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NEWSLETTER, OCTOBER 2021

PARTNERS



PAST EVENTS

Between spring and autumn of 2021, several major tasks within project INCLUDE were successfully accomplished. In April 2021, the 4th Transnational partner meeting took place, which due to COVID-19 restrictions was held online instead of physically in Vratsa, Bulgaria. Although not face-to-face, the two-days meeting was very fruitful and partners were able to discuss important topics such as the progress of the intellectual products—the Process model, the EQF Curriculum, The Handbook, and the E-mail course, as well as upcoming partners' tasks related to their development.

The five Test workshops in Bulgaria, Cyprus, Germany, Italy, and Poland were held in the period March–June 2021. During the Test workshops, with over 50 participants covering all target groups of the project—SMEs, SMOs, startups, VETs, and NGOs—the trainers presented the INCLUDE project in general, the process model (IO1), the EQF Curriculum (IO2), as well as several Tools from the Handbook (IO3). The Test workshops were interactive, with lots of participation and positive feedback by participants. Testers' and trainers' feedback was collected through questionnaires including questions in the following categories: participant's/trainer's info, content related questions, questions related to the overall organisation and delivery of the workshops.

The other major testing activity was the Day-to-day testing of IO3 Tools by project partners that took place between March and July 2021. The aim of the Day-to-day testing by partners is to apply into practice as many IO3 tools as possible and analyse them in terms of applicability, usefulness and comprehensibility, as well as the extent to which they stimulate different teams to practice inclusive teamwork. 12 Tools for inclusive leadership were tested: – Discounting, Golden Circle, Team Canvas, I OK – You OK, Giving getting true feedback, Binding contract, Reflective group, How to conduct online meetings, Art of Dialogue, NAIKAN Method, Open space for leaders, and Open space for organisations. The feedback, collected through testers' day-to-day experience reports, was summarized and valued. The Chamber of Commerce and Industry Vratsa, that is the lead partner of the testing phase, prepared a Testing phase evaluation report. Its main findings will serve to improve the INCLUDE products.

In the past few months, respective project partners were actively working towards completing the draft versions of the intellectual outputs, which will be available for feedback by the rest of the partnership by November 2021. The expected total number of Tools that will be presented in the Handbook (IO3) is 26.



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UPCOMING

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The COVID-19 pandemic affected all spheres of our lives—personal and professional ones. Face-to-face meetings were not possible, communication was not as quick as usual, some tasks had to be slightly delayed in time until we could all adjust to the new conditions. Thus, the project INCLUDE was officially extended until the end of February 2022 so no compromise to be made about the quality of project results.

In the next few months, the INCLUDE partners will accomplish the following important tasks:

- Recruit testers to participate in the testing of the E-mail course (IO4) that will take place in November 2021. The E-mail course will consist of 12 distinct learning units, each transmitted in a separate e-mail, each spurring interest towards a specific tool of the Handbook. Besides participants from the Test workshops, anyone who is interested on the INCLUDE topic is welcome to participate, for more info, please contact CCI Vratsa at icci-vr@cci-vratsa.org
- Conduct the next transnational partner meeting in Poland on 29th and 30th of November 2021, where project partners could discuss the finalisation of the intellectual outputs and final project steps.
- Finalisation of project outputs. Finalisation tasks include partners' final feedback on the intellectual products, proofreading, translation of IO2, IO3, and IO4, design and layout of IO1 and IO3.
- Participation in the regular online meetings within the project.
- Preparation and conduction of five Multiplier events—in Cyprus, Poland, Italy, Bulgaria and Germany, where the INCLUDE products could be presented and disseminated to our target group, stakeholders and the wider public.
- Dissemination activities by all partners aiming to popularize the INCLUDE products that will be available for free in English, German, Greek, Italian, Polish and Bulgarian languages and that will support managers and employees of SMEs, SMOs, and startups in their day-to-day challenges of the digital transformation with a modern, inclusive leadership approach.

Stay tuned for our final INCLUDE Newsletter edition with latest updates on the INCLUDE products!