

# CREDNET

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Network for the accreditation of the managerial skills  
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## The CREDNET project

The project CREDNET - Network for the Accreditation of the Managerial Skills is a transnational network, funded by the Lifelong Learning Programme (Leonardo da Vinci-Networks), that envisages a common framework of competencies and qualifications for the recognition of and validation of entrepreneurial-related and managerial skills acquired in non-formal learning. This will be achieved by developing a certification methodology and criteria to validate informal learning especially for the credibility and recognition of the competencies established. This will help companies widen the applicability of the recognition procedures and the development of a legislative framework on it. It is envisaged managers to be more involved in innovation activities and companies become more competitive. The partnership of the project is consisted by 8 partners from 7 countries (Greece, Cyprus, Italy, Slovenia, Poland, Latvia, and Romania) and includes all the relevant actors in the field: SMEs, Incubator, SME Association, Adult Education Provider and National Authority for the Certification of Competencies.

## CREDNET Partners



## **Methodology for the accreditation of managerial skills**

The CREDNET project is going to develop a methodology for the accreditation of the soft skills of the managers as well as a self evaluation tool where the managers are going to be able to evaluate their soft skills. The project is going to focus on the evaluation of the soft skills of the managers which were identified in the framework of the previous project EMME- European Management Model Empowerment (LLP/LDV/TOI/08/IT/506). These skills are divided in three large categories: Design Skills, Behavioral Skills and Leading Skills. In the category of Design Skills, the managerial skills that are going to be evaluated are the following: Logical / analytical and synthesizing skills, Insight and creativity skills, problem solving skills and learning skills. In the category of the Behavioral Skills, the focus is going to be given on the following skills: Capacity for personal relationships, Capacity for autonomy, Communication skills, Negotiation skills and Flexibility. Finally, regarding the leading skills the project is going to evaluate the following skills, Leadership, Decision-making, Risk-oriented / Entrepreneurial skills, Integration skills, Holistic view and Time perspective (strategic view).

## **Self-evaluation Tool**

Training material is also going to be developed as part of the CREDNET project. The training material will be online and suitable for e- learning. The learning content will be available for all the 16 skills that have been identified by the EMME project. In some cases, the 16 skills are going to be further analysed to sub- categories for reasons of more clarity. The learning content is going to valorize already existing material but also new material that will be developed exclusively for the purposes of the CREDNET project. The main purpose of the training content is to facilitate the managers to develop their skills and competencies in which they are weak. The identification of this weakness can be made through the self evaluation tool. The training material is going to be available in all the languages of the partnership (Greek, Latvian, Slovenian, Romanian, Polish, Italian) and English.

## Self-evaluation tool

CREDNET project is developing a self-evaluation tool in order to facilitate the managers to identify the skills in which they are strong and the skills in which they need improvement. For the latter, training material is going to be proposed which will facilitate their development. The tool is going to be online, fully automatic and available for all the managers that will want to use it. CREDNET is going to use for the self evaluation tool an adapted version of the standards of the International Project Management Association. Behavioral patterns are going to be set for each one of the 16 skills identified in the framework of the EMME project (analysed in page 1 of the current newsletter) and the managers are going to be able to rate them from 1 to 5. Specific explanations are going to be given in order to define the upper and the lower edges of the scale for each behavioral pattern. Also, a color scale (green- red color) is going to be used in order to identify how skilled is the manager in one specific skills. If he scores more than 50% of the total points he owns the skills. From 60%- 80% s/he is skilled and from 80%-100% fully skilled. The self evaluation tool is expected to be ready by the beginning of autumn 2013. For further information, please visit the project's website [www.crednetmanager.eu](http://www.crednetmanager.eu)

## CREDNET project meeting in Cyprus

On the 14th and 15th of March 2013, the 3rd transnational meeting of the project was organized in Nicosia, Cyprus. During this meeting, the partners had the chance to discuss conclusions of the stakeholder's workshops that were conducted by the partners in all partner countries.

The results of the workshops in each country were discussed in order to provide useful feedback on the methodology of the accreditation of the certification process. Also, during this meeting, the partners had the chance to discuss relevant issues of the development of the web tools, the self-evaluation tool and the training contents.



## Protocol of Perspectives and Trends

In the framework of designing the protocol of perspectives and trends for the accreditation of the managerial skills, the CREDNET partners identified a series of recommendations that could help strengthen the existing systems or be a solid base for the creation of new ones. The most important of them are the following:

- Stakeholders should develop a sort of Code of Conduct for certification institutions, in order to guarantee the quality of the processes and therefore increase the degree of trust of managers.
- Managers should be consulted when developing a certification system in order to make sure that the processes are aligned to their actual needs, that the methods and content are appropriate and also that the approaches are easy to understand and align to.
- Systems for the certification of competences acquired through non-formal/informal learning should be seen as complementary to formal ones and therefore developed as a continuation of the existing formal systems.
- When developing certification systems for managerial competences it should be considered that in European the majority of enterprises are micro and that usually the manager is also the entrepreneur.
- Certification systems should have a very clear explanation on the managerial competences and help eliminate the judgment that these types of competences are mainly an expression of perspectives, attitudes and behavior.
- VET providers should have permanent contact with public administration and have their support when developing or implementing certification systems (help with legislations, fees, grants etc.).



For further information please visit the CREDNET project website:

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