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MSMT
MINISTRY OF EDUCATION,
YOUTH AND SPORTS



HR EXCELLENCE IN RESEARCH

**Management Training Plan and the Dissemination of the
Knowledge and Skills of Managers and Other Relevant Research
Organisation Staff**

Project Title: Development of Capacities for Research and Development of TBU in Zlín (RoKaVaV-TBU)

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In order to expand the knowledge and skills of managers and other relevant employees who provide specialised activities in areas like: Human Resources, Financial Management, etc.; these employees are offered a relatively rich portfolio of educational activities (courses). Each course will last 8 hours and will be held, on average, twice a year. The expected size of any such group will be approximately 8-10 people. Participants will have access to background study materials, usually in the form of presentation slides.

Management Staff (wider), have the following set of training activities at their disposal:

Number	Educational Activity Title
VAa1/FAI	The European Charter for Research Staff
VAa2/FAI	Code of Conduct for the Recruitment of Researchers
VAa3/FAI	Ethical and Professional Aspects of Research Organisations' Approach to Research Activities
VAa4/FAI	Incentives in a Research Organisation, Working Conditions and the Social Security of Workers in a Research Organisation
VAa6/FAI	Training in Gender Equality Issues in accord with the attainment of the best possible R&D results, including a view on ensuring the development of the younger generation; and the subsequent (re)-integration of R&D workers after fulfilling parental leave conditions
VAd1/FAI	International Cooperation Strategy
VAd2/FAI	Ensuring the Bilingualism of Ancillary Components
VAe1/FAI	Research Results Transfer into Industrial Practice
VAe2/FAI	Open Access - Trends in Open Access to Information
VAe3/FAI	Copyright and Intellectual Property Management
VAf1/FAI	Popularisation of the Supported Component Activities Strategy
VAf2/FAI	The Popularisation of R&D Results
VAf3/FAI	The Creation of R&D Results Presentations

The relevant managers are recommended, with regard to their specialisation, to complete the following training activities:

Number	Educational Activity Title
VAa5/FAI	Education and Training in the Professional and Strategic Management of Research Organisations, Including Their Control
VAa8/FAI	Open, Transparent, Merit-based Recruitment (OTM-R) Knowledge and Skills of managers and other relevant employees in the Human Resources field and the principles of Open, Transparent, Merit-based Recruitment (OTM-R)
VAa9/FAI	Increasing Knowledge and Skills in Financial Management
VAc4/FAI	Research Organisation Evaluations
VAc5/FAI	Self-assessment