

THE LABS RESULTS IN:

BUCAREST e CLUJ, RO

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SMEs NETWORKING IN ROMANIA

| | N. SESSIONS | N. PARTICIPANTS | AIMS | ACHIEVEMENTS |
|--------------------------------|--|---|--|---|
| Labs for 2nd tier facilitators | 3 | 8 | AL using different tools Mapping the project in the local context Discussing context, methods and the appropriate means for recruiting and developing the facilitators Learning facilitator concept and role in active manner, identifying the qualities that a person needs for being a good facilitator Exercising different facilitator roles | The learnshops were a good opportunity to learn and to exercise the learning by doing concept Some of the participants are interested in becoming facilitators |
| Labs for SMEs | 3 in Timisoara Cluj Bucarest | 25 (associated members of Unimpresa, trainers and consultants) | To strengthen and improve aggregation and networking processes To introduce the concept of action learning Build acceptance and cooperation among the participants Identify sensitive topics in order to enhance cooperation | Increasing interest for the project and AL method Knowledge about European Structural Funds Interest for the facilitator role in company Develop the concept of „consorzium“ of SMEs and the facilitator inside the consorzium |

| TOOLS AND METHODS | LABS FOR 2ND TIER FACILITATORS | LABS FOR SMES |
|-------------------|---|--|
| Main tools used | Ice-breaking Brainstorming Workforce analysis Customer and supplier needs analysis | Ice-breaking Mindmapping and visualisation Moderation Customer and supplier needs analysis and planning Analysis of the main economic sectors mentioned in the Government strategy as priorities for further development |

Overall evaluation on Labs for SMEs

Briefing and preparation:

- no more than half a day programme for SMEs
- it is not possible avoiding competitors into the same group
- it is very important to find the general arguments in order to attract all size of SMEs , working in all economic sectors
- in the same time a part of the „offer” must be individualized both by asking company profile and private discussions
- case studies are very much appreciated by the team

Overall achievements in terms of contents and methods:

- recognition and acknowledgement of action learning tools
- exchange of information, broader view on the specific sector

Overall evaluation on Labs for 2nd tier facilitators

Working together is a good experience and action learning

There is a serious problem with the time shortage. That is why the consultants are more interested in such a workshop, having in mind that they can use the knowledge in the interest of their own companies

Good preparation is obligatory both on methods and technics and on project design

Lessons learned and recommendations

- Preliminary phase of sensibilization is essential and has to be correctly done.
- Briefing and preparation cannot be underestimated
- Targeted and structured communication in workgroups as a process of common work needs practice
- A too high disomogeneity of participants is a high risk of failure of the meeting (case of Bucarest)
- Action learning methodologies are interesting for the participants but there is a need to clarify the benefits of facilitating
- Cooperation is an issue accepted but the topics are very important to enhance the involvement of participants