

Project
summary

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SUPERNOVA-Academy for development

Summary of the project “Supernova” -Academy for development

Having in mind the current situation in R. Macedonia we can emphasise the need of different type of adult education that will offer unique tools and methods in the process of education and professional and personal development.

Through education and strengthening of Human Resources managers the project activities contribute towards education of CEOs, employees and young students. Academy Supernova strives towards emotional development and forming basis for lifelong learning programs in the education institutions and out of them – at the workplace.

Today people forget to pay attention to mental and emotional growth and development. With reforms in education institutions and in companies it is needed to achieve the goal for education about science and emotional intelligence through innovative methods and tools for adult education.

Supernova Academy as a project is complementary with the strategies of Cedefop. It promotes knowledge sharing and exchange of practices in education and vocational training. It contributes to skills development for employment, employability and career development. It promotes knowledge sharing between practitioners and formulates proposals on professional development of trainers through HR managers. This project will be also disseminated through Europe and through other organizations, companies and institutions. The custom approach allows project activities to be integrated in different systems for different participants.

The project Supernova Academy was something that was developed through years of experience in the field of human resources. This type of non-formal education offers curriculum, methods and skills that provide basis for professional growth and development. The combination of formal and non-formal education is perfect for people who want to go step further in their careers and their life. Nevertheless through need assessment questionnaires and interviews we noticed the need of something that will combine them in a certain way that is innovative and new.

Supernova Academy has the program that can offer methods and tools for providers of education and also for adult learners. It is specific and innovative because it includes formal and non-formal learning techniques and curriculum in the field of psychology. Our research, work and projects showed that psychology is very useful for providing specific methods and tools in the field of education. The individual approach towards education providers and adult learners is very important in this project. It is essential that custom made program is prepared so that better results can be achieved and meaningful recommendations can be developed.

Supernova Academy offers high quality integrative program through professional guidance and counselling, supports research for development of professional knowledge, management and development of human resources and it will be further available for the wider audience. The education, training programs and counselling is realized by high quality experienced experts.

In duration of one year, Supernova Academy will strengthen the Human Resources experts and it will increase the cooperation between organizations on international level for further knowledge-sharing and best practices and experiences in adult education.

The project activities start with the training needs assessment and continue with training program, mentorship and counselling.

Through the evaluation phase this project will provide further recommendations for policy and decision makers in the field of adult education.

HR managers and HR specialists are in the position to create education and training programs and to develop new methods and tools for personal and professional growth and development into the organizations. That is why they are chosen as a target group and a stakeholder group in this project. They are in the position to direct the employees and managers in high positions in companies and organizations, towards lifelong learning goals, towards pathways that encourage personal and professional development.

Unfortunately HR Managers in Macedonia are working more on administrative tasks and it is essential to direct them towards assignments that will be more fulfilling and more successful for the overall growth and development. The HR Sector has already made the first steps towards development, the proof of that is the creation of the HR Association. The next steps will definitely be supported and encouraged with a project like Supernova Academy.

Activities

1. Training need analysis for HR Managers and HR Specialist - activity realized by the Macedonian human Resources Association in coordination with Embra Corporation

Population: 40 participants;

Implementation: 5 HR managers/specialist with experience in implementation in training need analyses and career development; 1 team leader with managerial experience more than 5 years)

2. Developing education training program curriculum – Gestalt Association of Macedonia KONTAKT Skopje in collaboration with European Association of Gestalt Therapists and European Human Resources Association in coordination with MHRA and EMBRA Corporation.

3. Implementation of education training program with provision of innovative tools and methods and creating guideline booklet for adult education - Gestalt Association of Macedonia KONTAKT Skopje, MHRA, EMBRA Corporation and Association of Business Women in coordination with European Association of Gestalt Therapists and European Human Resources Association.

Population: 90 participants HR managers/HR specialist/Managers

Implementation: 9 trainers and 9 training assistants certified/educated in Gestalt therapy, Transactional analyses (TA), Neuro-linguistic programming (NLP), Cognitive behaviour therapy (CBT); Coaching; Psychodrama; Career counselling; Organizational behaviour, Organizational psychology and Human resources management; 3 project coordinators with experience in project work more than 1 year; 3 organizational experts with experience in administration and logistic more than 1 year, 2 Human resources experts (with extended experience in the field of HRM more than 10 years, 1 team leader with experience in developing and leading projects more than 10 years)

4. Evaluation, conclusions, recommendations - MHRA, Gestalt Association of Macedonia KONTAKT Skopje, EMBRA Corporation in coordination with European Association of Gestalt Therapists and European Human Resources Association
Implementation: 3 consultants with experience in project evaluation more than 3 years.

5. Organization of conference for knowledge sharing and best practices, presentations, studies, research, lessons learned from the project, discussions etc. - MHRA, Association of Business Women, EMBRA Corporation in coordination with European Association of Gestalt Therapists and European Human Resources Association.
(invited speakers from EU institutions relevant in lifelong learning - adult education)

Population: 200 participants

Implementation: 1 team leader with experience in event management more than 3 years; 2 technical experts; 3 coordinators with experience in event management; 10 volunteers; 8 guest speakers; 3 moderators;