

## FIELDS OF EXPERTISE

### BUSINESS MANAGEMENT AND ENTREPRENEURSHIP

Many are excited to become an entrepreneur but get discouraged when reality hits. We help businesses grow sustainably using the principles of excellence. We advise small businesses and young people, youth workers on how to focus for entrepreneurial success.

### RESEARCH

We carry out needs analyses, macroenvironmental analyses (including the environmental component of PESTEL), identification of key strategic drivers, analysis of future scenarios and preparedness, policy making, governance, key success factors, benchmarking, risk identification and management, etc.

### EDUCATIONAL CURRICULA

Imagine a teacher going into the classroom not knowing how to teach or assess, which is going to be a disaster for her or him because at the end the students wouldn't have learnt anything apart from the fact that the teacher seems confused. Using the academic, formal and non-formal education experience of our staff, we design meaningful curricula, teaching methodologies adapted to the young people, youth workers and course materials tailored to the learning preferences of learners.

### CAREER GUIDANCE

TEAM4Excellence design career guidance and counselling programs that help young people, youth workers acquire the knowledge, skills, and experience necessary to identify options, explore alternatives and succeed in society. We are able to develop an individual's competencies in self-knowledge, educational and occupational exploration and career planning through career advice, coaching and mentoring.

### TRAINING FOR PERSONAL AND PROFESSIONAL DEVELOPMENT

Personal and professional development training impacts every aspect of a life, from the emotional to the physical and career. In doing so, it has a profound impact on the energy, efficacy, and efficiency you bring to your work, so self-management techniques lay the foundation for enhancing skills in every aspect of your career.

We use a wide range of teaching techniques to achieve educational goals of young people, youth workers. These methods include: presentation, brainstorming, questionnaire, case study, role play, simulation, demonstration, etc.

### DIGITAL TOOLS IN TRAINING

Our astute and diverse team of professionals can undertake the digital part of educational projects. We build websites, social media accounts, e-learning platforms, forums and blogs. We can pilot our digital tool with diverse target groups of young people, youth workers.

### DISSEMINATION AND VISIBILITY

We design, develop and deploy dissemination strategies which achieve their objectives. We adapt our strategies to the needs and particularities of our young people and youth workers target groups. We extensively use data analytics, social media and search engine optimisation.

### Standardised procedures

In order to operate efficient and effective, we have created templates and other organisational process assets. By using these, we free valuable resources and focus on the quality of the intellectual outputs.

## CONTACT DETAILS FOR ERASMUS+ APPLICATION

<b>Partner Organisation</b>	
OID:	<b>E10151316</b>
PIC:	<b>908940732</b>
Full legal name (National Language):	<i>TEAM4Excellence</i>
Full legal name (Latin characters):	<i>Asociatia TEAM 4 Excellence</i>
Acronym:	<i>T4E</i>
National ID (if applicable):	<i>37912731</i>
Department (if applicable):	
Address:	<i>Strajerului 26</i>
Country:	<i>Romania</i>
Region:	
P.O. Box:	
Post Code:	<i>900204</i>
CEDEX:	
City:	<i>Constanta</i>
Website:	<a href="http://www.team4excellence.ro">www.team4excellence.ro</a> ; <a href="http://www.trainingclub.eu">www.trainingclub.eu</a>
Email:	<a href="mailto:office@team4excellence.ro">office@team4excellence.ro</a>
Telephone 1:	<i>+40723194474</i>
Telephone 2:	
Fax:	
<b>Profile</b>	
Type of Organisation:	<i>Non-governmental organisation/association</i>
Is the partner organisation a public body?	<i>No</i>
Is the partner organisation a non-profit?	<i>Yes</i>

<b>Legal Representative</b>	
Title	<i>Mr</i>
Gender	<i>Male</i>
First Name	<i>Ovidiu</i>
Family Name	<i>Acomi</i>
Department	
Position	<i>President</i>
Email	<a href="mailto:ovidiu.acomi@team4excellence.ro">ovidiu.acomi@team4excellence.ro</a>
Telephone 1	<i>+40723194474</i>
<b>Contact Person</b>	
Title	<i>Dr</i>
Gender	<i>Female</i>
First Name	<i>Nicoleta</i>
Family Name	<i>Acomi</i>
Department	
Position	<i>Vice-President</i>
Email	<a href="mailto:nicoleta.acomi@team4excellence.ro">nicoleta.acomi@team4excellence.ro</a>
Telephone 1	<i>+40721287877</i>

