its intended products along as the result such as products/materials to offer to stakeholders develop and are becoming available for testing, distribution and exploitation. Website was designed for public and private use (registered users).

Adresse du site Internet: <http://holont4t.euproject.org/HolonT4T/>

Langues de produit: anglais

Événements

Dissemination seminar in Bialystok

Date	26.04.2013
Description	The main expert in our project was presenting the idea and products of the project - mostly in terms of interpersonal management. The promotional materials (info about project and e-learning course) were spread out
Cible	representatives of small family business
Public	Événement non public
Informations de contact	asz@idea-mc.pl
Date et lieu	26.04.2013 Bialystok

Dissemination seminar in Bielsk Podlaski

Date	25.04.2013
Description	The main expert in our project was presenting the idea and products of the project - mostly in terms of interpersonal management. The promotional materials (info about project and e-learning course) were spread out
Cible	representatives of small family business
Public	Événement non public
Informations de contact	asz@idea-mc.pl
Date et lieu	25.04.2013 Bielsk Podlaski

Dissemination seminar

Date	18.04.2013
Description	The main expert in our project was presenting the idea and products of the project - mostly in terms of interpersonal management. The promotional materials (info about project and e-learning course) were spread out
Cible	representatives of large and medium companies, family business included
Public	Événement non public
Informations de contact	asz@idea-mc.pl
Date et lieu	18-19.04.2013 Poznan

Événements

Pilot training Warsaw

Date	12.04.2013
Description	Pilot trainings was about to validate of Train the Trainer course, training materials and skills and knowledge of Polish trained tutors In Poland pilot training was held for 15 participants (12-13.04. Warsaw).
Cible	representatives of SMEs/ tutors/ trainers and consultants
Public	Événement non public
Informations de contact	asz@idea-mc.pl
Date et lieu	12-13.04.2012 Warsaw

Presentation about project Holon T4T during INFO DAY

Date	21.03.2013
Description	Round Table. Maria Antonia Lopez Paris project manager presented during 1 hour experiences and good practices referred to European projects. Use of Power point. Presentation of Holon T4T project and results: General description, Objectives, Beneficiaries, Work packages, expected results...
Cible	100 people aprox. From public and private entities.
Public	Événement non public
Informations de contact	Instituto Alicantino de la Familia
Date et lieu	March, 21st 2013 Alicante

Événements

Meeting, Kerimäki

Date	23.11.2012
Description	Project description
Cible	Specialists, advisors
Public	Événement non public
Informations de contact	Noema
Date et lieu	23/11/2012 Kerimäki/ Savonlinna

Presentation about project Holon T4T

Date	14.10.2012
Description	Introduction to IAF activities concerning programs, researches and European funds. Special attention to HOLON T4T project: summary, goals and expected results.
Cible	family doctors
Public	Événement non public
Informations de contact	Instituto Alicantino de la Familia
Date et lieu	October and november, 2012 (2 editions)

Presentation about project Holon T4T

Date	23.03.2012
Description	Talk about the center's activities. T4T Holon Project Presentation, objectives and expected results.
Cible	other
Public	Événement non public
Informations de contact	Instituto Alicantino de la Familia
Date et lieu	March, 23th , 2012

Événements

“Virtual tutor role and the best performers”

Date 09.01.2012

Description Wokshop goals were:

- Enable, motivate, focus, empower and commit future Holon T4T tutors.
- Present and develop virtual tutoring main issues and case study pedagogical tools & debate, as Holon T4T Program is based in these educational resources.
- Debate a real case study.

Participants were presented with a case, they placed themselves in the role of the decision maker, as they read through the situation and identified the problem they were faced with. The next step was to perform the necessary analysis, examining the causes and considering alternative courses of actions to come to a set of recommendations. Then the expert summarized the conclusions, thus delivering a SWOT analysis to the customer, based on the session statements.

Cible trainers, HR consultants

Public Événement non public

Informations de contact Instituto Alicantino de la Familia

Date et lieu January 9th,2012 Alicante