

Blended Intensive Program in "Soft Skills in a Modern Workplace - The Role of Human Capital Management in Ensuring High Empowerment"

Important note:

Students interested in this program have to apply to their home university according to the internal procedure.

Student applications made directly to the hosting institution will not be considered.

General information

Course Title	"Soft Skills in a Modern Workplace - The Role of Human Capital Management in Ensuring High Empowerment"
Coordination Institution	University of Algarve (UAlg). Erasmus code: P FARO 02
ISCD Code	0413 - Management and Administration
Partner Universities	University of Gdansk (UG). Erasmus code: PL GDANSK 01 University of Split (UNIST). Erasmus code: HR SPLIT 01
BIP Code	2023-1-PT01-KA131-HED-000136336-1
Abstract: (a few lines describing the course that SEA-EU partners can use for dissemination)	The Blended Intensive Program (BIP) combines integrated, hybrid learning formats, offering an exceptional opportunity for students interested in human resource management, workplace psychology, intercultural communication, and fostering relationships in multigenerational environments. The program integrates theoretical instruction with practical sessions in a hybrid structure—online and on-site—enabling participants to acquire knowledge and skills highly valued in today's labor market.
Number of ECTS	6 ECTS (130 hours TP; 26 Hours for writing the KLN)
Calendar	Applications and Nominations deadline: 01.02.2025 – 15.03.2025 Confirmation of acceptance: until 02.04.2025 Virtual part: 16.06.2025 – 20.06.2025 Presential part: 23.06.2025 – 27.06.2025
Teacher(s) in charge	From UAlg: Professor Joaquim Pinto Contreiras From UG: Professor Dr. hab. Agata Borowska From UNIST: Professor Senka Borovak Zekan

Number of participants	<p>The minimum number of participants is 15, maximum is 20.</p> <p>Each SEA-EU University can propose up to 4 students: 2 on the main list, 2 on the waiting/reserve list (according to your registration dates).</p> <p>Equal distribution of available places among SEA-EU partners shall be applied, if applicable (possible to add the number of students from each partner university).</p>
Mobility costs	<p>This mobility is eligible for Erasmus+ (KA131) and financing by their home universities in accordance with their internal procedures.</p> <p>Please contact your university for more information.</p>
Contact	<p>Regarding organisational aspects: Mrs. Marleni Azevedo & Filipe Lage (international@ualg.pt)</p> <p>Regarding pedagogical aspects: Prof. Joaquim Contreiras (jcontrei@ualg.pt)</p> <p>Responsible person for signing the OLA: Mrs. Marleni Azevedo (international@ualg.pt)</p>

Pedagogical content

Target group / Expected student profile	<p>Interested students from all disciplines within the Faculty of Management, Psychology, Sociology, Law, Administration, and Social Sciences are encouraged to apply.</p> <p>Applications are open to undergraduate, master's, and doctoral students.</p>
Requirements Academic background	<p>English B1 (test can be taken on EU academy)</p>
Learning objectives/outcomes:	<p>The learning objectives will be achieved using methods: expository, interrogative, demonstrative and active according to the specific objective. Active methods encourage the development of communication skills. Theoretical classes are essentially based on expository and interrogative methods, not excluding the use of demonstrative and active methods. Depending on the needs of the theoretical and theoretical-practical classes, various techniques will be used, such as: simulations, practical cases, exercises, games, brainstorming, etc. It is necessary for students to use exploratory methods of study, directing them through the complementary bibliography and through the guidance of the lecturer. A diversified teaching methodology will make it possible to develop a critical and reflective sense, namely by analyzing the practical cases presented and thematic exercises, in a constant logic of integrating theory and practice.</p>
Any required material/software to take part to the course:	<p>No</p>

Evaluation:	<p>Participants will be graded based in a KLN, or Key Learning Note, an individual essay reflecting the main concepts, ideas, experiences and competencies that each student acquired and is able to share. Students will have a week, after the end of the BIP to deliver via email to the direction of the BIP the essay.</p> <p>Each teacher will receive a fixed number of essays and will evaluate them regarding a previous evaluation chart that will be provided to the students in the end of the BIP.</p> <p>The KLN will be graded on a scale from 0-20</p>
Transcript of records will be issued by the UAlg	With mention: Passed or Failed
Language of the course	English

Structure of the course

Virtual part:	From 16 to 20 of June
Monday, 16 June 2025	<p>09:00h The skills to function with a multi-generational team</p> <p>how to understand and cooperate as a group within different generations</p> <p>Building mental resilience as a competence of the future</p> <p>the skills to cope with difficult and stressful work environment</p> <p>13:00- finish</p>
Tuesday, 17 June 2025	<p>09:00h Understanding the Role of Soft Skills in Human Capital Management</p> <p>Soft Skills as the Core of Human Capital: Building Empowered Teams"</p>
Wednesday, 18 June 2025	<p>09:00h Nonverbal Communication in Leadership and Team Dynamics</p> <p>"Actions Speak Louder: Harnessing Nonverbal Communication to Build Trust and Empower Teams</p>

