Emerging Markets Queries in Finance and Business

Innovative Simulator for communication in a Park for Human and Professional Development

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Abstract

Park for human and professional development, part of a possible nonformal eco-entrepreneurship University, is a envelope for ReCADD-Social Network for Personal and Professional Development. Innovative simulator for communication with increasing emphasis on the participants' enthusiasm is for: Completion of grade control to achieve the success of the project Web site, includes guide www.recadd.ro; Web site development analysis; Offer suggestions about possible options and Web site development. Using EFI ROM method were obtained following ideas with practical applicability: Use clubs to create project teams capable of more mature integrated into broader community; Development of a Park for Human Development and Professional Development from Adaptability Clubs Network for Sustainable Development; Working with friends; Facilitating the spread of accumulated experience; Using traditional activities associated online activities.

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Keywords: Park, Human Development; Professional Development; Simulator for communication; creative method EFI-RO;

1. Introduction

Continuous human and professional education could be an important factor for evolution/involution regarding employee’s history. Allot of involution had the beginnings if confusions – avoiding on the large scale can allow us to improve our educational effort giving morality by using three tiers, micro, macro, global, in correlation with the scope and path. Performing orientation systems for continuous professional training

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promote the equilibrium and allow the feed-back with successful results with maximization the transparency, giving the access to the information. Structures and systems, processes and holistic structuralized-systemic phenomenon are related with the organization structure in adductive logic in transdisciplinary point of view. The system change could prepare and promote the structural changes from important actors with catalyst role with new trends who appear because the components are note involved like part of the system. The actors take the changing role not the execution role in system.

Solution for implementing the performance in systems: Changing the thinking type; Changing the paradigm action – the person do like they think; Changing the paradigm in socio-human plans–from passing between substantial/energetically values to informational / psychological. Humanity made big steps to an equilibration society, holistically, base by information and spirituality with harmonization between all spatial dimensions for human existentialism micro, individual, macro, group, mondo, globalization with possibility to load analytical models and grow from one tier to other. We promote the integration between the human tiers in compurgation with their importance. The integration will be the engine for globalization. The Europe 2020 strategy is about delivering growth that is: smart, through more effective investments in education, research and innovation; sustainable, thanks to a decisive move towards a low-carbon economy; and inclusive, with a strong emphasis on job creation and poverty reduction. The strategy is focused on five ambitious goals in the areas of employment, innovation, education, poverty reduction and climate/energy. The Europe 2020 strategy - Priorities, 2010.

States in PROGRESS REPORT ON THE EUROPE 2020 STRATEGY - Annual Growth Survey 2012: Europe 2020 Flagship - Innovation Union. The Commission will also support business-academia collaborations through the creation of "Knowledge Alliances" between education and business to develop new interdisciplinary curricula addressing innovation skills gaps and entrepreneurship. States in Mutual Learning Services Support Contract Synthesis Report, 2011: Ensuring successful transitions for young people. Successful labour market transitions for young people can be supported by a number of factors, which are of relevance to individuals of different education and skill levels:

- The provision and successful completion of education and training at different levels which is relevant to the requirements of the labour market in terms of core transferable, as well as vocational skills;
- The delivery of high quality career guidance in schools, colleges, universities and PES to ensure that young people are able to make informed decisions on the basis of high quality labour market intelligences;
- Strong connections between education bodies, PES and regional employers, not only to ensure they have up to date knowledge about employer requirements but also to ensure employer commitment to provide opportunities for young people with different levels of qualifications;
- The successful combination of individual action plans, targeted wage subsidies and training, where possible with employer commitment to provide opportunities for successful candidates even beyond the period of a subsidy. This together with appropriate targeting and evaluation can help to reduce potential deadweight effects;
- Awareness-raising among employers of the innovation potential of employing young people and changing employer culture regarding investment in training;
- Implementation of a flexicurity approach to achieve a reduction in labour market segmentation while maintaining strong employment creation potential;
- Enhancing entrepreneurship education for young people while preventing the emergence or extension of “bogus” self-employment.
2. Methodology of the research

The thematic areas of the interdisciplinary researches endorse Tripon and Blaga, 2012, are: the correlated with the economic growth, jobs, in a society based on knowledge; understanding new types of interactions and interdependencies; the study of new threats/opportunities and risks; the prognosis regarding the evolution of the innovation; regional and community development; development practices adopted by the organisations and networks of participative type; communication in multicultural interdisciplinary networks.

