

## IO4 Connect: Workshop for Practitioners - Counsellors, Coaches, Personnel developers

### Unit 2

## Innovative concepts and development for company-based career work/HRM

### Overview on the session (p2.1f)

#### The goals

The focus of this session is to highlight innovative developments and changes in the Human Resource Management (HRM) and career work

The innovative development and changes are partially caused by the megatrends in the world of work (see Unit 1) but also by innovative theories concerning work-based learning and competence development in enterprises, thus including a change in the understanding of leadership in enterprises and the role of the employees. Those theories are based on the concept of the Learning Organization, the acceptance of Corporate Social Responsibility and on the appreciation of Cooperation beyond the own organization. Learning by Networking and Learning by counselling are playing an increasing role.

The learning goals of the session are:

- a. *Explain the reasons why enterprises have to tend to a learning organization and which roles the Human Resource Management (HRM) plays in this development*
- b. *Explain Corporate Social Responsibility as a driver for innovative practices in Human Resource Development*
- c. *Describe best practice in networking and cooperation between Human Resource Management (HRM) and Career Guidance and Counselling*

#### The working plan

- Brain Storming with the whole group: Perceptions by the participants of innovative developments and changes in Human Resource Management and career work
- Allocating the contributions from the brain storming to certain categories – participation of all group members



This license lets you (or other party) share, remix, transform, and build upon this material non-commercially, as long as you credit the Connect! project partners and license your new creations under identical terms.

- Distinction of main categories – lecture

#### *Short break*

- Working in three or four parallel groups, each focused on a certain category: exchange of experience, finding best practice examples
- Poster exhibition of the results
- Reflection of the personal learning outcome from the unit

### **Instruction for the Brain Storming**

Everybody just spontaneously calls out his/her idea. These are documented on a flip chart (either by the teacher or by a member of the group). All ideas are collected. Discussion does not take place as long as the brain storming lasts.

#### ***The question is:***

*Which innovative developments or changes do I realize in HRM – with view to company-based career work?*