## BACKGROUND AND EXPERIENCE

Please briefly present the partner organisation/group (e.g. its type, scope of work, areas of activity and if applicable, approximate number of paid/unpaid staff, learners and members of the group). (max 5000 characters)

### *TYPE*

TEAM4Excellence (T4E) is an NGO founded in 2017. T4E is managed by a single tier board, chaired by a President and headquartered in the city of Constanta, South-East Romania. T4E involves 15+ young people and adults, including managers, technicians, admin staff, teachers, youth workers, trainers and researchers.

### *SCOPE OF WORK*

We improve the socio-economic conditions and all aspects of the quality of life through education, research and consulting to address societal challenges. We produce and transfer knowhow through cooperation with domestic and international social, academic and business partners.

We are active in youth work by promoting young people and youth workers mobility, voluntarism, diversity, equality, tolerance, involvement, participation, engagement and empowerment and by helping these to gain additional knowledge, attitudes, transversal competences and skills.

The objectives are:

- 1) Providing learning opportunities and career advice to improve social inclusion, development and employability of young people.
- 2) Equipping youth workers with key competences and skills to foster personal and professional development of young people, adults and professionals.
- 3) Fostering local and international collaboration between young people, youth workers and youth organisations.
- 4) Promoting the recognition of youth work, lifelong learning and non-formal education.

In achieving our goals and objectives, we have set out our core values on three pillars: professionalism, service of stakeholders and collaborative partnership. As such, by professionalism we understand integrity, ethical standards, confidentiality, strategic perspective and independent view. The second pillar means for us an orientation towards assisting stakeholders to improve their performance and productivity. Our third pillar of values is related to creating a balanced collaboration platform for people and organisations and policy makers.

We have embedded our values into the organisational culture and structure, by adhering to the principles of UN Global Compact and the ILO Declaration on Fundamental Principles and Rights at Work. The set values materialise into our ethics in day-by-day activities.

At T4E, we seek to contribute to a sustainable future by involving in the personal and professional development of young generations, in order to address the need for a competent workforce of the economy. In this regard, we believe that young women, people with fewer opportunities including NEETs and those with the risk of marginalisation, migrants and those coming from migrant families are a valuable pool for young talents.

### *CAPABILITIES*

Guided by the strategic intent of promoting the best management practices in Romania, T4E has become member and national partner of the European Foundation for Quality Management (EFQM). For the past 25+ years, EFQM is the repository of the Excellence Model which they have refined and incrementally adapted to stakeholder needs. As national partner, T4E has access to a global network of national partners and, through those, to about 30,000

organisations in Europe and many more globally. The national networking of T4E includes public institutions such as schools, universities, local and central authorities, and private firms of various sizes and from several industries. We cooperate with these in long term relationships and as project-based associated partners.

In addition, T4E has access to a wide range of good management practices shared by organisations from the Excellence Network, and to numerous high-value materials, such as: training materials, generic assessment tools, examples of management documents, user guides, member newsletters, articles, white papers, good practice visits to members and periodic webinars.

Through the professional membership of members, T4E has access to a tremendous amount of high quality resources from UK and US organisations, including PMI, CIMA, IAM, IMarEST, AMBA, Energy Institute, ScienceDirect, Web of Knowledge and CMI (Management Direct, the largest Management Portal). In addition, T4E members are members of John Maxwell's university of leadership, which has dedicated materials and teaching methods suitable for young people, youth workers and youth organisations.

In terms of physical resources, T4E benefits from resources shared by the founding members and their enterprises. Available resources include offices, conference room, ICT tools including computers, servers, coding software, etc. Also, T4E has entered a collaboration with a professional accounting firm (C&P) to ensure financial legal compliance and sustainable operations. T4E is being independently audited for regulatory compliance.

