

Moldova Higher Education Leadership and Management / MHELM

Introduction to MHELM Project

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Introduction to MHELM Erasmus+ Project

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Project Reference Number: 609656-EPP-1-2019-1-MD-EPPKA2-CBHE-SP

Project type:	National, Structural Project	Budget: 844,453.00 Euro
Duration	15.11.2019- 14.11. 2022	



Introduction to Consortium Partners and Associate Partners

Project coordinator: P1. Technical University of Moldova (P1)

Project partners:

- Gloucester University, United Kindom (UoG, P2)
- Academia de Studii Economice din Moldova (ASEM, P3)
- Universitatea de Stat de Medicină și Farmacie „Nicolae Testemițanu” din R.Moldova (SUMF,P4)
- Universitatea Agrară de Stat din Moldova, (UASM, P5)
- Universitatea de Stat "Bogdan Petriceicu Hasdeu" din Cahul (USC, P6)
- Universitatea de Stat din Moldova (MSU, P7)
- Universitatea de Stat „Alec Russo” din Bălți (USARB, P8)
- Ministerul Educației, Culturii și Cercetării al R.Moldova (MECR, P9)
- ISOB Institut für sozialwissenschaftliche Beratung GmbH, DE (ISOB, P10)
- Universitatea Transilvania din Brașov, România (UTB, P11)

Associated partner:

- Consiliul Rectorilor din Moldova (RCM, P12)



Project objectives

Wider Objective:

Strengthen governance, strategic planning and management in Moldovan universities, in order to support reform of the sector through increases in leadership and management capacity and capability.

Specific objectives:

- Establish where best practice in EU partner universities on the design and delivery of development programmes can be applied to increase the leadership and management capacity of Moldovan universities;
- Create a higher education leadership and management development programme focused on governance, strategic planning and management, that is appropriate for delivery in Moldovan universities;
- Train the staff of Moldovan universities in the delivery of the leadership and management development programme;
- Create an infrastructure to support and sustain the leadership and management development programme;
- Pilot and then implement the new leadership and management development programme in Moldovan universities;
- Disseminate the new programme and findings, after its implementation, for higher education across Moldovan universities, the EU, and internationally.



Overview of the project work plan

WP1. Preparation. Ensure an effective launch of the MHELM Project.

WP2.1 Developing the new Leadership and Management Development Programme & and Equipping the Leadership Development Labs.

WP2.2. Piloting of the new Leadership and Management Development Programme

WP2.3. Implementation of the new Leadership and Management Development Programme.

WP3. Quality Control and Monitoring

WP4. Dissemination

WP5. Management



Overview of the project work plan

WP type	Outputs	Activities
WP1. Preparation. Ensure an effective launch of the MHELM Project.	Project Management plan. Kick of meeting launched. System and structures to manage the project.	Preparing appropriate system and structures to manage the project. Develop Management, Advisory Group and External Evaluator structures.



Overview of the project work plan

WP type	Outputs	Activities
<p>WP2.1 Developing the new Leadership and Management Development Programme & and Equipping the Leadership Development Labs.</p>	<ul style="list-style-type: none"> ● Integrated Report of Findings; ● Learning & Management Development Programme Packs; ● Documentation of new LMDP. Leadership Development Labs. 	<ul style="list-style-type: none"> ● Research visits to EU partners. Reviewing EU best practice; ● Creating the structure and materials of the staff training workshops and the new LMDP: <ul style="list-style-type: none"> ○ Train staff in the delivery of the LMDP; ○ Create program on governance, strategic planning & management. ● Obtaining approval for the programme from CDSI and Senates; ● Tendering, procuring, and installing equipment for Leadership Development Labs.



Overview of the project work plan

WP type	Outputs	Activities
WP2.2. Piloting of the new Leadership and Management Development Programme	<ul style="list-style-type: none"> • Staff Training Workshops Piloted and Evaluated; • Piloted and Evaluated of the new Leadership and Management Development Programme; • Pilot Review Workshop. 	<ul style="list-style-type: none"> • Coordinate work package activity and partners; • Deliver staff training on use of equipment and the leadership development labs; • Deliver and evaluate staff training workshop pilot; • Redevelop staff training workshop materials based on pilot evaluation; • Deliver and evaluate leadership and management programme pilot; • Redevelop leadership and management development programme materials based on pilot evaluation.



