

THE LABS RESULTS IN:

ARAD, RO

Daniel Manate, Mariana Nagy, AVUAR
eonmad1@yahoo.com

IT SECTOR SMES

	N. SESSIONS	N.PARTICIPANTS	AIMS	ACHIEVEMENTS
Labs for 2nd tier facilitators	2	10 (consultants, employees in IT companies, public entities)	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	2	6 (managers of local IT SMEs)	To build acceptance and cooperation among the participants, To identify sensitive topics in order to enhance cooperation, To introduce and practice the concept of action learning	The workshops were good opportunities for local IT managers to meet and do something useful together, practising action learning methodologies

TOOLS AND METHODS	LABS FOR 2ND TIER FACILITATORS	LABS FOR SMES
Main tools used	Ice-breaking Brainstorming Ishikawa diagram Workforce analysis Customer and supplier needs analysis	Ice-breking Workforce analysis Customer and supplier needs analysis and planning

Main comments on the learnshop experience

“I was interested especially in learning more about how to be a better moderator and I think this was a good opportunity.”

“I’m interested in becoming a facilitator and develop such activities through the consultancy company where I’m working.”

“The UAV Incubator building from Vladimirescu can and must be involved in the plan of developing a facilitator’s network in the Western region Banat-Crisana.”

Main comments on the workshop experience:

“The idea was good and these meetings should go on.”

“All means to solve our common problems are acceptable and it’s interesting to see how some of us think on these issues.”

“There is a serious problem with the time shortage. I have limited disposable time.”

“Working together was a good experience and action learning could be useful even within my company.”

Lessons learned and recommendations

• *Facilitators Labs:*

Action learning methodologies are interesting for the participants but there is a need to clarify the benefits of facilitating

Some of participants want to go on and become facilitators and offer this service through their companies; this issue is related with the first

The UAV Incubator from Vladimirescu could be involved in the plan of developing a facilitator’s network in the Western region Banat-Crisana

• *SMEs Labs*

Cooperation is an issue accepted but the topics are very important to enhance the involvement of participants
Schedule and time management are relevant