The simulator uses EFI-ROM harmonious creative method Tripon, 2009 and help develop the architecture and procedures for non-formal activities. It is a popular non-formal precursor of a university that provides certification of skills and competencies for persons under the EU 2020 Strategy. The creative method EFIROM is useful for individual use in order to evaluate performance and limits, but also for experts within the human resources department of innovative companies. It assumes knowing the persons subjected to this method because it is successfully employed for logical, perceptive and professionally dedicated individuals who are aware of the requirements related to mobility and openness towards innovativeness at their workplace. It is applied particularly when there is no suitable solution or, when with aim of bringing about a rounded-up successful outcome we intend to improve the already adopted solution. We activate the interior potential being aware of own intentions. It starts with self-questionnaires and results are obtained especially when we persevere and make our solution applicable for others as well. It is useful even when we believe that there is no viable solution.

The **harmonious creative EFI-ROM method** – the variant applicable particularly to imaginative persons. The method consists in 3 sequences:
- Identifying the Initial Harmonious Sponsor Thought
  a. For any problem, of any nature after a “complete impregnation with that problem” we leave room for a moment of quiet, of relaxation;
  b. after finalizing the previous stage we remember a nice moment from our past and leave ourselves be “impregnated” by the pleasant memory;
  c. being “impregnated with the pleasant memory” we remember the problem for which we search a harmonious efficient solution and review first thoughts, impressions, solutions, that appear. We write them down for careful ulterior analysis;
  d. when we get the subjective feeling that we found the suitable solution we stop “dreaming”;
  e. we make a “cold fact” inventory of jotted down ideas while in creative reverie.
- Identifying the final Harmonious Sponsor Thought
  Being aware that any end is a new beginning we can believe that we have searched after another kind of initial Harmonious Sponsor Thought. Everything repeats itself on the background of richer experience. It is good to be aware that any thought, word, and deed has consequences. The harmony generated by “flows of Sponsor Harmonious Thoughts” for beginnings and endings confer to life full harmony. The practitioners can have surprises over surprises.
- Offering the entire method and known applications for use to all who desire it.

The **creative harmonious method EFI-ROM** – Variant applicable particularly to logical persons.

The method presupposes undergoing the following stages:
- logical identification of the maximum achievement we had;
- the logical identification of the method which gave best results during my life irrespective of field, of life sequence;
- identifying best friends who have contributed to my memorable life successes if there isn’t anyone, count on yourself as such;
identifying some achievements of others – which we appreciated as positive;
identifying solutions which stirred the envy of friends or own envy;
identifying life sequences that we could not find the appropriate solutions for up to now;
outlining at least three possible logical solutions to the issue in question the efficient harmonious solution of which we are searching for.

The method can give results particularly when we persevere and act so that our solution is applicable to others as well. We may mention that something “miraculous” occurs when we become “masters” in the creative harmonious method EFI-ROM. This method is useful even when we believe there is no viable solution.

3. Development of the Adaptability Clubs Network for Sustainable Development - RECADD PROJECT in an Nonformal Eco-Entrepreneurial University

"Petru Maior" University Târgu-Mureș in partnership with the Employers Confederation of Industry and Trade Services - Office of the County employer, the Association of Club "Și noi putem reuși" and Université de Versailles Saint-Quentin-en-Yvelines implement the project "Rețea de Cluburi pentru Adaptabilitate și Dezvoltare Durabilă - Adaptability Clubs Network for Sustainable Development", funded by ESF - HRD 39/3.2/G/37787 between July 2009 and July 2011. ReCADD create internal capabilities of companies in Ro Central Region to develop its human resources, economic and market related to the restructuring of the economy. The operational objectives aimed to create a nonformal eco-entrepreneurship University including: Park human development and professional development; NGOs House; radio - tv centered on human development and professional development, a network of local clubs in order to promote adaptability and sustainable development - with a Central resource center, which uses team sports and non-formal courses, 95% of the time working on projects; films and simulators are used; recognizes the competence acquired in non-formal and informal framework; to create complex formal and informal activities to achieve specific objectives of the project contribution; at this point we have more than 136 clubs, and more than 9712 activities online with 111641 content access.