Overview of the project work plan

WP type	Outputs	Activities
WP2.3. Implementation of the new Leadership and Management Development Programme.	<ul style="list-style-type: none"> • Staff Training Workshop and new LMDP materials translated into Romanian; • Staff Training Workshops implemented; • New Leadership and Management Development Programme implemented; • Implementation Evaluation Workshop 	<ul style="list-style-type: none"> • Coordinate work package activity and partners; • Translation of materials into Romanian; • Implementation of the leadership and management development programme at each Moldovan partner university; • Mentoring by EU partners of delivery staff during the implementation of staff training workshops and the new LMD Programme; • Evaluation and refinement of staff training workshops materials for dissemination.



Overview of the project work plan

WP type	Quality mechanisms	Measures
WP3. Quality Control and Monitoring	<ul style="list-style-type: none"> • Quarterly Progress Reporting • 2. Work Package Lead (WPL) Feedback • 3. External Evaluator • 4. Advisory Group 	<ul style="list-style-type: none"> • Delivered a report that identifies how to raise capacity for governance, strategy, and management, through development of leaders and managers; addressing their specific needs grounded in EU best practices; • Developed a leadership and management development programme; • Established infrastructure to support programme delivery at 7 Moldovan higher education institutions (HEIs); • Provided staff training workshops to at least 56 university trainers; • Implemented a pilot of the LMDP programme to 14 staff from the 7 Moldovan partner HEIs and 2 from P9 (MECR); • Implemented the programme at the 7 Moldovan partner HEIs, to 196 of their staff; • Completed dissemination of the programme to at least an additional 20 Moldovan HEIs, and HEIs internationally.



Overview of the project work plan

WP type	Aim	Activities
WP4. Dissemination	To ensure efficient communication, dissemination, and exploitation of the project and its outputs across all Moldovan public and private universities, and HE bodies and universities across Europe.	<ul style="list-style-type: none"> • Internal dissemination: According Dissemination Plan • Internet based activities: This includes website, Facebook, project and partners newsletters, posts on partners websites, etc; • Media based activities: Dissemination through media, journals, TV and radio, if applicable; • Face to face activities: These will include all foreseen dissemination events or focus group, Local Multiplier Events; • Outputs/Publications/Productions: These include all deliverables that will be published and/or printed, such as project brochure, reports, Outputs etc.



Overview of the project work plan

WP type	Aim	Activities
WP5. Management	To ensure proper and robust management of the project, to support all partners, and to support the implementation of all activities.	<ul style="list-style-type: none">• Coordinate and monitor project activity;• Setup and hold project meetings;• Setup project administration processes and files required for project coordination;• Setup internal communication systems (using Trello);• Liaise with managing authority and report to deadlines, including project closure.



Introduction to Management Team / Steering group

The **Management Team/MT** - ongoing management and day-to-day decision making for the project. It will report **quarterly** on progress to the Steering Group.

The **Steering Group/SG** - monitor the implementation of the project, receiving reports from the MT and WPLeads on a quarterly basis.

The Steering Group will review and decide on appropriate responses to the Advisory Group, and the External Evaluator recommendations, at each point that they are received throughout project delivery.

The **Advisory Group/AG** will provide critique and advice drawn from independent national and international experts (including Leadership Foundation for Higher Education, UK, and the European Foundation for Management Development, BE, and the Free International University of Moldova, MD), at key milestones in the project.

The **External Evaluator/EE** will provide ongoing feedback on project progress and partnership working, and will submit reports, along with ISOB as the WPL, to the SG as a standing agenda item at partnership meetings.



Communication structures

- Communication between partners will take place through partnership meetings where WPLs will update the Steering Group on progress, future delivery, and challenges.
- Partners will formally report to the SG via written quarterly reports, submitted to the MT.
- Regular communication will be facilitated by Trello (online workflow tool), supplemented by email, telephone, and Skype.
- ISOB will communicate with the Evaluator and Advisory Group, and each will be given access to Trello to facilitate their engagement with the project.

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THANK YOU FOR YOUR ATTENTION!