

HR Twinning

Let's come together in cosmopolitan
Bucharest this year to share HR
knowledge and good practices and
improve our NGO HR skills!

Share

Learn

Improve



*We are passionate about non-profit
HR. You too? Let's learn together!*

**Call for
Partners**

**Youth in
Action 4.3**

Idea in Brief

The project's idea has risen from the perceived need of learning together from others with the same passion, share our experience and good practices in HR activities and create a discussion bridge on HR subjects within the NGO environment, at European level.

HR Twinning will consist of one week of workshops during which we will tackle various HR topics, hot subjects which "keep us awake at night", concerning our work in the NGO we represent. Our aim will be to find solutions and even create a guide for best practices on certain aspects. Moreover, after our meeting, we will create an online network of European HR non-profit specialists where we can continue to share best practices and know-how.

Why?

Our objective is to bring together HR representatives from various European NGOs, in order to brainstorm innovative solutions to HR challenges and develop a network of HR NGO best practices.

Objectives

1. Creation of a European-scale network of HR professionals from non-profit organisation
2. Improvement of HR processes and practices of 6 participant organisations

The only things worth learning are the things you learn after you know it all
Harry S. Truman

What kind of Partners?

- Non-profit organisation at any activity range (local, regional, national, european) who wants to improve its HR processes and practices and is willing to share its experience with the other partners;
- We are looking for Partners from EU Member States and we will try to create a mix of Western and Eastern European participants in order to promote diversity and better understanding of worldwide HR practices;
- Capacity to send 5 participants to Bucharest to take part in the project; The group must consist of at least 1 person responsible and experienced in the HR field and we are strongly encouraging a mix of experienced people and juniors or participants who want to learn more about HR;

Target Group (Participants)

- Human Resources representatives/professionals from Non-Profit Organisations
- Participants must be in some way responsible of HR processes in their own organisation (it doesn't matter if the organisation has a special HR Department or team or it is just one responsible)
- Experience in HR is strongly recommended for at least 1 person in the group
- Commitment to take part to the whole duration of the project in Bucharest and the online activities

Why join our project?

- *Brainstorm solutions for your HR challenges and learn from others at a European level;*
- *Take part in an enriching multicultural experience and connect with a large array of HR professionals and non-profit sector passionates;*
- *Be part of the future online European network of Non-Profit HR professionals;*
- *Have fun in our dynamic, fast-moving and cosmopolitan city;*



Where?

Bucharest,
Romania

Cosmopolitan

Perfect combination
between old and
new



Young and modern

Fun and full of opportunities



When?

Deadline: May 1st, 2012

Date of the Activity: Est. November 3-11, 2012

Final dates will be discussed with all Partners.

What will we do?

Day 1: Getting to know each other – general presentations of the NGOs participating to the project, teambuilding activities

Day 2: Let's talk about HR! – each participating NGO presents their HR structure and activities, stating one main challenge to which they'd like to find a solution, by debating

Day 3: Let's talk about HR! (Part two) – Continuing presentations and discussions about HR related challenges

Day 4: Building motivation and engagement in our NGOs – In teams, we will discuss about motivating NGO members; Workshop: motivation guide with best practices; Speaker invited

“Employer branding” – Why would someone want to volunteer within our NGO? Discussing about ways to attract potential employers and volunteers

Day 5: Team building – exciting and innovative ways of consolidating teams within our NGOs

Day 6: European Network for HR in NGOs – creating the framework and setting the steps for developing it

Day 7: Wrap-up, feedback and a bit of fun together

Final details will be decided upon with all Partners.

Financial Details

The project will be - if approved - financed by the Youth in Action Programme, Action 4.3. Thus, the costs will be covered as follows:

1. Accommodation and meals - 100% of costs
2. Travel expenses - 70% of costs (30% paid by the participants)
3. No participation fee

You can reach Bucharest by plane, rail or road, but we recommend getting to us by plane. Bucharest has 2 international airports and connections with all major European cities.

Let's become Partners!

If you are interested in becoming Partners for this project we will kindly ask you to complete a short online questionnaire, at the address below:

<http://bit.ly/z6Nga0>