

Be a Mentor – Deliver Inspiration!

Current Situation

The final meeting which finalised 2years of cooperation of **7 partners from 6 different countries** - Portugal, Belgium, Turkey, Slovakia, Poland and UK within the BMW project – **BMW – Be a Mentor in the Workplace** took place in September 2015 in S. João da Madeira in Portugal. The main aim of the final meeting was to present the achieved project results which were implemented with support of the whole partnership. Be a Mentor in the Workplace promotes and addresses, widely speaking, the use of mentoring methodologies to support intergenerational knowledge sharing with the aim of increasing active ageing and higher employability of the younger population. This involves the development of mentoring skills through the perspective of work based lifelong learning, of both mentors (traditionally the older and/or more experienced employees) and mentees (traditionally the younger existing employees or the new comers) of the organisation.

By adopting new models of learning in the workplace and the use of ICT facilities, the project outcomes envisage a strong impact in SMEs regarding productivity and quality enhancement, the improvement of personnel development and intergenerational climate, job satisfaction and motivation of employees old and new.

Training for Multiplier Agents

Workshops across Europe focused on training multiplier agents from education and training organisations and SMEs and took place in each of the Be a Mentor in the Workplace project partner countries.

National Dissemination Workshops aimed to:

- Raise awareness of the project at national level
- Provide a stage in which sustainability opportunities could be developed
- To disseminate the learning materials from the BMW website to the target audience and other sectors long term across Europe
- Gain further recommendations for methodological improvement from beneficiaries

Conclusion

Mentoring relationships are wonderful opportunities for growth and development, expanding perspectives, learning new skills and abilities, taking risks, and discovering new frontiers. When done well, a mentoring relationship truly can have life-changing effects.

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This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Partnership

Country	Name of partner institution	website
PORTUGAL	CTCP	www.ctcp.pt
BELGIUM	JONAC	www.jonac.be
BELGIUM	OBELISK	www.obelisk.be
TURKEY	POINT	www.pnt-grp.com
SLOVAKIA	COOP	www.vic.sk
POLAND	PROFUTURA	www.profutura.poznan.pl
UK	INOVA	www.inovaconsult.com

General information

1. Project duration: October 2013- September 2015 and Project website www.bmw-eu.net
2. Being a part of the European Commission's Lifelong Learning Programme (http://ec.europa.eu/education/lifelong-learning-programme/doc78_en.htm) funding many different types of activities of varying scales including 'mobility' initiatives enabling people to train in another country, co-operation projects to transfer or develop innovative practices, and networks focusing on topical themes in the sector; Leonardo da Vinci (http://ec.europa.eu/education/programmes/leonardo/leonardo_en.html) enables organisations in the vocational education sector to work with partners from across Europe; exchange best practices, and increase their staff's expertise. It should make vocational education more attractive to young people and by helping people to gain new skills, knowledge and qualifications, the programme also boosts the overall competitiveness of the European labour market.