<p>Thursday, 19 June 2025</p>	<p>09:00h Workplace Well-Being</p> <p>Icebreaker: "What Does Well-Being Mean to You?"</p> <p>Participants share personal definitions of workplace well-being</p> <p>Brief discussion on common themes and misconceptions</p> <p>Multicultural communication in organizations: skills and strategies in a globalized world</p>
<p>Friday, 20 June 2025</p>	<p>09:00h Cultural adaptability: developing skills to communicate in diverse environments</p> <p>Perception and biases: overcoming barriers in multicultural communication processes</p>
<p>Physical part:</p>	<p>From 23 to 27 of June</p>
<p>Monday, 23 June 2025</p>	<p>09:00h Welcome address and introduction</p> <p>09:20h – 10:00h What are generations on labor market – the main assumptions</p> <p>10:00h -10:30h Strengths and weaknesses of each generation – panel group discussion</p> <p>10:30h – 10:50h Coffee Break</p> <p>10:50h – 11:30h VUCA, Stress, PTSD, Lack of Understanding – contemporary surroundings work environment of GEN Z</p> <p>11:30h - 12:15h Building mental resilience as the skills of the future to cope with difficult and stressful work environment - – panel group discussion</p> <p>12:15h – 13:00h Workshop – how to help with building mental resilience by BASIC Ph Method</p> <p>13:00 Lunch</p> <p>14:30h Beach in Faro Island – Trip by boat</p>
<p>Tuesday, 24 June 2025</p>	<p>09:00h – 09:45h Understanding the Role of Soft Skills in Human Capital Management.</p> <p>The soft skills to build Empowered Teams</p>

	<p>Human Capital Management – main assumptions</p> <p>09:45h -10:30h How to recognize Empowerment level – workshop and test</p> <p>10:30h – 10:50h Coffee Break</p> <p>10:50h – 11:30 Job Satisfaction as main driver of Empowerment</p> <p>11:30h - 12:30h How to recognize own Job Satisfaction Level – workshop and test</p> <p>12:30h – 13:00h Workshop – Mental Resilience and Empowerment as tool of Human Capital Management</p> <p>13:00h Lunch</p> <p>14:30h Beach in Culatra Island – Trip by boat</p>
Wednesday, 25 June 2025	<p>09:00h Nonverbal Communication in Leadership and Team Dynamics</p> <p>10:30H – 10:50h Coffe Break</p> <p>10:50h "Actions Speak Louder: Harnessing Nonverbal Communication to Build Trust and Empower Teams</p> <p>13:00h Lunch</p> <p>14:30h In the Afternoon guided visit to the Historic Center of Faro and to the Centro de Ciência Viva do Algarve in the Marina of Faro.</p>
Thursday, 26 June 2025	<p>09:00h Workplace Well-Being</p> <p>Key Pillars of Workplace Well-Being</p> <p>Interactive Workshop: Designing a Resilient Workplace</p> <p>10:30h – 10:50h Coffee Break</p> <p>11:00h Groups create HR policies to strengthen workplace resilience and present their ideas</p> <p>Takeaways & Action Plan</p> <p>Personal commitment: Each participant sets a workplace well-being goal</p> <p>13:00h Lunch</p> <p>15:00h Nautic Sport activities in the Centro Náutico da Praia de Faro</p>
Friday, 27 June 2025	<p>09:00h Multicultural communication in organizations: skills and strategies in a globalized world</p>

	<p>09:30h Cultural adaptability: developing skills to communicate in diverse environments</p> <p>10:00h - Perception and biases: overcoming barriers in multicultural communication processes:</p> <p>10:30h – 10:50h Coffe Break</p> <p>11:00h Role Play of strategies to resolve barriers/biases in communication in multicultural teams.</p> <p>13:00h Lunch</p> <p>14:30 Wrap-up, conclusions, certificates of attendance award</p> <p>16:00h Good Bye.</p>

Practical information

Accommodation recommendations	<p>The participants will have, if possible, accommodation in a joint dormitory and, of course, lunch provided by the host organization.</p> <p>The dinner could take place at an affordable price in the cantina of Ualg Penha, From 18:30 to 19:30h</p>
The physical mobility will take place at... (address of the course)	<p>University of Algarve (Universidade do Algarve) Estrada da Penha, <i>Campus da Penha</i>, School of Management, Hospitality and Tourism (<i>Escola Superior de Gestão, Hotelaria e Turismo</i>)</p>
Any tips?	<p>This BIP will take place in Faro, and after classes, during the afternoon, leisure activities related to the beach and nature will be provided, in a gentle, integrative and welcoming way. Due to the hot, dry weather and sunny conditions, participants should wear sunscreen, cool clothing, a hat and water to stay hydrated.</p>
Any required materials/tips to take part of the course?	No