ReCADD and its development, generates a positive effect on short, medium and long for that use:

- Innovative flexible working, new working practices;
- Measures to prevent illness, promote health and safety, providing a friendly working environment and encouraging reconciliation of work and family life;
- Information and awareness campaigns to change social attitudes and stereotypes towards vulnerable groups;
- Effective training in new methodologies, ICT, environmental protection and pollution control;
- Promoting trans-national exchanges in terms of increasing adaptability;
- Certificates of quality for companies that promote flexible work organization and facilitate reconciliation of family and work.

4. Rules used by team management in innovative simulator:

1. Control de Change Management – potential broken channel
2. Control the „Chain Collaboration” in crucial moments with the client / partner
3. Control the system inputs for all crucial moments
4. Create new values for all crucial moments

The relationship with the participant made value by adding value from both parts. For participant is an information source and somewhere a path to a counselling; for organization we have the opportunity to get information’s and developing knowledges.
5. Every participant is a person. The team inform the newcomer regarding the activities, he is the relation with him;

6. Manage the relational stream in systematically manner, we reduce the management relation with the participant;

7. Dominated the learn cycle. The team propose / assimilate time scheduling and risk management for concurrent processes insist on:
   - Evolved the participant in all processes, without deadline constrains
   - Possible concurrent activities

8. Coordinated and realised the establish processes, with prompt response time regarding legal exigency with participant expectation. The team coordinated the realization process where the participants are pieces in the „chain” for creating new values meanwhile the technical aspects and information set give the possibility to monitorys the scheduling for the establish program.

9. Using all communication channels and distribution for obtaining the optimal „chain” that create new values.

10. Knowledge quintessence. Any transaction, any services are considered an important investment in relationship with the participant for creating the client-human capital. Understanding the client-participant could develop the relationship. Any contract is an important event by allowing us counting date, interpret them, transform the date in information, and translate the information in possible scenarios with him.

5. Conclusions and results

Communication simulator is for: Completion of grade control to achieve the success of the project Web site includes guide www.recadd.ro; Web site development analysis; Offer suggestions about possible options and Web site development.

Communication simulator is designed to allow:

- Choosing the optimal system for orientation in continuous human and professional education
  - We have to choose from a enormous possible combination between scope and existing ways to be involved with us. In our activity we have liberal systems with social reglementation, equitable for majority persons or impossible to access, with direct and indirect financial aid, with substantial prelevation. The supplier’s scope could be in osmotic link with our customers: students, parents or adults, etch.

- The network for orientation/reorientation in continuous human and professional education

Stages:
  - Made Consortium local, regional, national for orientation/reorientation in continuous human and professional education from universities, APRAC, Non Governmental Organisations, Officials, Romanian Agency of Development, elementary schools with operationally structure for information and conciliation:
    - Made the accord for Consortium
    - Create the accord for information node, connection groups
    - Editing News-Letter with theme „Orientation in continuous human and professional education” Communitarian performance for continuous human and professional education, innovative systems, consolidation and enterprise development
    - Merging publication / system information from consortium members
      - Create an international team for counsellors in nonformal continuous human and professional education
      - Create and development human resource and using outsource online
      - Create and developed programs in nonformal continuous professional education online

  Participants and partners enthusiast in Innovative Simulator for communication The consumers expectation grow – the goods variety is growing
Very important is the translation between internal component project simulator to demand component. Network Management has four elements Tripon, 2007:

- Establish the infrastructure
- Promote the efficient projects
- Add the complementary processes
- Go-Live for the project

