

## 4th NEWSLETTER October 2022



# INSPIRER

Inclusive workplaces for senior workers

### A CURRENT CHALLENGE ACROSS EUROPE: MULTIGENERATIONAL WORKPLACE CULTURE

The Charta der Vielfalt is one of the leading organisations in Germany in terms of diversity. The non-profit association was founded in 2010 and is committed to embedding diversity in the economy and society. It is their aim to inform about diversity management as an instrument for developing a respectful and open organisational culture. One of the main topics in their latest news in September 2022 is dealing with generational diversity at work. They refer to a recently published article of one of the leading German journals in the field of economics “Wirtschaftswoche” that focuses on how to communicate and give feedback to Gen Z (born 1996 and later). This example highlights the current challenge across Europe with 5 generations at work and the need for managers to communicate and cooperate appropriately with all staff members.

Along the same objectives, the Hungarian partner, Trebag has been cooperating in the project. As a training and consultancy organization it has been active in providing courses on soft skills to players in the automotive sector in Hungary. They have been cumulating their knowledge and experience on communication and conflict management in module 5 on the online training material as well as developing the Mentorship Guide.

The INSPIRER project consortium has been working on the above topics since November 2020 and the final versions of tailor-made tools in six European languages (English, German, French, Slovak, Greek and Hungarian) will be available soon. These include:

- A training course on multigenerational workplace culture for managers
- A 360° assessment tool for multigenerational workplace culture in companies
- A mentoring space and a guide on cross-generational / reverse-age mentorships.

More information at <https://inclusiveworkplace.eu/services/>

### LATEST PROJECT UPDATES

After almost two years of collaborating to the realisation of INSPIRER, the consortium has successfully reached important milestones. Here are some major updates:

- Project Partners were able to meet in person in Budapest (June 2022) and in Luxemburg (September 2022)
- The consortium has now finished developing the three tools

- Each Partner has kept on disseminating project's results far and wide on social media and at conferences.

## INSPIRER E-LEARNING COURSE

The Synthesis Report on the multigenerational workplace culture training needs is uploaded to the project website, together with the curriculum of the training course on multigenerational workplace culture. All five modules of the course are now available on a Moodle platform in English, French, German, Slovak, Hungarian and Greek.

- Module 1: Diversity & Inclusion
- Module 2: Managing Multigenerational Teams
- Module 3: Generation Matters
- Module 4: Engagement of Multigenerational Workforce through Learning and Development
- Module 5: Bridge the Gap: Communicating with a Multigenerational Workforce

Welcome to INSPIRER course!



The MOOC (Massive Open Online Course) consists of 40 hours of self-directed learning on the MOODLE platform. During this 5-week-long course, you can enjoy various activities, such as readings, videos, different interactive exercises, case studies, best practices, and of course some quizzes.

By completing the full training course, you will increase your knowledge, skills, and competencies regarding the multigenerational workplace culture. You will be able to analyse the concrete working environment in a company, develop new approaches towards a multigenerational workplace culture as well as implement innovative tailor-made policies to increase the understanding and commitment for a multigenerational workplace culture among management and workforce.

Interested? We are currently piloting the national versions of all project tools, let us know if you want to be a part of it.

### INSPIRER 360° Assessment Tool

The tool is available at <https://inspirerv2.cfserver3.net/> or via the project website <https://inclusiveworkplace.eu/> Please feel free to get familiar with the tool.

### INSPIRER Mentoring Space

This platform is also now available in English, French, German, Slovak, Hungarian and Greek at <https://mentoring.inclusiveworkplace.eu/welcome/>. There is a variety of practical assignments for (reverse) mentoring in companies.

## EVENTS

The Greek partner IDEC, on November 9th will implement the second webinar of the project in collaboration with the Human Resources department of Westnet, a member of the Olympia Group of companies which specializes in Technology and Energy Solutions. The reason this Greek partner chose to implement the webinar with another company is that the imprint of the Inspirer project must be in the working culture of companies and not in a theoretical or academic environment. During the webinar IDEC will present the Inspirer outputs and an older and a younger employee of Westnet will present their own age-related challenges and explain how the Inspirer outputs will change the way they face those challenges. The webinar will be publicized through OBES', IDEC's and Westnet's Social Media while a dedicated newsletter will be sent in advance to all the OBES member companies and to over 300 Greek Human Resources Managers. If you would like to attend this free webinar, please follow the Inspirer page on Facebook to fill in the participation form: <https://www.facebook.com/inspirerproject>

Stay tuned to learn about how piloting is going in each country and get in contact with us if you would like to take part at our final multiplier events in all project countries.

## THE INSPIRER CONSORTIUM IS A PARTNERSHIP OF SEVEN EUROPEAN ORGANIZATIONS

The project is implemented by seven partners from five different EU countries in order to create outputs that will have European-wide applicability and impact. Partners come from Slovakia, Greece, Germany, Hungary, and Luxembourg.

- **TUKE** (Slovakia) – Technical University of Kosice (Leader)
- **ASTRA** (Slovakia) – Zdruzenie pre Inovacie a Rozvoj
- **IDEC** (Greece) – Aintek Symvouloi Epicheiriseon Efarmoges Ypsilis Technologias Ekpaidefsi Anonymi Etaireia
- **TREBAG** (Hungary) – TREBAG Intellectual Property-and Project Manager LTD
- **VHS CHAM** (Germany) – Volkshochschule im Landkreis Cham e.V.
- **OBES** (Greece) – Omospondia Viomichanikon Ergatoupallilikon Somateion
- **CCIL** (Luxembourg) – Camera di Commercio Italo-Lussemburghese

## ABOUT ERASMUS+

Erasmus+ is the EU's programme to support education, training, youth and sport in Europe. With the programme 2014-2020, the budget of €14.7 billion provided opportunities for over 4 million Europeans to study, train, and gain experience abroad.

To learn more about the Erasmus+ program, [click here](#)



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