T4E has access to the competences (organizational knowledge, skills and experience of key personnel) and resources (processes and physical resources) to carry out EU projects that contribute to development of young people, youth workers and youth organisations.

[What are the activities and experience of the organisation in the areas relevant for this project?](#)  
[What are the skills and/or expertise of key persons involved in this project? \(max 5000 characters\)](#)

#### *ACTIVITIES*

**YOUTH WORK.** T4E youth work addressed learners from schools, universities and those with fewer opportunities (including NEETs). For them we hosted events, trainings, conferences, panels, seminars, workshops, discussions, offering internships, designing individual career plans. Our youth benefited from training for personal development, goal setting and using ICT tools.

**SUPPORTING YOUTH WORKERS.** Twice a year we run a survey among youth workers to assess their needs; we then give them feedback. T4E entered collaboration with many youth workers and we have helped their activity. Thus, we offered mentoring, coaching, support for organising seminars, speaking at youth conferences, multimedia production. We assist youth organisations with consulting for their strategy, processes, project management and with support for local interventions and campaigns.

**RESEARCH.** T4E carried out secondary and primary researches using online questionnaires and interviews (for business, education, adults and youth needs) and published the results in academic articles and newsletters. We actively participate in advancing the management discipline, by participating in developing the EFQM Model.

Domestically, we have developed a local network of small and large, public and private organisations. We add value to these by conducting surveys for b2b and b2c customers, employing direct and digital data collection and analysis methods to collect data from (potential) customers, finding the best solutions in the given organizational setting and market conditions, helping startups to develop new products and services and helping startups to get their first client.

**TOURISM** is a dynamic sector especially at the Black Sea; therefore we support the gastro culture and heritage tourism (including restaurants, wine makers, etc.) to grow sustainably using the Excellence Model toolbox.

**ENTREPRENEURSHIP.** In alignment with its objectives, T4E took initiative in the area of business and entrepreneurship. Thus, T4E became the EFQM country representative and connected to international organisations which are role models for management practices. T4E has participated in international assessments, good practice visits and specialist working groups. We actively participate in advancing the management discipline, by participating in developing the 2020 version of the EFQM Model. We run an ANC accredited courses for developing entrepreneurial competences of participants.

**QUALITY EDUCATION.** T4E has outstanding education competences, including teaching methods, curricula and course content. We continuously improve the 50+ courses which we have developed and offer to young people. Curricula covers from personal development courses to business excellence training for internal and external business assessors.

**DIGITAL TOOLS.** T4E is an ANC accredited course provider of digital competence courses for young people. We use an internal electronic library and a Moodle platform for sharing educational resources with our staff, youth and youth workers in our network.

**DISSEMINATION AND VISIBILITY.** T4E developed our own website and social media presence and participated in 50+ events in 2018. We designed dissemination strategies and marketing campaigns for our projects and activities. T4E extensively used data analytics and search engine optimisation.

All of our projects and activities are based on the approaches of non-formal education, experiential and intercultural learning, social inclusion and active participation. Our aim is to transfer our innovation, knowledge and experience at international level.

#### *KEY STAFF*

The key personnel involved speak fluent English, have a solid academic education, extensive experience in the education sector, project management skills and significant experience with EU Projects. They have actively participated in research, business development, entrepreneurship and youth work.

Dr NICOLETA ACOMI is project manager at T4E and highly experienced trainer with an academic career of 15+ years. She holds BSc, MSc and PhD in the marine field. She is Assoc Prof and Vice-Dean of the Nautical Faculty from Constanta Maritime University and is author of 8 books and 70+ academic articles (21 ISI) covering the topics of education, management and teaching methodologies for young people. She is a member of 5 academic societies, peer reviewer for several international academic journals, organiser and speaker at international conferences with hundreds of participants. Nicoleta is an experienced business developer, having developed a profitable university training centre.

