

TRAINING OF TRAINERS IN GEORGIA

Ilia State University and Kutaisi University

In frame of “PEOPLE” project HR Department of Ilia State University helded several trainings for administrative and technical staff, such as:

- January 2015 – training modules- Performance Evaluation, Team Work and Cooperation, Develop and Motivate others, People Management, 20 hours of training for 32 participants, top and middle managers of ISU.
- July 2015 – Joint 3 days intensive trainings (18 hours) with Kutaisi University for administrative and technical staff of ISU and KU- 52 participants; training modules-
 1. Human Resource Management (General Principles)
 2. Recruitment, Selection and Hiring Processes
 3. Integrating New Employees to the Workplace
 4. Performance Evaluation Methods
 5. Staff Motivation & Development
 6. Communication and Team Management
 7. Conflicts
 8. Time Management
 9. Organizational structure and Change Management
 10. Strategic Planning Process.
- December 2015- Performance evaluation of academic/ research staff for representatives of faculty staff of ISU. 8 hours of training., 17 participants.
- September 2016 – workshops/ trainings for the representatives of HR from different HEIs of Georgia, 22 participants- Strategic Plan of Human Resources. 12 hours of workshop.
- December 2016- trainings for the representatives of HR from different HEIs of Georgia, 12 participant- Performance Evaluation, Team Work and Cooperation, Develop and Motivate others, People Management, Management by objectives, Recruitment and selection.

The organizers of this training-workshop were the project partner organizations – **Kutaisi University and Ilia State University**. Beside the employees of partner universities (middle level managers, academic and administrative personnel) the training-workshop was attended by representatives of Akaki Tsereteli State University located in Kutaisi and local public institutions – the so-called non-profit (non-commercial) legal entities. The total number of participants was 52. The attendees from non-partner institutions accounted for more than 60%.

The training was conducted interactively. Many questions arose during the interesting discussions. The satisfied audience rewarded the trainers of organizer universities with a standing ovation and prolonged applause. A post-training survey revealed that trainees were satisfied with the training and all their expectations were met.

It must be admitted that earlier, in the first stage of “PEOPLE” project, the trainers had already attended “Train the Trainer” courses on HRM and Strategic Planning process at Lisbon (IST) and Barcelona (UPC) partner Universities.

At the end of the training, the attendees were given certificates.

Impact of the trainings can be described as follows:

- Increased knowledge and awareness on HRM issues among decision makers of our universities;
- High motivation of KU staff (middle level managers) to participate in the process of HR strategic planning;
- Increased interaction, coordination, collaboration ... sharing good practices between ISU and KU.

The growing demand for HRM consulting services in the region (The HR centre of our university periodically provides such services to local public institutions).