

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 fundings 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

- Inclusivon and diversity are core values of excellence!

Make it happen!



Network works! Thank You 😊

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