Nicoleta is Moodle certified and has 15+ years of experience using Moodle e-learning platforms as learner, lecturer and administrator. She is a Project Management Professional (PMP) and ISO9001 auditor since 2003. Also, Nicoleta has participated in 10+ research, education, development, management and business EU projects (Erasmus, EASME, POSDRU, Grundtwig, Tempus, CNCISIS), as applicant/ coordinator/ team member. She completed her latest KA202 with 99% budget spent and a final evaluation score 10% higher than the initial evaluation of the proposal.

OVIDIU ACOMI is the President of T4E, international business assessor, PMP, UK Chartered Manager, trainer and PhD researcher. He is a key expert in the project topic. He holds BEng, BSc, MSc in the marine field, and an UK MBA. Ovidiu

authored 1 book and 20 academic articles, has given presentations internationally and is a keynote speaker. He is a Board member of the Romanian maritime watchdog. He developed educational training courses, which he delivered as open courses and internal courses for organisations.

In the area of business and ENTREPRENEURSHIP, Ovidiu has carried out strategic analyses and issued recommendations to large multinational companies. As international business assessor, Ovidiu has tremendous experience with business good practices. He has interviewed dozens of senior managers and has witnessed role model organisations and their leaders. For SMEs, he has acted as start-up non-executive director in digitalized businesses and as a mentor in the national programme. Also, he developed entrepreneurial training courses, which he delivered as open courses and internal courses for organisations.

Ovidiu is a passionate youth worker, (former president of students' association) who has joined the Youth Initiative of the John Maxwell Team. He has mentored, coached and trained many young people. He is an NLP practitioner, which helps him connect with people through genuine rapport.

Ovidiu studied tens of EDX, Coursera, Udemy, Udacity online courses; he has 10+ years of experience using Moodle as learner and lecturer. He has Moodle certificate, badges and holds a Mozilla open badge backpack.

Our project team includes our financial responsible Mihaela Dache (10+ years in accounting, BA management) and Elfin Ali, office admin and web design.

Has the organisation received any type of accreditation before submitting this application?

European Solidarity Corps (ESC) Quality Label no. 2019-1-RO01-ESC52-061391, valid until 31.12.2020, verification: [https://europa.eu/youth/volunteering/evs-organisation\\_en](https://europa.eu/youth/volunteering/evs-organisation_en)

Has the partner organisation participated in a European Union granted project in the 3 years preceding this application? (Yes/No)

Yes

Programme	Year	Project Number	Applicant/Beneficiary Organisation
Erasmus+	2019	2019-1-IT03-KA105-016093	Vedogiovane
European Solidarity Corps	2019	2019-2-RO01-ESC11-064315	Asociatia TEAM 4 Excellence
Erasmus+	2019	2019-2-DK01-KA105-060328	People and Planet
Erasmus+	2019	2019-2-LT02-KA105-006413	Neribota ateitis
Erasmus+	2019	2019-2-SK02-KA105-002219	A.D.E.L. - Association for Development, Education and Labour
Erasmus+	2019	2019-2-CY02-KA105-001592	SEAL CYPRUS
Erasmus+	2019	2019-2-RO01-KA205-064070	Asociatia TEAM 4 Excellence
Erasmus+	2019	2019-2-RO01-KA105-064322	Asociatia TEAM 4 Excellence
Erasmus+	2019	2019-2-PL01-KA205-066193	Fundacja "Z Robotem za Rękę"
Erasmus+	2019	2019-2-PL01-KA105-066176	Fundacja po DRUGIE
Erasmus+	2019	2019-2-PL01-KA105-066271	Fundacja Edu4You

European Solidarity Corps	2019	2019-3-RO01-ESC11-077758	Asociatia TEAM 4 Excellence
Erasmus+	2019	2019-3-RO01-KA205-078053	Asociatia TEAM 4 Excellence
Erasmus+	2019	2019-3-PL01-KA105-077733	Fundacja Edu4You
Erasmus+	2019	2019-3-IT03-KA105-017178	Associazione AKIRA

## OUR CONTRIBUTION IN DISSEMINATION

We actively contribute to the dissemination of the project goals, activities (research, meetings, training), results and outputs through our network of youth, youth workers, youth organisations and decision makers. Our network includes:

