

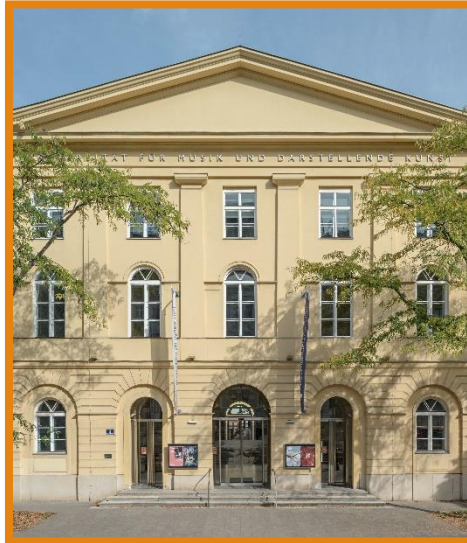
Erasmus+ STaff Training Mobility at mdw – University of Music and Performing Arts Vienna

A versatile instrument in human resources & organizational
development – Status quo and potentials

E.g. teaching methods, didactics, specific health promoting techniques, leadership training, project management in HEIs ...

e.g. curricula development, strategy work, getting involved into crosscutting topics, examples of good/best practices, workflow organisation

Intents of Erasmus+ STT Outgoings at mdw



STAFF WEEKS | to expand the own personal and professional horizon, speak a foreign language, train transversal skills and network around a joint thematic focus



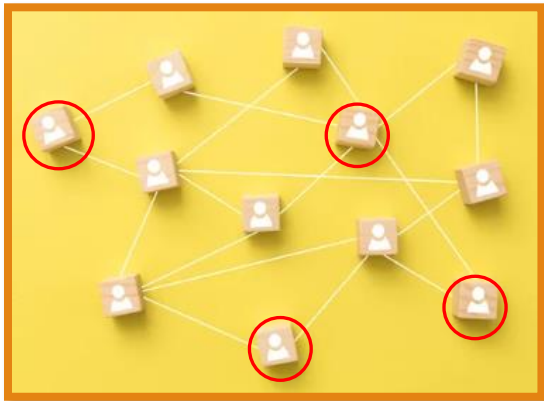
TRAINING COURSES | to train and acquire new skills, special methods and techniques (single/or in small group)



JOB SHADOWING & HOSPITATION | to exchange experiences and ideas in regard to specific professional matters and their development (single/or in small groups)

15 – 20 Outgoing STT Mobilities
p.a.

Affiliation of Erasmus+ STT Outgoings



Adobe Stock/RedPixel

ADMINISTRATIONAL STAFF
ARTISTS
PEDAGOGUES
RESEARCHERS

= First Timers & Fans

= reached and encouraged through joint consultation across divisions and regular exchange about programm opportunities between our colleagues of the:

Office for International Programme Mobilities,
Human Resources Development,
Research Support,
Disability Officer

Multichannel Communication and Live Events



Freepik.com

Erasmus+ Mobility Fair

International Blog

Onboarding Services

Brochure (print)

Newsletter (digital)

Staff Appraisal

Info Mail addressing the university leaders



mdw

Counselling and Support Measures



support throughout the whole process of undertaking a staff training mobility for a great customer experience (outgoing & incoming)



*counselling with regard to particular ways of green travelling and engaging in a corresponding university wide discourse



*travelling with special needs

Knowledge Transfer & Dissemination after coming back from an Erasmus+ STT

The image shows two transfer cards side-by-side. The left card is titled 'TRANSFERKARTE' and is divided into three main sections: 'Angaben zum Staff Training' (orange header), 'Erkenntnisse' (red header), and 'Wissensweitergabe' (blue header). The right card is titled 'Transfer in meinen Arbeitsalltag' (yellow header) and is divided into 'Hinweise' (green header) and 'Wissensweitergabe' (blue header). Both cards have a logo for 'Zentrum für Weiterbildung' in the top right and 'mjw' in the bottom right.

TRANSFERKARTE
Erkenntnisse meiner ERASMUS+ Fortbildungsmobilität
(Staff Training) für die Praxis festhalten

Angaben zum Staff Training
Datum / Ort / Institution:
Meine Ansprechpartner_innen; interessante Kontakte vor Ort:

Erkenntnisse
Meine wichtigsten Erkenntnisse sind:
Ideen, die ich weiter verfolgen möchte:

Wissensweitergabe ja nein bis
Bericht an
Vorgesetzte_n
Bericht an Team

Transfer in meinen Arbeitsalltag
So möchte ich meine Erkenntnisse einsetzen:
Für die Umsetzung benötige ich:

Hinweise
Empfehlungen, Lese- und Hör Tipps:

Wissensweitergabe ja nein bis
Bericht an
Vorgesetzte_n
Bericht an Team

Transfer card:

Documentation of learning results/insights

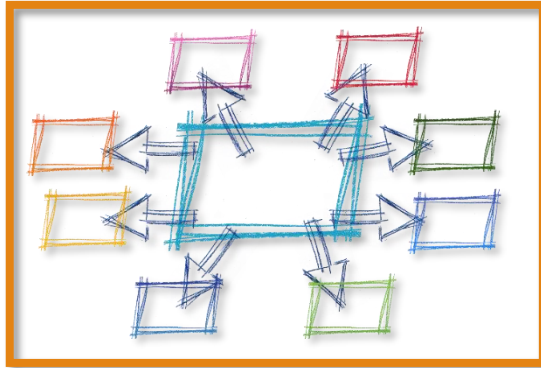
Ideas of utilization and implementation

Contacts, further ideas

Impulses for dissemination

→ Can also be used for documentation of exchange activities with visiting staff (Incomings)

Knowledge Transfer & Dissemination after coming back from an Erasmus+ STT



<https://pixabay.com/de/illustrations/netzwerk-rechteck-ringe-vernetzen-1989138/>

Internal Evaluation and Database in 5 categories:

quality of counselling services

impact of internal communication channels

statistical data

information about receiving institution

Assumed effects of the mobility on professional practice, colleagues, students, university

Impact and Potential I

...which we realize on an
individual level:

Erasmus+ STT as an instrument ...

for professional development

for stimulation; variety from every day work (routines)

to maintain employability

for personal development: training of language and transversal skills, intercultural experience

Impact and Potential II

...which we realize on an
institutional level:

Erasmus+ STT as an instrument ...

for expert learning and development (single/group)

to support expert careers or to prepare for a new position, a new project,
new responsibilities

for expert exchange and creating open spaces for researching, observing
and reflecting on practices, processes and structures

for networking / initiating cooperation and collaboration

of teambuilding

for Life long learning

to gain empathy and cultural awareness

Conclusion



<https://pixabay.com/de/illustrations/pfeile-marketing-strategie-startup-2023449/>

There is potential for the strategic use of the versatile instrument “Erasmus+ Staff Training” in personell and organizational development.

More attention and awareness could be raised in the universitys’ strategic documents and by assignments.

Accordingly, the responsibility for staff development could be highlighted as a facet in the function of academic leaders.

Thank you for your attention!
