

Developing Next Generation Leaders through Applied Know-How



Intrapreneurship Stream



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Goals of the programme

The goal of the project is to bridge the gap between the qualitative outputs of educational provisions and industry needs by offering innovative approach in learning and praxis and substantial data for informed policy making.

One goal of the project is to enhance the performance of the VET sector. In order to accomplish this we developed series of trainings for streamlined transfer of know-how and facilitate cooperation among partners for longlife learning.

As part of the Erasmus + programme: Strategic Partnerships in VET the project target group is focused on the partners' employees in order to increase their capacities.

Partners:

M6 EDUCATIONAL CENTRE-SKOPJE
IDEA OK, CONSULTING AND EDUCATION;
MACEDONIAN HUMAN RESOURCES ASSOCIATION (MHRA);
ITALIAN HUMAN RESOURCES ASSOCIATION (AIDP); and
UNIVERSITY OF LJUBLJANA, FACULTY OF ECONOMICS

Intrapreneurship Stream

The Intrapreneurship stream aims at helping professionals and companies accelerate in their sector. The Intrapreneurship will enable employees to freely and fully use their creativity and innovative ideas to create new products, services, or entire new divisions for their employer with the full backing of the firm's resources and management. In order to achieve this, the stream will provide a well-rounded overview of the modern corporate structures.

The participants will gain know-how to think creatively and act quickly; how they can assert themselves in shaping the destiny of their companies; bring strengths to the fore that people didn't know they had; strengthening the business proposition; and finally creating satisfied employees.



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Foundation courses

Stress Management

The course provides the participants with a time and space to develop inner strengths in order to cope with stress in the turbulent business environment. It is focused on activities that offer valuable methodology to an individual who is at times overwhelmed with responsibilities in private and professional sphere. The methodology of the course is reflection and action oriented and enables raising awareness of individual's perception, openness and curiosity. It empowers the participants to direct their attention to the current experience, awareness of their thoughts, emotions, body and external events. We discuss sources of stress in our lives and look at tools we can integrate into our lives in order to cope with it by using several stress management strategies and techniques.

Course delivered by **Judita Peterlin, PhD – Faculty of Economics, University of Ljubljana**

Cross-cultural Communications

In today's increasingly globalized world, people from completely different countries and cultures are engaging directly more than at any other time in history. This increased interaction via social media, multi-national business and ever-expanding tourism sectors means that improved cross-cultural communications skills are essential for those working or studying in a multicultural environment. This course explores the various types of cross-cultural communication, including distinctions in language usage, cultural behavioral differences, non-verbal communications tendencies and different perceptions of time, among others. After isolating these factors, the course presents strategies for how we can implement better cross-cultural communications strategies, in order to attain greater success in business, studies, leadership and general life in a globalized environment.

Course delivered by **Christopher Deliso – M6 Educational Centre**

Digital literacy

The mission of this digital literacy course is to empower students to become lifelong learners and well-rounded individuals. The goal is to teach and assess basic digital concepts and skills necessary for 21st century learning, so that students can use computer technology in everyday life to develop new social and economic opportunities for themselves, their families, and their communities. This course is designed to equip students with many of the needed computer skills to excel in a digital world. They will be exposed to a broad range of computer technology, safety and ethics concepts, applications and the internet. Some of the programs that we will utilize in the course: Microsoft Word /Microsoft PowerPoint /Microsoft Excel/ GoogleSites/Blogging/Networking/Prezi/SurveyMonkey

Course delivered by **Sofija Bogeva – Idea OK**



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Presentation skills

The presentation skills are crucial in every profession as well as in the private life. This workshop will help you to structure and customize the presentations on the unique way relevant for different audiences. The main goal is to keep the attention of the audience and send the message on the most appropriate way without any visible anxiety. During the workshop, there will be many practical exercises, questionnaires and tools for successful presentation.

Course delivered by **Blagica Rizoska – MHRA**

Business Ethics

It is expected that future business leaders are socially responsible on a public and global stage.

Managers and business leaders increasingly find themselves confronted with a growing range of complex ethical issue.

The overall aim of this course is to provide participants with the basic knowledge and basic practical skills of Business Ethics.

Course delivered by **Denis Rizaov - M6 Educational Centre**





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Intrapreneurship Courses

Corporate Governance

The purpose of the course is to assist students in understanding the theoretical and practical foundations of corporate governance and to examine the central role of the board of directors in the governance of business corporations, and the relationships among boards, shareholders, and senior executives, especially the CEOs, which by its nature can be sometimes complex and conflict. This course will provide the students a clear understanding of corporate governance: what boards do and why many are effective, while others fail, leading to problems for their company, its executives, and shareholders, as well as the board itself.

