



***Work-based management training kit for the transition  
to Industry 4.0***

<http://train4future.eu/>

# **Newsletter**

**January 2021**

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**Photo: Virtual meeting of the project with the partner representatives (28<sup>th</sup> January)**

**News**

The digital transition is currently taking place worldwide and every sector is included. For this reason, the objective of TransIT is to develop work-based competences in order to manage and embrace **the transition to Industry 4.0**. To do so, the project is developing new and innovative tools for **SMEs**, specifically middle management with a technical focus.

The CoVid-19 pandemic we are experiencing is a matter of concern for everyone. Possibly, it has even further shown us how important digital tools can be in managing situations of emergency such as this one. The partners of TransIT are aware of the challenges ahead and have proactively reacted in the last few months. They have met different times in the last months: A Consortium meeting was held on November 17<sup>th</sup> and a coordination one on January 28<sup>th</sup> – both online due to the situation described before. During the first one, the partners have highlighted the achievement of Output 1, specifically regarding the country research and the questionnaires (see below for more info and a visual summary of the results). During the second meeting in January, the partner organizations have shared their follow up on the development of IO2 – The Triple Training Kit, specifically the Guidebook (O2.1) and laid the basis of the working groups for O2.2, the Methodology.

The partners will reconvene in the upcoming months with a new meeting scheduled for **June 2021**.

The coordinator of the project is **Trebag Ltd**, from Hungary. It works closely with **other 7 partners** coming from everywhere in Europe:

- NUI Galway (Ireland)
- Chamber of Commerce and Industry of Slovenia – Institute for Business Education (Slovenia)
- Weople (Portugal)
- KISMC (Bulgaria)
- IDEC (Greece)
- ARTO (Hungary)
- Robot-X (Hungary)

## **Notable accomplishments/Outputs**

Output 1 – Transversal skills analysis for Transitions Management: The 1<sup>st</sup> intellectual output of the project is completed, and it has studied and collected valuable information on those skills considered necessary to address the transition to Industry 4.0. It also includes a Catalogue and competence matrix for increased clarity. In the picture below you can check the three components of Output 1: The Short Report on Summary of Interviews, the Long Report and the Competence Matrix and HR Capacity Development Strategy. Multiple approaches have been implemented in order to gather these valuable insights, namely desk research, interviews and online questionnaires. The results of this work allow us to understand what companies and managers need in order to successfully manage the transition to industry 4.0.

The reports are available and freely accessible on the website of TransIT – [here](#).



**Output 2 – Triple Training Kit:** The work for 2<sup>nd</sup> output of TransIT is ongoing: it consists of a Triple Training Kit, including a Training Guidebook, a Methodology and an Online Educational Platform. This kit is designed as to support companies deal with current transition and develop management strategies for successfully embracing Industry 4.0. While partners are moving to finalize the Guidebook, they are currently moving on to the development of the other two sections of the Kit. The Guidebook is structured in 3 modules: Innovation Thinking, Motivation and Technical Collaboration. Regarding the first topic, innovation's goal is to develop new or improved products and services: with this module we introduce the CEN/TS 16555 standard for Innovation Management and the 6 steps of Innovation Thinking. Regarding Motivation, the most important theories to stimulate motivation are explored, in terms of leadership to adopt but also some more practical tips for generating ideas. Finally, the Technical Collaboration module, Industry 4.0 is analyzed more in-depth in order to understand the most optimal approach SMEs can adopt. Best practices will also be included in the final version of the guidebook.

Further on, the training kit will be implemented in all partners' countries, so more information will follow!

## Get in touch with us

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