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ANNEX 2. HUNGARIAN NATIONAL REPORT ON COMPETENCES ON INTERNATIONAL PROJECTS MANAGEMENT

Country: Hungary

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Tartalom

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INTRODUCTION

The aim of the present report is to give an overall review and definition of international project management competences, the needs in skills training and existing good practices in Hungary. With this report we intend to contribute to the Definition of Competences on International Projects Management, to be Trained on Informal and Non-formal Environments of the LPMnager project carried out in the 3rd work package.

The members of the project's target groups were approached and invited for participation and to contribute with answering either the online surveys or take active part in the interviews.

The present report therefore contains the summary of the 3 interview carried out according to the guidelines of the given methodology of work package 3 and the findings of the desk research based on the answers of our interview respondents, detailing some good practices that are used or could be used in Hungary.

The Hungarian partner, Net-Mex Ltd, elaborating this report, has a long history in Lifelong Learning Projects, as well as in the development of adult educational materials in numerous topics or specialisations.

METHODOLOGICAL APPROACH TO ELABORATE THE REPORT

Following the guidelines of work package 3, we contacted members of the described target group (international project management professionals and HR professionals and trainers), those, the same as in work package 2.

The call for interview respondents was posted on some online sites (the portal and Facebook site of Trebag Ltd, and the Facebook and LinkedIn site of LPMnager), however only the personal requests brought success. The international project managers already interviewed in work package 2 were approached personally and via e-mails.

We managed to make interviews with 3 person experienced in international project management.

Afterwards, they answer served as a base for our desk research (according to the work package 3 guidelines).

The questionnaire available online in English, was also posted several times in the above mentioned social sites, however most likely the Hungarian (and those from Romania) respondents filled it in after being contacted personally (on phone or via e-mail). The analysis of the survey is carried out by the work package leader partner: Associazione Seed.

MAJOR FINDINGS OF THE INTERVIEWS

The interviews were carried out with three respondents, all of them have years of experience (average 7.5 years) in international project management, and still working in this field as project managers, coordinators, and project evaluator.

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Below are the summarized answers for the interview questions given in the methodology of work package 3:

1. Please describe your professional experience and field of expertise.

The respondents have the following professional experiences:

- higher education, adult education, vocational education on the field of IT, research area: education supported by technology (TEL)
- studied at the Budapest University of Technology and Economics as Msc in Engineering and Management as well as Management and Business Administration studied at the Jean Moulin University, Lyon. According to my studies, the theoretical background helps a lot, however it is not satisfactory without practical knowledge. Regarding my experiences, I am involved in project management in the last 5.5 years, in the last 1.5 years I am mainly participating in Lifelong Learning EU projects. Beforehand I was working in development projects at large enterprises, my tasks there are also considered as project management activities.
- 5 years in international project management. Coordinating LLP, Grundtvig, Leonardo and K4 projects. Having MA as a Hungarian-English teacher, PhD in pedagogy, EU-expert

2. Could you tell us 3 competences you think a good international manager should have?

- excellent organisation skills, high expertise in IT, excellent knowledge of the actual professional field.
- excellent communication skills, time management, information and knowledge management
- comprehension skills, communication, knowledge of the project's work language.

3. What are the challenges you faced more frequently in the management of international projects?

- coordinating the appropriate division of tasks among partners, keeping the deadlines
- the different culture of work experienced in case of different partners, insufficient knowledge of the work language can lead to severe misunderstandings, without a strong and strong-minded coordinator the project is likely to fall apart due to decisiveness and not keeping the deadlines

- keeping the deadlines, accurate understanding of the plans and tasks, accurate phrasing of the messages and opinions, practical knowledge regarding the possibilities and responsibilities

4. What did you learn on the job?

- the importance of continuous communication, the motivation of partners, rapid response to the occurring changes
- what are those mistakes that I should not commit, it is not good to delay the tasks, I have become familiar with some new software that make my job easier
- coordination, assertive communication, ICT (shared documents, online interfaces supporting project management, etc)

5. Which skills would you like to improve to do better your job?

- effective sharing of tasks
- time management
- effective communication, time management, more ICT tools

6. What are, in your opinion, the features of a good international project manager?

- excellent communication skills, cooperation, familiarity with English language, excellent IT skills
- proactivity, communication, open minded for new ideas, with strong will, well organised, accurate, investigates and gets engaged thoroughly with the topic of the project.
- strong minded, up to date, can clearly phrase their aims and requirements, positive attitude and conforming

7. Could you report us one or more cases where you faced a situation you couldn't solve in the right way. What did you learn from that experience?

