

Moldova Higher Education Leadership and Management / MHELM

WP 2.3 DEVELOPMENT

Co-funded by the
Erasmus+ Programme
of the European Union



Work Package 2.3

Implementation of the new Leadership and Management Development Programme

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The aim of WP2.3

To implement and refine the staff training workshops and the new Leadership and Management Development Programme (**LMDP**) across all Moldovan partner universities.

Main objectives are to:

- Translate all materials for the staff development workshops and new LMDP in to Romanian, ready for use in the Moldovan partner universities;
- Train staff on the use of new equipment installed in the Leadership Development Labs at each Moldovan partner university;
- ***Implement and evaluate the staff training workshops at each Moldovan partner university;***
- ***Implement and evaluate the new LMDP at each Moldovan partner university;***
- ***Refine the materials at a 2-day workshop ready for dissemination***



Tasks of the WP 2.3

Leader of the Work Package: **Moldova State University**

- 2.3a - Coordinate work package activity and partners
- 2.3b - Translation of materials into Romanian (see 2.3.1 below)
- 2.3c - Implementation of staff training workshops at each Moldovan partner university (Romanian) (see 2.3.2 below)
- 2.3d - Implementation of the leadership and management development programme at each Moldovan partner university (Romanian) (see 2.3.3 below)
- 2.3e - Mentoring by EU partners of delivery staff during the implementation of staff training workshops and the new Leadership and Management Development Programme (see 2.3.2 and 2.3.3 below)
- 2.3f - Evaluation and refinement of staff training workshops & leadership and management programme materials (see 2.3.4 below)

Period of implementation: ***15.03.2021 - 14-08-2022***



Main activities within the WP 2.3

The staff training workshops for staff responsible for delivering the new ***LMDP will be run in Romanian*** at each Moldovan partner university.

These workshops will be delivered for ***5 days*** with all staff expected to be involved in the delivery of the new programme.

At least ***6 staff at each Moldovan partner university*** (42 staff overall) will be involved in these workshops.

One member of staff from an EU partner university will be allocated to mentor staff delivering the staff training workshops at each Moldovan university.



Main activities within the WP 2.3

Within a 13 month period, the new LMDP will be implemented at each Moldovan partner university in Romanian.

In line with the number of leaders and managers they employ the universities will run:

- SUMF - 3 cohorts;
- MSU, TUM and UASM - 2 cohorts each;
- ASEM, USARB and USC - 1 cohort each.
- Each cohort will consist of 16 leaders and managers (192 overall) and, as with the pilot, delivery will consist of 54 hours of structured delivery (e.g. workshops, lectures, presentations), 18 hours of facilitated learning (e.g. in action learning sets/mentoring sessions) and engagement in projects that drive change in their the sector and their workplace.



Main activities within the WP 2.3

At implementation, the staff training workshops and the new LMDP will be evaluated through questionnaires that will be completed by each delivery tutor, and participating leaders/managers, and collated into a short report.

Subsequently, a 2-day review workshop will take place, with 2 trainers from each partner institution attending in Moldova to refine the programme and prepare it for dissemination across the Moldovan HE Sector, and through the website to HE institutions internationally.



Costs of WP 2.3

- **1, 539 days**, totalling **€ 62,118**, including all partners, is allocated to this work package.
 - ✓ Travel and subsistence related to the Mentoring Programme (x 3) and the Redevelopment workshop totals **€ 21,020**.
 - ✓ **€ 10,500** has been allocated to the design, translation and production of Training Materials and Programme Pack. It is necessary to subcontract this work to ensure high quality materials that will be delivered in a timely fashion.



Deliverables/results/outcomes of WP 2.3

2.3.1. Staff Training Workshop and new LMDP materials translated into Romanian

Deliverables: All materials will be translated and reviewed in preparation for the implementation of the staff training workshops and new LMDP at the 7 Moldovan partner universities.

Due date: 14-04-2021

Language: Romanian (event); English (report)

Responsible: Technical University of Moldova

Target groups: Teaching staff, Trainees



Deliverables/results/outcomes of WP 2.3

2.3.2. Staff Training Workshops implemented

- Deliverables:** The staff training workshops for at least 6 staff from each Moldovan partner university implemented.
Mentoring by EU members of partner institutions.
Evaluation report.
- Due date:** 14-05-2021
- Language:** Romanian (event); English (report)
- Participants:** All partners
- Target groups:** Teaching staff



Deliverables/results/outcomes of WP 2.3

2.3.3. New Leadership and Management Development Programme implemented

Deliverables: The Leadership and Management Development Programme in Romanian at each Moldovan partner university implemented.
Mentoring by EU members of partner institutions.
Evaluation report.

Due date: 14-06-2022

Language: Romanian (event); English (report)

Participants: All partners

Target groups: Teaching staff, Trainees



Deliverables/results/outcomes of WP 2.3

2.3.4. Implementation Evaluation Workshop

Deliverables: A 2-day workshop to review the outcomes and learning from the implementation of the staff training workshops and the new LMDP, at Moldovan partner universities that will refine the materials and ready them for dissemination across Moldova, the EU and internationally.

Due date: 14-08-2022

Language: English

Participants: All partners

Target groups: Teaching staff



THANK YOU !

Q & A