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ERASMUS+ Blended Intensive Program

EMPOWERED LEADERSHIP: MANAGING PEOPLE & BUSINESS SKILLS

online: March 09-10, 2027, on-site: March 15-19, 2027

Description and organizer

Empowered Leadership: Managing People and Business Skills is an intensive program designed to enrich students' business skills in Romania's landscapes. This program is addressed to international students, aiming to initiate them in the fundamentals of people management, HRM practices, and business skills.

In this program, participants will explore the topics of empowered leadership in a multicultural setting, strengthening their ability to inspire, guide, and nurture talent. This program emphasizes human resource management (HRM) practices, enabling participants to understand how to attract, develop, and retain a diverse workforce in a global business environment. Participants will have the opportunity to interact with Romanian students and businesses, understanding the most re- cent HRM practices and approaches to leadership. Through workshops, case studies, practical projects, and guided discus- sions, students will gain an in-depth understanding of effective HRM strategies and how to apply leadership principles to drive organizational success.

By the end of this program, participants will emerge as confident leaders, ready to navigate the diverse challenges of global business landscapes and drive people-centric growth in their organizations.

The program will be organized by the Universitatea Babeș-Bolyai, Cluj-Napoca, Romania – Faculty of Economics and Business Administration and the Centre for International Cooperation

Topics included in this program:

Empowered Leadership Essentials: Introduction to the key principles and practices of empowered leadership, with a focus on people management in a multicultural en- vironment.

Global HRM Practices: An overview of human resource management practices from a global perspective, discus- sing the role of culture and diversity.

Talent Acquisition and Management: Understanding strategies for attracting, hiring, and retaining top talent in a competitive, global market.

Workforce Development and Training: Learn about creating effective training and development programs that cater to a diverse workforce's unique needs.

Performance Management and Feedback: Explore techniques to evaluate employee performance and provide constructive feedback to foster growth and development.

Employee Engagement and Motivation: Study the dynamics of employee engagement and motivation, and how to create a stimulating work environment.

Diversity, Equity, Inclusion, and Ethical Considerations in HRM

Understand the significance of cultivating an in- clusive work environment that values diversity and pro- motes equity, understand the ethical aspects that affect HRM in a global context.

Field Visits and Case Studies: Visit local businesses and engage in case studies to understand the practical application of HRM principles and leadership in Romania.

Capstone Project: Apply your learning to solve a re- al-world HRM challenge, demonstrating your understan- ding of people management and business skills.



Duration of the program

- 2 days online (March 09-10, 2027)
- 5 days on site in Cluj-Napoca, Romania (March 15-19, 2027)

Financial support

- Mobility scholarships, funded by the Erasmus+ program (for details, please refer to your home university Erasmus+ Office)
- Coffee breaks, courses and cultural activities will be covered by Babeș-Bolyai University with the support of the EU – Erasmus+ program.

Reasons to attend the summer program

- financial support from the ERASMUS+ Program
- form friendships and connections
- get a glimpse at Romanian academic and cultural life
- learn new skills
- get a crash course in a subject you may want to study
- receive a grade and 3 ECTS credits
- on request, on-campus accommodation at a reasonable price (aprox. 7 EUR/night in triple room or 10 EUR/nigh in double rooms)

Contact persons

Academic coordinator of the program:
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Administrative coordinator:
Dr. Carmen Țâgșorean, Centre for International Cooperation
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First 2 online days

The online part of the training aims to ensure that participants have a clear understanding of the program's objectives and structure, by setting explicit expectations regarding the organizing details and the topics covered by the program. The second goal is to develop a sense of community among the participating international students, through "get to know each other" sessions and virtual group work. The third goal is to provide an introduction to Empowered Leadership, introducing the fundamental principles and practices essential for effective leadership in a multicultural environment. A second topic that will be covered online will delve into the global landscape of Human Resource Management (HRM) practices. The discussion will encompass an overview of HRM strategies from a worldwide perspective, emphasizing the pivotal role of culture and diversity in shaping HRM approaches. These first two days are focused on creating an overview of the program and facilitating the in person sessions.



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GOT QUESTIONS?

Reach out to the Erasmus office of your home university!

Make the world your campus – join Erasmus+ and be part of something unforgettable!

The Experience Makers

Carmen, Vianora, Liana and Ilona

