Widening participation – innovative formats

of staff training

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Available programmes that include staff training component

- Erasmus+

- Horizon 2020

- Governmental programmes

- Bilateral/ multilateral cooperation

- Cooperation with external partners

- Other educational/ research projects

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Forms of staff training*

- Workshops
- Staff training weeks
- Seminars/ webinars
- Professional conferences
- Training tailored to specific needs
- Work shadowing/ Individual visits
- Component of project work
- Participation in short programmes/ summer schools
- Self-paced tutorials, videos, podcasts, etc.
- Any other?

*Concerns teaching and non-teachng staff

Source of the picture: https://www.webjunction.org/explore-topics/create-deliver-training.html

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What – How

Use of attractive methods, tools and techniques, interactive activities
e.g. mini-projects, case studies, role-plays, games, etc.

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Modes of staff training

- Face-to-face
- Online
- Blended

Virtual team:

„a group of persons with shared objective who fulfill their roles with little or no time spent meeting face to face"

A Guide to the Project Management Body of Knowledge, PMBOK Guide, 2008

"a temporary, culturally diverse, geographically dispersed, electronically communicating work group"

Kristof et al., 1995, „The virtual team: A case study and inductive model"

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Virtual team

distances, boarders

time zones

cultures

languages

structures

regulations

limitations

common goal/
shared values

technology

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Unique results

Virtual teams „promise the flexibility, responsiveness, lower costs, and improved resources utilization necessary to meet ever-changing task requirements"

Sirkka L. J., D. E. Leidner. 1999. „Communication and Trust in Global Virtual Team"

„(...) are typically assigned tasks that are strategically important and highly complex"

Maznevski M.L., K. M. Chudoba (2000) „Bridging Space Over Time: Global Virtual Team Dynamics and Effectiveness"

Source of the picture: https://www.merriam-webster.com/words-at-play/very-unique-and-absolute-adjectives

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Staff training – agile approach

- Fact/ research-based
- Tailored to needs
- Responsiveness to change
- Smart use of resources - knowledge, skills, experience; time; funds;

and technology

- Capitalization of results
- Recognition (career development)
- Sustainability (individual/ institutional level, country/ regional)
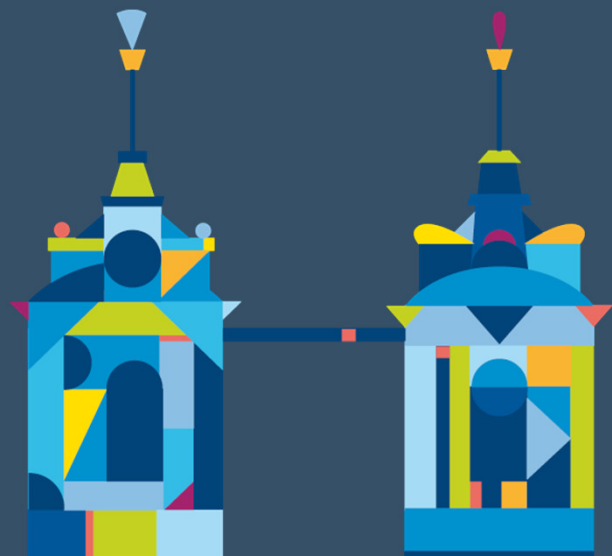
Source of the picture: https://www.freepng.es/png-8wmimn/

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Examples

- Series of webinars for Erasmus Mundus A2 scholars and staff at partner universities. Topics: e.g. hosting international students, adaptation to a new environment, good academic practice, project management

- Workshop on innovative didactic materials, tools and techniques within the project Academic Partnership for Innovation in Teaching and Learning (funded by the Polish National Agency for Academic Exchange), based on peer-learning

- Staff training week involving partners from different regions, coming within different programmes (e.g. Erasmus+ KA103, KA107, bilateral agreements).
Topic: conflict resolution in a multicultural environment

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