



SUCCESS STORY - EU FUNDS

1 Context and Challenge

In 2009, a local retail market leader, subsidiary of a German multinational group, decided to start a program for developing the human resources. The EU financing available under the Operational Program for Human Resources Development 2007-2013 offered the best opportunity for this project. Following the bid process, Sta.RPerformining team of experts (part of Univers Management Consulting at the moment) was assigned as the implementation partner for the project called "Learning capacity development within the relational context". The key objective was to design and implement a complex program aimed at developing the management competencies for 200 middle managers.

2 Approach

We built and delivered a complex program of 9 training modules which we translated into 64 sessions scheduled over one and a half year. The key training themes covered the management competencies, efficient team management, team development and dynamics, as well as leadership for crisis times.

Our client wanted to provide employees with the support for developing their competencies, expanding experience and qualifications over as many specialized areas as possible and increasing chances to succeed in various jobs. This strategic program with a nationwide approach was addressed mainly to the management functions.

We designed the concept based on a consistent mix of competency evaluation tools, learning and development activities: Assessment Center for 200 people, rotational training for 90 people, e-learning sessions, classic training and self-development methods. After the concept became clear, our team planned each phase of the program and also built the communication plan. As part of our duties, we prepared the activity and budget planning in line with the standards and requirements for EU financed projects.

3 Impact

The program provided the target group of 200 employees with an efficient, multifaceted support for fast learning, acquiring new knowledge and skills for adapting to change, maintaining of the positive attitude toward change, efficient stress and emotions management, as well as for developing leadership, communication and teamwork competencies.

Consistent EU funded programs expertise

In 2010, our team prepared and submitted a second project under the Operational Program for Human Resources Development 2007-2013. The project received the approval from the managing authority for a non-reimbursable financing component of more than EUR 2 million.