The students will also acquire an understanding of key elements of the work boards must do including, strategic reviews, selecting, evaluating and compensating CEOs and other senior executives, director selection, and dealing with various corporate crises. You will also gain an appreciation of the costs and rewards of board service.

Course delivered by **D-r Ljupco Eftimov – M6 Educational Centre**

HR Management & my career

The course focuses on the role of HRM in helping employees to develop their competencies and manage their career within organizations and beyond. The course will view careers from individual and company perspectives. Besides describing traditional career patterns, the focus will be on modern approaches to career management.

Course delivered by **Matej Černe, PhD - Faculty of Economics, University of Ljubljana**

Leadership and Management

Globalization, Technological Innovation, Global mobility, Social networking.

The aim of the program is to provide the participants basic understanding of what these buzzwords about are about and how they interplay nowadays. Namely, we focus on the changes of leadership and management in face of new challenges under the pressure of globalization and technological innovation.

Course delivered by **Filippo Abramo – AIDP**

Managing relationships at work

Organizations are complex interpersonal relations networks. Some of them are formalized and visible, but most of the relations are hidden and informal. All interpersonal relations can equally affect the

work atmosphere, the productivity, business results, but also the individual career growth. The effective – open and direct – communication builds trust and loyalty, which are essential for any



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interpersonal relation. This workshop will help the participants to become aware of the importance of interpersonal relations at their work place and to proactively build and maintain positive work attitudes and high levels of engagement.

Course delivered by **Ivana Dojcinovska Stojanovic – MHRA**

Emotional Intelligence

This course is aimed to increase individual performance and will teach participants on the foundational principles and brain science of Emotional Intelligence (EI). On this course students will learn how to manage emotions under pressure, and increase their personal leadership by learning how to manage emotional brain in most difficult moments. These classes will teach how to influence and engage others, and connect with them in a more meaningful way. In this program the participants will learn the brain science of emotions that drives the behavior under pressure. They will increase the awareness of the situations that put at risk of having emotions lead to unskillful behavior and poor decisions.

Course delivered by **Svetlana Misajlovska – M6 Educational Centre**



Intrapreneurship Courses

Engagement and Motivation

At first, the main concepts of motivation and engagement will be explained and differentiated from other similar concepts, such as commitment and satisfaction. The main focus will then be on exploring how individual and team motivation and engagement contribute to employee and organizational performance. The emphasis is on discovering which factors contribute to high levels of motivation and engagement and what are the roles of an individual and organization to maintain high levels of motivation and engagement.

Course delivered by **Nada Zupan - PhD - Faculty of Economics, University of Ljubljana**

Business Communications

The Business Communication course is developed in direction that offers development of personal characteristics (such as open-mindedness, patience, empathy, self-awareness, different culture background awareness etc.), since these characteristics are the basics for effective business communication skills development. The special emphasize is put on »soft skills« development, where communication can be considered as the heart of interpersonal connections. In spite of the fact that the present course on business communication is short, it is very concise and it consists of the most challenging communication topics that leaders face them and need to master (get familiar with) them in their day-to-day working environment.

Course delivered by **Jana Žnidaršič - PhD - Faculty of Economics, University of Ljubljana**

Financial literacy

This course is designed to enable participants to understand financial concepts and apply relevant techniques to make proper financial decisions. The course will focus on developing the necessary skills to read financial statements and comprehend financial information.

Course delivered by **Elizabeta Nestoroska Dimic - PhD - Faculty of Economics, University of Ljubljana**

Project Management

The aim of this course is to provide the participants with an integrative view of project management. The integration includes the process of selecting projects that best support the strategy of a particular organization and that could be best supported by the technical and managerial processes made available by the organization in order to have successful completion of the projects. As prospective projects managers, this course would enable the participants to understand the role of a project in

their organizations and to know the basic project management tools and techniques required in the process of project implementation. At the same time this course would provide the participants with



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the necessary interpersonal skills for a successful implementation of a project

Course delivered by **Zdenka Nikolovska – IDEA OK**

Understanding business functions

During the course the students will get familiarized with the concept of organizational structure, why it is important and what are the business functions that should be established in their firms in order to ensure business continuity.

In order the students to be able to determine which are the most important business functions for their firms, on the class we will discuss all the business functions in front and back office, and the necessary control mechanisms that should be placed. We will discuss the Pros and Cons for organizing the business functions as in-house vs. outsourcing them.

Course delivered by **Dragi Tasevski – MHRA**

