



Tempus



## LA MANCHE PROJECT

# PROVIDING TRAININGS LEADERSHIP AND CHANGE MANAGEMENT IN HIGHER EDUCATION AT **MOLDOVA STATE UNIVERSITY**

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The goal of La Manche Project is *modernization of University management and services, for students, which is topical for MSU.*

We consider that activities from WP5 were realized with success within MSU.

The training Leadership and Change Management for universities managers has been organized in the days of April 01, April 08 and April 15, 2014. Training was held in the Senate Hall of the MSU.

Public Lectures were held on May 7, 2014.

Training activities were conducted at MSU by the trainers - Associate Professor, Dr. Marian Jalencu, Head of Business Administration Department and Superior Lecturer Elena Suman; being coordinated and guided by LaManche national project co-ordinator, Associate Professor, Dr. Angela Niculita, Vice-Rector for International Relations of MSU.

We also can mention that all trainings were conducted in accordance with the Training Agenda.

56 managers from MSU participated at the training.



- ◉ The purpose of the training was to transfer knowledge about leadership and change management from the individual, social, organizational and behavioral perspective to leaders in order to ensure organizational performance.
- ◉ Also there was expressed the hope that these seminars would be useful for the participants or would be an opportunity to initiate discussions and exchange of views on the subjects.





# THE FIRST MEETING WAS ORGANIZED ON APRIL 01, 2014 AT MSU SENATE HALL

## The main topics covered in the first workshop were:

- ⦿ University (HEI) - a type of management organization;
- ⦿ Managers and Leaders defining;
- ⦿ Manager versus Leader (management versus leadership);
- ⦿ Management and Leadership in HEIs: academic approach in the context of organizational culture.

THE SECOND MEETING WAS ORGANIZED ON APRIL 08, 2014  
AT MSU SENATE HALL

The main topics were addressed to:

- The leadership styles;
- Communication styles;
- The leadership difficulties and expressing leadership in HEI;
- Change management and its stages in HEIs;
- The main reasons of resistance towards changes;
- The transformational leadership, transactional leadership.



THE THIRD MEETING WAS ORGANIZED ON APRIL 15, 2014  
IN 222 BLOCK 4, MSU

The main topics were:

- ⦿ Organizational change and development in HEIs, especially-awareness training laboratories (T-group training);
- ⦿ Investigations to obtain feed-back in university (survey feedback);
- ⦿ Reengineering site;
- ⦿ Quality circles.

There have been organized team-building activities where all participants were divided into small groups.

The last training meeting finished by completing the Assessment Form (Feedback form), developed for this purpose by the trainers.

The overwhelming majority of those surveyed believe that improving leadership style is a step towards achieving a change. It would be particularly useful to conduct such courses involving all employees of the institution in order to change the mentality and behavior.

These training meetings were rated as being very useful information that will improve managers work style.

## Some of the main conclusions of the training meetings are:

- ◉ The university (HEI ) requires a performance management;
- ◉ The University management is characterized by some particularities which are determined by specific objectives, strategies, missions and organizational culture;
- ◉ The successful university requires innovative organizational culture that would foster creativity and cause the opening of the institution to change;
- ◉ The universal effective leadership style for driving situations and organizational contexts is highly diverse and mobile;
- ◉ The organizational development is based on the idea of change through learning.

PROJECT TEMPUS "LA MANCHE: LEADING AND MANAGING CHANGE IN HIGHER EDUCATION" CONTINUED IN MSU WITH A PUBLIC LECTURES FOR STUDENTS AND TEACHERS WHICH WAS HELD ON MAY 7, 2014, 11:10-12:30 IN HALL 145/C OF MSU.

The conducted Public Lecture was of a high success involving the participation of 97 students and 11 professors.







It was pointed out that the main subject of the Public Lecture was *The change within the University and the role of the professor-student tandem in this process.*

Particular attention was paid to the problem of enhancing *the degree of collaboration between professors and students* in the context of *a specific University organizational culture.*

## The main topics that were discussed during the Public Lecture were:

- ◉ Change and the change process;
- ◉ Leadership and its essence;
- ◉ University and the orientation towards quality / performance;
- ◉ Change within the university;
- ◉ Professor-student relationship: the cultural approach.

At the end of the lecture the trainers made public an evaluation of the training activities carried out by completing the *Assessment Form (Feedback form)* specially developed for this purpose.

## MOST OF THOSE QUESTIONED BELIEVE THAT:

- ◉ *a good professor must improve the relationship with students becoming more open, more preoccupied, more interdependent;*
- ◉ *professors need to understand students and to help them to find appropriate behavior towards emerging problems;*
- ◉ *when a problem occurs in the professor-student relationship, it is necessary for the professor to determine what the problem is, or where it comes from, as in consequence, to appoint the most suitable communication skills in order to solve them;*
- ◉ *professors can initiate positive actions to optimize the teaching conditions;*
- ◉ *if several professors would assume the importance of the role that a student has, it would protect the integrity of the educational process.*

THANK YOU  
FOR YOUR  
ATTENTION