

Third Training Day

HR Management Training

**Good Practices and Digitisation Concept to
Support Human Resource Policy and
Personnel Management in SMEs**



ESTONIAN
CHAMBER OF COMMERCE
AND INDUSTRY



Izba Rzemieślnicza w Opolu



Wielkopolska Izba Rzemieślnicza
w Poznaniu



Thrid Training Day

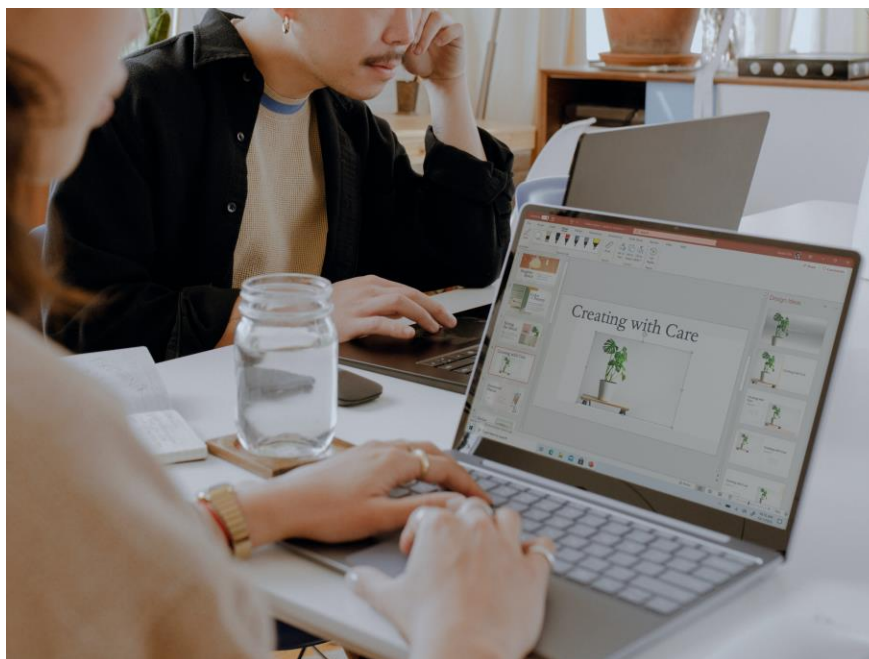
Program of the day

1. Presentation of individual company projects
2. Refection of encountered difficulties, effects, problems and further steps
3. Plenary session and exchange of experiences
4. Evaluation

Presentations

10 minutes per participant

Short round of questions/comments directly afterwards



Reflection of difficulties, effects and further steps

Self-reflection is the term used to describe a person's ability to **reflect on his or her own situation**. Reflections on external or internal observations can be seen as **opportunities for recognizing problems and starting points for change**. Self-reflection presupposes the ability for **differentiated self-observation and a certain distance to oneself**. (Stangl, 2022).



Self reflection is essential for inner growth and personal development

Questions for self-reflection

- What have I accomplished in the project?
- What am I proud of?
- What am I thankful for?
- Who was a positive and who was a negative factor for the project?
- Which decision in the project would I take differently?
- Which problem have I solved and what can I take away for future challenges?
- Which problem couldn't be solved and why?



15 minutes of individual work to answer these questions

What has been difficult in the last months

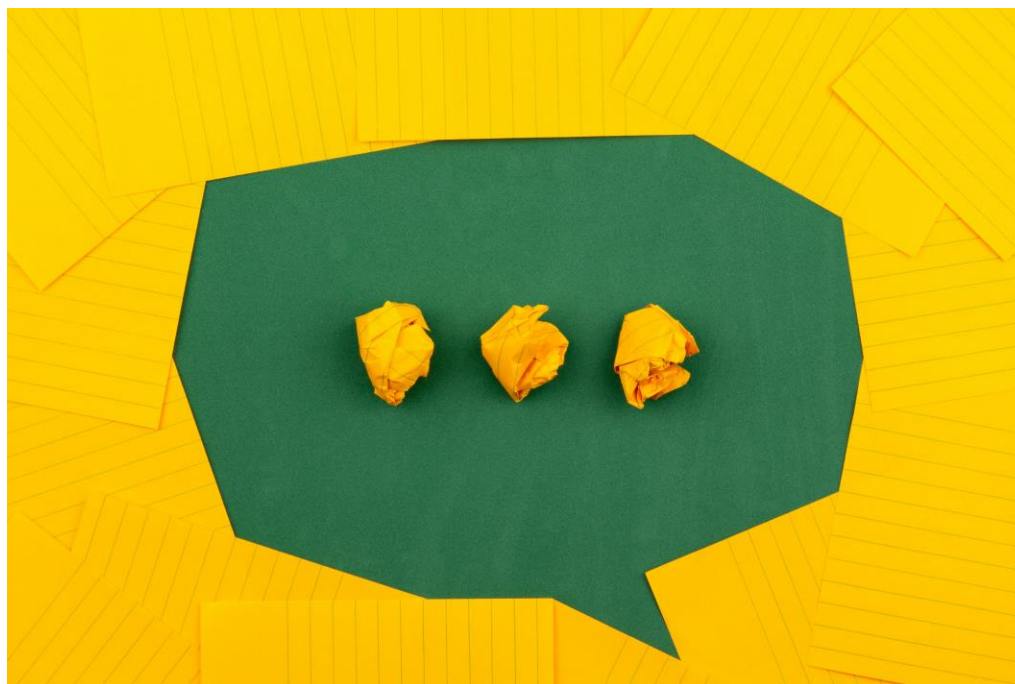
20 minutes in groups of four

Exchange of experiences



Plenary Session

Discussion about encountered difficulties, lessons learnt and future ideas



Evaluation



Thank you for your participation!



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