We concentrate our effort for efficiency and concurrent activities regarding our nonformal relationship with the participants. It’s important to focus our activities for educational profit for all implied parts for long term following to catch the participant’s enthusiasm for our problems regarding “orientation / reorientation and continuous human and professional education in nonformal network”. Giving the satisfaction to the participants and developing his enthusiasm Is enough and imperative to define the level of participant engagement? We identify the following three levels:

**Participant’s enthusiasm**

The network surprise the participant with anticipation the needs; He has a emotional connection with the organisational, a part of his life

**Participant’s loyalty**

We establish a continuous relation for long term between consumer – partner and network supply

**Participant’s satisfaction**

The network understand the most important participant’s hope
Strategically keys used in simulator for catching the participant enthusiast Needs and trends analyzed give us an global picture regarding the growing of the network. We establish the strategies that must be implementing to receive this position.

![Diagram of Participant enthusiasm and strategical keys]

**Fig. 3. The link between participant’s enthusiasm and strategical keys**

We take into account, within the centres/groups of counselling, the behavioural features and their interdependence with the project functions in which the participants are involved.

![Diagram of ENTHUSIASM GROWING]

**Fig. 4. The steps for implementation the participant enthusiasm ECR – Europe 3**
Table 1.

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Orientation to order</th>
<th>Orientation to Risk</th>
<th>Orientation to rational</th>
<th>Orientation to feelings, sensibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certainty/ security</td>
<td>Through rules, Phase objectives, traditions</td>
<td>Demolishing barriers/ limits with “cheers”</td>
<td>Through technical tasks and logics</td>
<td>Through acceptance, own opinion, group opinion-adopts</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Conciliatory, mediator</td>
</tr>
<tr>
<td>Conflict</td>
<td>Searches of experience, examples, steadiness</td>
<td>Searches of the others’ mistakes, iden landings-resigns, breaking relationships</td>
<td>Solving in the objective/ real plan, inclination to cynicism</td>
<td></td>
</tr>
<tr>
<td>Specific potential of career</td>
<td>Orientation after rules, progresses through scrupulous fulfilment of methods</td>
<td>Surpassing borders, traditions, rapidity, Visions</td>
<td>Realist, lucid worker that acts in a logic, analytic environment</td>
<td>Contact, concluding together with the team, identification with the common purposes</td>
</tr>
</tbody>
</table>

The network was opportunity to choose from the following strategically options:

- Continuous optimization;
- Collaboration from long term.

We propose that these strategies must be developed continuous with long term strategies and plans who kept the enthusiasm for develop the employee profile.

The basic ideas to achieve a Simulator for communication in a Park for Human Development and Professional Development - using EFI ROM method Ideas of using the harmonious creative EFI-ROM method – the variant applicable particularly to imaginative persons.

- Use clubs to create project teams capable of more mature integrated into broader community;
- Development of a Park for Human Development and Professional Development from Adaptability Clubs Network for Sustainable Development

Ideas of using the creative harmonious method EFI-ROM – Variant applicable particularly to logical persons.

- Working with friends
- Facilitating the spread of accumulated experience
- Using traditional activities associated online activities

Table 2. – ReCADD Metrics on July 24th, 2011 and 1st July, 2012

<table>
<thead>
<tr>
<th>Metrics</th>
<th>Values at 24th July 2011</th>
<th>Values at 1st July 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td>2045</td>
<td>2541</td>
</tr>
<tr>
<td>Clubs</td>
<td>129</td>
<td>136</td>
</tr>
<tr>
<td>Discussions</td>
<td>687</td>
<td>803</td>
</tr>
</tbody>
</table>
6. Conclusions

The operational objective was to create an Innovative Simulator for communication in a Park for Human and Professional Development - with increasing emphasis on the participants' enthusiasm, and was conducted. Ideas of using the harmonious creative EFI-ROM method – the variant applicable particularly to imaginative persons: Use clubs to create project teams capable of more mature integrated into broader community; Development of a Park for Human Development and Professional Development from Adaptability Clubs Network for Sustainable Development. Ideas of using the creative harmonious method EFI-ROM – Variant applicable particularly to logical persons: Working with friends; facilitating the spread of accumulated experience; Using traditional activities associated online activities.

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