

Moldova Higher Education Leadership and Management / MHELM

WP 2.2 Piloting of the new Leadership and Management Development

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





WP2.2. Leader: P1-TUM

AIM: to pilot and review the staff training workshops and the new leadership and management development programme (LMDP) to ensure that they are not only of high quality in presentation and content, but also when used with participants. Its main objectives are to:

OBJECTIVES:

- Train staff on the use of new equipment installed in the leadership development labs;
- Pilot, evaluate and redevelop the staff training workshops;
- Pilot, evaluate and redevelop the new LMDP.



Main activities within the WP 2.2

5 days of staff training workshops will be delivered to all staff expected to be involved in the delivery of the pilot of the new programme (2 people from each Moldovan partner university and 1 member from each EU partner will lead the seminars (3 staff in total for each workshop). WS will be delivered at P1 (TUM).

The first workshops will focus on the skills needed to use the new equipment provided by the project, the Leadership Development Labs, and deliver in line with the agreed pedagogy.

Further workshops will focus on elements of content, including:

- introduction to content the staff delivering LMDP;
- how to deliver the content in the context of the pilot, and later at their institution;
- familiarisation with sources through which to the materials in the context of significant changes within the Moldovan HE sector can be updated;
- particular attention will be paid to the use of the immunity to change methodology and development of networked leadership groups within these workshops.



Main activities within the WP 2.2

- Within a 7 month period, the new LMDP will be piloted in **English** with a cohort of 2 people from each Moldovan partner university and two from MECR (16 staff overall).
- All 14 staff who completed the staff training workshops will be expected to take part in the delivery of an element of the pilot. One member from each EU partner will support those staff in its delivery.
- Each Moldovan partner will be responsible for selecting participants and ensuring they have the capacity and ability to engage fully with all aspects of the programme in English.
- Delivery will consist of 54 hours of structured delivery (e.g. workshops, lectures, presentations) and 18 hours of facilitated learning (e.g. in action learning sets/mentoring sessions).
- In addition, the participating managers will engage in projects that drive change in the sector and at their university.



Main activities within the WP 2.2

Following the pilots, each delivery tutor and participating manager will receive a questionnaire through which they will be able to provide their evaluation of the programme, the results of which will be compiled in a short report.

2-day review workshop will take place, with 2 trainers from each partner institution attending in Moldova to restructure the programme and redesign materials on the basis of the evaluation evidence:

- day 1 will consist of reviewing the questionnaire responses, and determining where changes need to be made;
- day 2, action groups will make changes to the programme handbooks and materials and allocate any further work that needs to be done once the workshop closes.



Deliverables/results/outcomes of WP 2.2

2.2.1. Staff Training Workshop Piloted and Evaluated

Deliverables: Piloted and evaluated staff training workshops for 14 staff from Moldovan partner universities, and evaluation report.

Due date: **14-07-2020**

Language: English

Responsible: Technical University of Moldova



Deliverables/results/outcomes of WP 2.2

2.2.2. Piloted and Evaluated of the new Leadership and Management Development Programme

Deliverables: Piloted and evaluated the new Leadership and Management Development Programme for 16 staff from all Moldovan partners, and evaluation report.

Due date: **14-02-2021**

Language: English

Responsible: Technical University of Moldova



Deliverables/results/outcomes of WP 2.2

2.2.3. Pilot Review Workshop

Deliverables: A 2-day workshop to review the outcomes and learning from the pilot of the staff training workshops and the new LMDP, that will redevelop the materials as appropriate, and assess impact on capacity of managers in Moldovan universities.

Due date: 14-03-2021

Language: English

Responsible: Technical University of Moldova



Costs of WP 2.2

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 (subcontracting).

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THANK YOU FOR YOUR ATTENTION!