- instead of appropriate distribution of tasks I loaded my company and colleagues with them
- as a beginner, I did not dare to express my opinion, though I saw that something is going wrong in a certain project. My worries were later confirmed. Since I always speak out my worries, or explain if I think that the tasks are not clear for everyone in the project. Also at the beginning of my "EU project career", I thought that the project coordinator will somehow indicate if a deadline is approaching or if a task is urgent, but it came out that it is not like this, so I have to follow up the deadlines myself to avoid problems.
- the over complicating of tasks, the inappropriate explanation of the aims and the unclear distribution of tasks are the biggest issues. The lesson is that we have to clear these things up first with ourselves before delegating tasks to others. The deadlines should be taken serious, and regarding the tasks we have to be aware when to delegate sub-tasks to others.

8. Could you indicate recommendations for bibliography on the topic of international project management?

- sorry, not really
- one of the ongoing projects maybe, in which we take part as partners:
 - <http://www.smepro.eu/hu>
 - <http://source.smepro.eu/hu>
 - <http://courses.smepro.eu/>
- although the project is targeting SME-s, I still think that it can be really useful for IPM-s aswell.
- not really

9. Could you indicate recommendations for courses (both formal and informal learning initiatives) available on the topic of international project management?

- nope
- regarding project management, the Six Sigma and Lean Sigma trainings come to my mind, though these are mostly used at large companies
- the trainings of Tempus public foundation (the Hungarian National Agency), and other trainings regarding project management provided by certain universities.

10. Could you indicate example of good practices in the field of international project management?

- some FP7 projects coordinated by the German Fraunhofer Institute, for example: Role project
- this question is way too broad, so I am not sure what example to give
- nothing concrete, sorry

11. Would you like to participate to an initiative of non formal or informal training (as an example a social game) to train your competences in international project management?

- yes if possible
- of course I am interested in what sort of methodologies are existing, that could help me develop my competencies, to manage projects more effectively.
- yes in a form of a short online course

DESK RESEARCH

No.	Author, source (link, or title of the publication)	Year of publication	Subjects approached, target	Short description of the source and of the competences in international project management indicated	Comments or Remarks
1.	SME project partnership http://www.smepro.eu/en/content/sme-20-project	2012	SME-s	Online training materials for SME-s	Some modules, topics and the e-learning platform might be interesting for us
2.	The term is originated from from Motorola http://www.isixsigma.com/new-to-six-sigma/getting-started/what-six-sigma/	since the 1980-s	managers, people in leader position	Six Sigma and Lean Sigma	this also appears in the WP2 country report – this is a well known and broadly used training in case of managers at large companies
3.	Tempus Public Foundation http://www.tpf.hu/pages/content/index.php?page_id=1080	2013	IPM participants, and those who would like to get an overview on EU cofounded projects	The aim is to give practical knowledge on EU cofounded IPM, 60hours, counselling available	This is the program of the Hungarian national Agency
4.	Pannon University http://wiki.gtk.uni-pannon.hu/mediawiki_hu/index.php/Projekt_menedzser_k%C3%A9pz%C3%A9s	2013	management training for participants with university degree	the course is built up of basic social science, management knowledge and profession specific project management materials.	the theoretical background could be interesting
5.	Fraunhofer Institute- Role project http://www.role-project.eu/	2007	teachers, researchers, developers	online course for self regulated learning	seems interesting

CONCLUSIONS AND REMARKS

From the answers of the respondents in the present report it is quite clear, that people working in (international) project management are not necessary aware of the available trainings to develop their management skills. The reasons for this are several:

- there is no need – however this is unlikely
- they have the need, but don't have the time or the financial background to attend such trainings
- they are not sure what training to attend
- the trainings are not available for them

Either way it seems that there are some programs and trainings available, but are not really in use. Therefore the awareness of such trainings (also known as exploitation perhaps) is of crucial importance.

The respondents shared their thoughts of project management competences and their areas of development in a quite opened way. This indicates that they are aware of the general requirements regarding good project management, and they see their own performance objectively. The main drawbacks they mentioned during the interviews are: time management, distribution of tasks, clear communication, strong-mindedness. these competences were highly represented in the survey and interview results of the “Analysis of use of game based learning initiatives” aswell, suggesting that these could be the key competences that should be targeted for further development.