- 150+ organizations in other countries
- 300+ organizations in Romania
- 5000+ individuals in Romania
- 2000+ followers on Facebook 5k+ on our personal accounts
- 30k+ people in our personal LinkedIn networks
- Member of Local Chamber of Commerce (500 member organisations in Constanta County) - [www.ccina.ro/](http://www.ccina.ro/)
- Member of EFQM (500 member organisations globally, 30,000 companies using the EFQM Model) - [www.efqm.org/](http://www.efqm.org/)
- Member of European Network Of Innovation For Inclusion - [www.europeannetforinclusion.org/](http://www.europeannetforinclusion.org/)
- Member of Skillman Network – [www.skillman.eu](http://www.skillman.eu)

Our shares on LinkedIn reach 10k people on average, and our website has 1500+ website visitors/month. Also, we use the network of our associate partners to extend our target audience. In addition, we use SALTO-YOUTH (OTLAS), Erasmus+ Virtual Exchange, European Youth Portal, UP2EUROPE, Erasmus+ Project Results Platform (EPRP) and Facebook Groups to multiply at local, national and EU level. We organise meetings and visits to key stakeholders where we stimulate discussions through information sessions, workshops, seminars, webinars, pilot courses, training courses, exhibitions, demonstrations, peer reviews and public events.

Our dissemination materials include written materials such as newsletters, press releases, magazine and academic articles, leaflets or brochures and audio-video media products posted on YouTube.

## OUR SOCIAL MEDIA

- Website:
  - <https://www.team4excellence.ro;>
  - [www.trainingclub.eu](http://www.trainingclub.eu)
- Facebook Pages:
  - [https://www.facebook.com/team4excellence/;](https://www.facebook.com/team4excellence/)
  - <https://www.facebook.com/TrainingClubT4E/>
- LinkedIn: <https://www.linkedin.com/company/team4excellence/>

## THE ROLE OF OUR ORGANISATION IN THE PARTNERSHIP

***Please note that we can customise our profile further to match the context of the specific project.***

Our role:

- a) to support the coordinator during project initiation and planning
- b) to organise/participate in Transnational Project Meetings
- c) to organise Multiplier Events
- d) to organise/participate in Learning, Teaching, Training Activities, pilot courses
- e) to complete all tasks agreed with our partners in accordance with the project plan
- f) to mobilise relevant stakeholders and target groups in our country
- g) to implement follow-up and evaluation activities
- h) to promote the project and to disseminate the project results

## ASSOCIATED PARTNERS

Social partners in Romania:

- 1) Constanta Maritime University (CMU), Constanta, Romania, is a state-owned maritime university with 5000+ students aged 18-30 (most of them 18-25). They have a special department focused on development of youth transversal competences and work with youth coming from the entire country areas. They use Moodle platform for online learning. [www.cmu-edu.eu](http://www.cmu-edu.eu)
- 2) Technological High School of Electrotechnics and Telecommunications is a VET technical school from Constanta, with young people aged 13-19. We cooperate in non-formal education and robotics. <https://tinyurl.com/wbhdm2l>
- 3) „Virgil Madgearu” High School of Economics is a VET school from Constanta focused on economics, with young people aged 13-19. We cooperate in non-formal education and entrepreneurship. <https://tinyurl.com/txlplou>
- 4) „Carmen Sylva” Theoretical high School from Eforie Sud educates young people aged 13-19. We cooperate in the area of critical thinking & leadership through non-formal education. <https://www.lefo.ro/>
- 5) Ferdinand secondary school, Constanta, Romania, is a secondary school with pupil aged from 6 to 15. The mission of the school is to provide quality education, focused on the needs of the student. <http://scoalaferdinand.ro/>
- 6) Blue Career Centre, Romania, is an NGO established as a result of a European project and co-financed through the EASME programme. It is a regional platform for dialogue between adults, youth, private firms, research institutions and educational centres, aiming to foster social inclusion. <https://tinyurl.com/wa8k2ug>

Our associated partners support the dissemination and sustainability of our projects. They attend the dissemination events and conferences and distribute our visibility materials to their stakeholders.