



# PEOPLE

## WORKING PACKAGE 2

## Training Human Resources managers and staff

### 2.1 Training HR trainers

*Stage 1: To carry out a training for trainers addressed to experts in the field of human resources management and staff development in the partner universities which will further train the academic and administrative managers and staff at each partner university (stage 2). This training is foreseen to be done by European partners (Spain and Portugal) in the European countries.*

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### 2.2 Training seminar on HR in each partner institution

*Stage 2: To carry out training seminars on HR most relevant processes (identified in the auditing working package as areas for improvement and weaknesses) in order to improve the competencies of academic and administrative managers and staff.*

*Once the trainers have been trained, each partner institution will organise the seminar in each country. This seminar will be offered by each institution and will invite other stakeholders with whom they have memorandums of understanding and usually cooperate. This training will use the same format as the carried out in Europe but will try to focus to a wider number of participants. Around 25 participants x 9 institutions makes an indicator of 225 university top and middle managers trained.*

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### 2.3 HR Workshops

*Stage 3: organisation of workshops on specific human resources management topics to be in-depth covered during the project. These workshops will be organised in Sweden and Portugal.*

*Specific workshops will be offered by IST and KTH in order to improve some prioritised competencies that will be detected during the audit and map of competencies. The objective is to organise two short placements during the second and the third year of the project on two main subjects.*