

## Material 2.3.1m

### INTRODUCTION TO THE SESSION BENEFITING FROM NETWORKING AND COOPERATION

Unit 2 focuses on Innovative concepts and development for company-based career work.

Current trends in the world of work and in the enterprises require individualization of personnel development.

Modern management theories stress the need for autonomously learning and flexibly acting employees who are able to take initiatives and to adapt to unforeseen situations. The demand is to create challenging tasks, as well as coaching and networking opportunities for the employees to develop their potential.

More and more enterprises recognize their important and interdependent position in the society and take social responsibility. They accept the inclusion of vulnerable people as their task. This again requires individualized personnel work

The results from a data collection carried out by the project consortium of Connect! in 2020 have proved that cooperation of enterprises with professional career counsellors supports enterprises in their personnel work and that enterprises are open for improving contacts with counsellors and learning from each other.

#### Goal of session 3

- **Describe best practice in networking and cooperation between Human resource management in enterprises (HRM) and professional career guidance and counselling**

Cooperation and networking are recent trends in business management. Networking means the establishment and maintenance of personal and business contacts. The aim is the creation of a social network of persons who are in relation to each other and support each other. Sonja Raddatz (2001) has introduced the term “Relationales Management” (relational management) for this development.

The development of digital information and communication technology has been an impetus for networking and cooperation. As consequence production and business processes have become netted. The development is known as “Industry 4.0”.

In session 3 the focus is on discovering good practice of networking and cooperation at the intersections between HRM and CGC.



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Follow the **ppt presentation** and note your remarks to the following 3 questions:

- Which of the findings are surprising for you?
- Which recommendations derived from the findings would you underline or add?
- Which questions do you have?

**After the ppt presentation build with 2 or three of your “neighbour” colleagues a “murmur group” and discuss in 5 minutes your notes to the 3 questions.**