

5th NEWSLETTER December 2022



INSPIRER

Inclusive workplaces for senior workers

INSPIRER MULTIPLIER EVENTS

INSPIRER project aims to support the importance of creating and maintaining a multigenerational workplace culture. To disseminate the project idea the multiplier events were organized in October and November 2022 in all partner countries (Slovakia, Germany, Hungary, Luxembourg, and Greece). More than 180 stakeholders were reached in total, differing based on the scope of the individual partner.

The goal of the Multiplier events was to:

- highlight the benefits of creating and developing the multigenerational workplace culture
- To present the project's activities and outputs (360° assessment tool, online training course and online mentorship space)
- To show companies how they can use the 360° assessment tool with their employees to get their insight about the multigenerational workplace culture in their environment
- To motivate HR managers and company managers to undergo the online training course to improve their knowledge about the different age groups of employees they might be dealing with
- To motivate company employees to join an online mentorship space to apply for cross-generational/ reverse age mentorships

ASTRA and TUKE from Slovakia organized a multiplier event in an academic environment, engaging more than 40 academics and students in the last year of study of management (future HR and company managers).

IDEC and OBES from Greece hosted more than 40 representatives from the Chamber of Commerce of Piraeus and Athens and employers and employees' representatives from different multigenerational companies.

Hungarian partner, TREBAG, invited 40 participants, which were HR experts, academics, adult education managers and experts. The participants were mainly women.

As for the German partners, VHS, engaged 30 stakeholders from associations and agencies, such as the Bavarian Adult Education Centre Association or the German Institute for Adult Education.

CCIL from Luxembourg hosted the multiplier event for more than 30 participants, including employees, HR and company managers from companies employing people from different generations.

Except for presenting the project and its outputs, participants had a chance to test the outputs themselves and discuss and network during the breaks and after the event. Each Multiplier event was evaluated by participants via distributed questionnaires, to get their feedback on the organizational aspect of the event.



PILOTING OF INSPIRER INTELLECTUAL OUTPUTS

Piloting process

- **O1: Training course on multigenerational workplace culture:**
 - 20 participants per country = 100 participants in total
 - Ideally, they are HR manager and similar occupations
- **O2: 360° assessment tool for multigenerational workplace culture:**
 - 20 companies per country = 100 companies
 - The 20 company/HR managers per country will ideally participate in the training course. It should motivate their employees to use the online tool to assess the multigenerational culture of their workplace.
- **O3: Mentorship model and online mentorship space:**
 - Piloting should be combined with the piloting of IO1 and IO2. In particular, companies that pilot test the assessment tool of IO2, should appoint at least 2 of their employees (one above and one below 55), to implement the mentorship model and use the online mentorship space.
 - Total, 20 companies per partner = 100 companies * 2 employees = 200 employees

Ongoing NOW

Participants from all partner countries: **Greece, Hungary, Slovakia, Luxembourg, and Germany** are currently **piloting all INSPIRER intellectual outputs**. We are already receiving feedback and we are convinced it will help to make our products the best they can be. This one was provided by the participant in Slovakia. Katarina works at a multigenerational, international company as the HR

expert: “I have recently started the INSPIRER course. After the first few articles and scientific texts, it helped me a lot at work, since I work as an HR specialist in an IT company. Thanks to this course, my colleagues and I became much more interested in this topic than in the past, and we apply it in the workplace as well. The course is very well prepared, the articles, scientific texts and videos are interesting and valuable. The texts are not long, so you can easily process all the information they contain.”

IDEC ORGANISED A WEBINAR

On the 9th of November 2022, IDEC organized a webinar with the topic of “Multigenerational culture in companies” in collaboration with Westnet, one of the biggest technology distributors in Greece and part of a multinational company with operations in 3 countries and sales to over 60 countries. From the part of Westnet, the Human Resources Manager, Ilectra Diamanti presented the company’s best practices about onboarding all generations, securing talent regardless of age and maintaining an inclusive multigenerational culture in their company. Also, two employees of the company, one younger than 30 and one older than 55 years of age, spoke and described their age-related challenges and how they handle them at a personal level as well as what the company does to assist and facilitate their work.

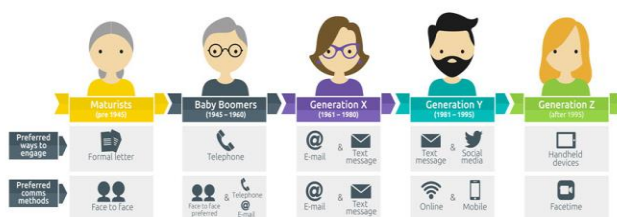
From the part of IDEC, Koralia Tsagkaratou, the INSPIRER project manager, presented the project and its outputs in an analytical way and recruited participants for the piloting phase.

The webinar was attended by over 30 people, all employees of well-established Greek companies and Human Resources managers.

Part of the Westnet presentation can be seen here:

Recognize the Value of Multigenerational Diversity

For the first time in history,
there are 5 different generations in the global workforce.
Managers and leaders are tasked with balancing a generational gap
that runs the gamut of skills and talent.



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-Lusseburghese

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](#)



**Co-funded by
the European Union**

PROJECT INSPIRER (2020-1-SK01-KA204-078253) is funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.