

## INNMAIN INTERNATIONAL TECHNICAL DEPARTMENTS SCHOOL MANAGEMENT

Meeting in Paide, Estonia, January 11-13 / 2016

### FINAL CONCLUSIONS

#### Participant institutions:

- |                                |                        |
|--------------------------------|------------------------|
| 1. Järvamaa Kutsehariduskeskus | Paide. Estonia         |
| 2. TEC                         | Copenhagen. Denmark    |
| 3. SAVO                        | Kuopio. Finland        |
| 4. Dudley College              | Dudley. United Kingdom |
| 5. Izmit Vocational School     | Izmit. Turkey          |
| 6. Xabec.                      | Valencia. Spain        |

#### Department Organization: experiences to take into account for the next meeting

- TOPICS:** We discussed the strategy, and operational challenges faced by those members present. It was very interesting to learn what happens in other countries, to understand the real situation in every school, and the Educational structure in their country including the common issues we all face. We can take advantage of their experience(s) on how to tackle our immediate and long term challenges, by comparison (i.e., what to do when you have less money).
- FREQUENCY:** We discussed strategy: we agreed that these meetings must be held yearly. We think that we can learn a lot in these types of structured meetings, and at the same time, we can enlighten and inform the future of InnMain activities. But we have to plan in advance the dates in order to be able to apply for a KA1 Staff Mobility to get the appropriate funds.
- DATES:** We think that it is vital to have as many managers from all institutions as possible: to make it easier for them to attend the meeting we have to encourage all the partners to participate in this meeting. For this reason, it is better to organize the meeting the day before the Annual Conference. Those in attendance agreed with this point.
- PREPARATION:** In order to prepare for the meeting, every institution should share their own experiences, issues, problems and challenges, so that other countries can prepare and send their opinions in advance and not on the day as this may impact in the discussions.
- VALUE:** Is it worth attending this meeting? Sometimes we focus on the revenue and return on investment and think about the economical benefit we take from this activity? But exchanging knowledge, experience, ideas, impact measures, values and new ideas are also a very positive benefit!

#### For InnMain Strategy

1. We are a NETWORK, an experienced world class network, where there is a great deal of knowledge and combined experience. We can take advantage of this situation and focus on creating a Corporate Social Responsibility Policy. How? Think, for example, that we all together have thousands of professionals!
2. We should as all the partners: “Please provide a maximum of six strategic areas that form the InnMain strategic plan”. i.e.:
  - Employment engagement
  - Reducing school drop-outs
  - Outstanding teaching
  - Etc...

These questions should be asked BEFORE the annual meeting, to prepare it.

3. We should create a **matrix** that includes all institutions capturing the strengths and weaknesses of each one. With this knowledge, one institution can support another or several organisations. Sanjeev and Holger can prepare a draft of this matrix (management, operations, etc.) for each organization to complete by ticking the relevant boxes.
4. We must improve our **image and our presence on the European stage and further**: We need a “Communication Plan”. All institutions must be able to find information on their Intranet regarding InnMain. We have to create promotional materials for our own schools: international image increases our reputation and influence in our own environment and across the country.
5. In each meeting new people may appear that who know nothing about **InnMain History**; we should prepare appropriate information to give, this information will allow for better preparation during the meetings (PPT presentation, leaflet, website...)
6. **We have to reflect**. Time has passed, and many things have changed since the beginning (in our institutions, in Europe, in our society...). We should reflect since the present perspective:
  - What is the purpose of InnMain?
  - What is our new vision and mission moving forwards?
  - What are our values?
  - What is our strategic alignment, and how does this align with that of InnMain’s?
  - What are our individual and collective goals?
  - What are our collective services?
  - What new opportunities do we want to develop as a group? (Economy, trends, policies etc.)
  - Ask the Principal: “What do you personally want, as an Institution and as person?”
7. We must keep working on attracting companies to be InnMain members or friends, increasing “**Employer Engagement**”. Support employability, enterprise and innovation
8. What is the added value we can find in InnMain: we can provide “**International Skills**” to our teachers, managers, students, companies. We have MANY teachers! It should be very interesting if we can organize activities to provide those “International Skills” (soft, human, operational, etc.).