

# SEA-EU Staff Week

## General information

Staff Week Title	<b>SEA EU Staff Week on Sustainable HR for Modern Model of Administration of HEIs</b>
Abstract	<p style="text-align: center;"><b><u>Promoting work-life balance in time of VUCA</u></b></p> <p>We live today in a time of great unpredictability and volatility in our personal and professional lives. There are of time of VUCA it means, time of volatility, uncertainty, complexity, and ambiguity. This kind of lack of definiteness of the future affects the attitudes of employees in the organization.</p> <p>One of the 17 goals of sustainable human resource management is to achieve Good Health and Well-Being. This is an essential trend in shaping job satisfaction, reducing stress and increasing the efficiency and quality of work. This is a Human Capital Management approach. So far, HEIs have been looked at as places whose added value is mainly created by academic, teaching and research staff. Today we believe that is a false assumption. One of the main problems of HEI management efficiency has been recognized that the role of administrative staff in the success of HEIs has either been overlooked or under-recognized.</p> <p>Taking into account modern concepts of sustainable human capital management and organizational synergy, the efforts of HRM should be directed today towards the effective leadership and job satisfaction of administrative staff. Without it, today there is no chance of succeeding in managing such a complex teams as HEIs.</p> <p>The aim of our Staff Week is to share experiences, to discuss and address today's challenges to ensure WLB in times of VUCA. To recognize some best practices, which will emphasize the need for action targeted at administrative staff for our SEA-UE Alliance units.</p> <p>There is no doubt that trained administrative staff play an increasingly important role in adding value to universities. They should see the broader context of the internationalization of our universities within the SEA-EU alliance, who do not feel stressed in these difficult times, who together, as a synergistic group of administrative and academic staff, create and build attitudes for smooth functioning. It is time to</p>

	converse time of VUCA into better sphere as Vision, Understanding, Clarity and Agility. It is possible when to ensure a Well-Being of these human capital as the administrative staff can be.
Application deadline	15 September 2023 Registration form <a href="https://forms.office.com/e/8ZuZx6j1bv">https://forms.office.com/e/8ZuZx6j1bv</a>
Dates of the staff week, place	17 - 19 October 2023, University of Gdańsk
Number of participants	The minimum number of participants is 18 , maximum is 36. Each SEA-EU university can propose up to 4 people.
Mobility costs	SEA-EU Budget / Erasmus KA1
Contact	marta.chmielewska@ug.edu.pl

## Contents

Target group / Expected profile of participants	Human Resources administrative staff of the SEA-EU Alliance - Administration staff (mostly) - HR related academic staff (max. 2)
Requirements	English B1

## Practical information

Accommodation	<a href="#">Welcome pack</a>	Around the campus at the University of Gdańsk in Gdańsk-Oliwa or the Old Town of Gdańsk
Address of the course	University of Gdańsk, Library	Welcome Centre at UG Library Wita Stwosza 53, 80-308 Gdańsk

## Agenda

### Day 1. Tuesday, 17 October 2023, 9:00 – 17:00

- Registration
- Welcome coffee & getting each other
- **Roundtable** - presentations of all SEA-EU partners :  
*"Directions and Challenges for Sustainable HRM for Administrative Staff @ HEIs"* (max 15 min each)
- Coffee Break
- **Seminar** on Best Practice Exchange @ UG during the War :  
UG employee from Ukraine and Professors from Odessa Ukraine
- Lunch (provided)
- UG Library tour and Oliwa campus walking tour

### Day 2. Wednesday, 18 October 2023, 10:00-17:00

- **Workshop #1**  
*Promoting work-life balance as a Sustainable goals for HRM* conducted by UG alumni PhD Ilona Modrzejewska EMEA Group, HR Manager
- Coffe Break
- **Workshop #2**  
*Management & Law Context of WLB – reality vs theory in the countries of SEA-EU Alliance* – sharing experiences of participants moderated by Tomasz Kawka & Marta Zbucka-Gargas
- Lunch (provided)
- Guided sightseeing tour of Gdańsk

### Day 3. Thursday, 19 October 2023, 10:00-13:30

- **Workshop #3**  
*Environment of VUCA –How to create friendly workplace for administrative toady? Mental Resilience as prevention of PTSD –* conducted by PhD Agata Borowska-Pietrzak
- Coffe Break
- **Conclusions & Findings – Closing Meeting**
- Free time
- Farewell Dinner at Sopot **(17:00)**