

**SILC: A NEW CONCEPT OF LEADERSHIP TRAINING THAT CONSIDERS DIVERSITY OF CULTURE AND GENERATIONS AS AN ASSET.
SILC AIMS AT TRAINING TEAM LEADERS IN ORDER TO DEVELOP WORKPLACE LEARNING, INNOVATION, FACILITATION
AND TEAM BUILDING.**

From September 2016 to May 2019

What?

- Provide Micro, Small and Medium Enterprises and Organisations (MSM E&Os) team leaders with training materials suitable to use learning-on-the-job activities and a bottom-up approach to benefit from diversity in their teams.
- Equip adult educators (facilitators, trainers, coaches) with tools and training to support MSM E&Os team leaders develop diversity competencies.

Why?

The workforce is rapidly changing and becoming more multi-generational/and -cultural. Demographical developments (lower birth rates and population aging) and migration (both within and from outside the EU) rapidly increase the diversity of the workforce. As a result, the strategies, measures and trainings tackling diversity, which have been so far of interest particular to the large international organizations, are now needed for Micro, Small and Medium-sized Enterprises and Organizations (MSM E&Os) as well as NGOs. If not well managed, the innovative power of this diversity stays behind and many issues are likely to appear: lack of engagement, exclusion, lack of innovation, miscommunication etc. However, MSM E&Os do not have sufficient resources in place (in contrast to large companies with financial and HR potential to develop full-scale diversity policies). Moreover, the open offer leadership courses for operational leaders does not include this specific topic. The Synergy in Learning and Cooperation (SiLC) project responds to the needs of MSM E&Os whose team leaders do not know how to cope with the increased diversity and how to turn it into an asset. They need to strengthen their own and team members' leadership skills and competences to keep their organisations innovative, efficient and competitive... **interested?**



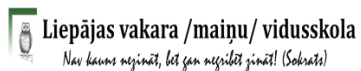
Output

Ready-to-use toolbox with practical tools and instruction to be used by team leaders at the workplace.

- Handbook (standalone) for team leaders.
- Curriculum for education facilitators Developing Competences for Leadership of Generation and Culture Diverse Teams in MSM E&Os: "a portable mini-curriculum".
- Handbook (standalone) for facilitators of leadership development.

Who are we?

The Netherlands, Czech Republic, Romania, Bulgaria, Latvia, Catalonia (Spain)



EUROPEAN CENTER FOR INNOVATION,
EDUCATION, SCIENCE AND CULTURE



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