



Tempus



Report on the Training in Leadership and Change Management

On the 1st of April the first vice-rector on international and information activity Valeriy Dyadychev hold training in leadership and change management at Volodymyr Dahl East Ukrainian National University (EUNU). His presentation was based on the principles of change management strategy, features of the leadership capacity, best practices of implementation of innovative administration and the results of the effective reforms at EUNU. Mr. Dyadychev was focused on the analysis of results of the International Faculty and he stated that at the beginning of the implementation of the changes in the activity of this unit they had discovered a lot of problems and obstacles for the effective work. The desired outcome was to increase the number of international students through enhancing the quality level of education and administrative services.

First, the staff members analyzed problems and possible solutions for the following issues: duties and responsibilities of the academic and administrative staff of the faculty, their competencies and professional skills. The technological scheme of the faculty work was elaborated and all the possible processes were characterized.

Secondly, the change of the study programmes was occurred and the supplemental courses in English language were added to the curricula for international students. The change of the professional responsibilities was realized and special English language courses were carried out for university teachers. Taking into the consideration the experience of the European universities, EUNU introduced interdisciplinary approach in the study programme and the educational quality was augmented.

The success of the reforms at the International Faculty was presented by the increasing enrollment number of international students with comparison to the previous years of enrollment. Valeriy Dyadychev suggested elaborating specific strategy for implementing management reforms for each university faculty and he encouraged vice-rectors, deans and head of other departments to improve their managerial skills and to enhance the administrative quality at their units.

Also after the training each participant completed a questionnaire in order to analyze the impact of the presentation. The prepared questionnaire presented a survey on the usefulness and satisfaction of the attendees with the conducted training. According to the results, of the questionnaire, all participants of the training (100 %) found the topic of the workshop to be useful and significant for the university work. Also attendees claimed that they received new and useful information during the training and 96 % affirmed that they would implement in practice the discussed modern techniques in administration activity.

Participants indicated that the proposed topics and materials of the training contained highly important information for them along with this they highlighted the correspondence of the training to the perspectives and current demands of their units. The training was easily perceived by 97% of trainees and other 3 % was concerned to determine the way they obtained the information of the training. All participants were satisfied with the training due to its innovative way of presenting the material (PowerPoint programme with highly qualified diagrams and schemes), concrete results of the realized reforms and the justification for an interest of the senior management in strengthen leadership capacity of their colleagues. According to the

feedback, all trainees agreed that the training reached its objectives and they expressed their willingness to continue to participate in such trainings in leadership and change management.