



## **Leading and Managing Change in Higher Education (La MANCHE) - WP 5**

### **TRAININGS IN LEADERSHIP AND CHANGE MANAGEMENT**

#### **Summary**

**for the 2nd training from WP5 within project La MANCHE performed at Alecu Russo Balti State University on April 22, 2014 Room 664, at 12.30 o'clock.**

**Theme:** „Involving teachers in Leading and Managing Change in Higher Education”

**Target groups:** the teacher’s community at Alecu Russo Balti State University

**Were present:** 25 teachers

#### **Moderators:**

1. Valentina PRITCAN, PhD, Vice-Rector for Research and International Relations;
2. Ala SAINENCO, PhD, Dean of the Faculty of Letters;
3. Ana MUNTEAN, Head of the Department of English and German Philology.

Before beginning the workshop dedicated to teachers “Involving teachers in Leading and Managing Change in Higher Education” was presented the project *Leading and Managing Change in Higher Education (La MANCHE)*

Valentina PRITCAN, Vice Rector for Research and International Relations, presented the project LA MANCHE, specifying:

- Tempus programme theme;
- Tempus programme regional priority;
- La MANCHE project priorities and chief objective;
- La MANCHE target groups;
- Project coordinator;

- La MANCHE consortium;
- Duration of the project;
- Activities carried out;
- Ways of dissemination of the information;
- Possibilities of student involvement in project implementation and change management;
- Opportunities to participate in the Summer Academy in Bulgaria.

***Workshop dedicated to teachers “Involving teachers in Leading and Managing Change in Higher Education”.***

Valentina PRITCAN, PhD, Vice-Rector for Research and International Relations caused teachers to engage in search of answers to questions:

- How can we involve the teachers in Leading and Managing Change in USB through the La MANCHE project?
- What is the key of managerial success ?
- Which is the relevance of empowering teachers to become more actively involved in decision making at USB ?

Valentina PRITCAN, PhD, Vice-Rector for Research and International Relations presented the *Qualities of a successful manager* and *The need for leadership in producing of change*, specifying the possibilities for teacher’s involvement in Managing Change in USB.

Destruction of ice occurs through the motto “*Being a leader is the same thing as being a lady. If you have to tell others that you are a lady means that you are not.*”(Margaret Thatcher)

Ala SAINENCO, PhD, Dean of the Faculty of Letters presented the topic *Management versus Leadership*. Were discussed the *difference Leader – Manager* and the *difference between effectiveness and efficiency*.

Ana MUNTEAN, Head of the Department of English and German Philology presented *Destroyed myths (Bennis, Nanus, 2000)*. Emphasis was placed on five Myths:

- Myth 1. The ability to lead is a rare talent.
- Myth 2. Leaders are born, they are not made.
- Myth 3. Leaders are charismatic.
- Myth 4. The ability to lead exists only at the top of an organization.
- Myth 5. The leader controls, directs, urges manipulates.

Valentina PRITCAN, Vice-Rector for Research and International Relations conducted the individual exercise “*Five influential persons from your organization*”. Then has coordinated the group work to the topic “*Current issues in assessing the performances*”.

Ala SAINENCO, Dean of the Faculty of Letters presented the topic *Individual performance*. Have been discussed the questions:

- What is the Individual Performance?
- What determines the performance at work?
- The employee's performance and efficiency?

The topic “*The golden words of the Leader*” has produced the interesting discussions. The teachers have put in discussion the following affirmations:

- The six most important words: „I admit I made a mistake"
- The five most important words: „You did a good job!"
- The four most important words: „What is your opinion?"
- The three most important words: „If you please"
- The two most important words: „Thank you"
- The one most important word: „We"
- The least important word: „I"

Ana MUNTEAN, Head of the Department of English and German Philology was the moderator of the presentation of three mobility experiences in EU countries which highlight the change:

- Irina BORS, Karl-Franzens University of Graz, Austria (*student exchange mobility*, 02.09.2013-14.02.2014);
- Viorica CEBOTAROS, Free University of Berlin, Germany (*doctoral exchange mobility*, 1.10.13-31.03.2014);
- Ludmila RACIULA, Friedrich-Schiller University of Jena, Germany (*teaching staff mobility*, 1.11.2013-31.12.2013).

Were analyzed experiences, the changes in the institutions where has been mobility, active involvement in Decision-making in HEI.

**It was decided:**

- To be consolidated the partnership „*Student-Teacher-Leader*";
- To involve teachers in good governance and Managing Change in USB;
- To encourage the change in USB;
- To further promote teachers seminars dedicated to the theme „*Involving teachers in Leading and Managing Change in Higher Education*".

22 of April, 2014,  
Bălți, Republic of Moldova

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