Workshop 5: Management and Leadership Skills

Rethinking VET for Inclusive Excellence
14th – 28th October 2018, Como, Italy
Moderator: Gaby Tinnemeier, Rapporteur: Carina Joao Oliviera
3 Key Issues at the meeting: Changemanagement; Leading Strategies and D&I (Diversity and Inclusion management)

• Reflections:
  Various systems and definitions in different countries
  Lack of understanding of decisions – Lack of understanding the fears of the staff
  Need of competences to include, participate and diversify

• Conclusions:
  Visions have to be communicated.
  Everyone has to be involved to identify aims and the values
  It should be looked at issues holistically not individually
  Creation of a culture for innovation
  Development of methods to improve the process of inclusion and diversity
Solutions and good practise:

• Empowering staff to innovate and involve them in problem solution
• Get them recognition and the ability for leadership
• Success stories should be told
• Provide network opportunities
• Gain foundings to support the goal of inclusion
• Good practise: Use strategic boards to get constant feedback
• Minimize the number of strategies
Key Message to the Conference

- Inclusivity and diversity are core values of excellence!

Make it happen!
Network works!
Thank You 😊

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