

EFFECT PROJECT

BEST PRACTICES ON TALENT MANAGEMENT

22nd January 2014



EDUCATION MODEL

Florida Universitaria

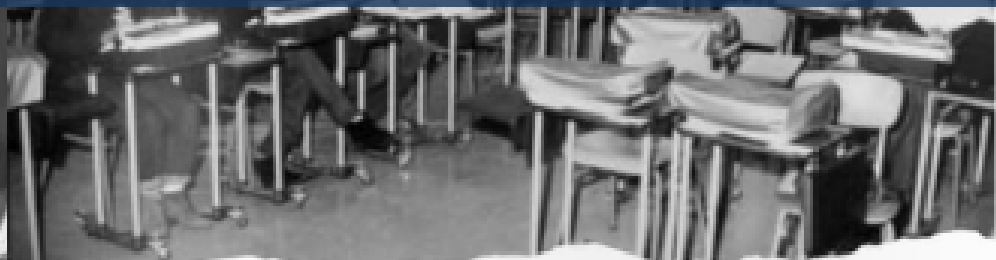
Ms. Laura Uixera Cotano
International Relations Department
luixera@florida-uni.es

01 Who we are?

Our beginnings...



**Florida is an experience about
co-operation, education and
relationship with the environment**



Aula de mecànica la, a. in 80.

02

Who we are?

Florida Education Group



Our MISSION

The education and training of individuals, with special emphasis on developing their **initiative**, **autonomy** and **personal growth**, in order to ensure their **full integration** into work and society.

03 How we teach?

Florida Universit ria



CHANGE

04

How we teach?

Education Model definition process

Why do we still teach the

students of **today**

with the methods of **yesterday**

for the world of **tomorrow**



05 How we teach?

Education Model Florida Universitària



Teaching is like gardening. It's about *providing the best conditions for growth and development*
@SirKenRobinson

06

Education Model

Florida Universitària



- Active Learning ▪
- Employability ▪
- Personal counseling and guidance ▪
- Internationalisation ▪

07 Education Model

Florida Universitaria

LEARNING BY DOING

*"Tell me and I forget,
show me and I remember
involve me and I learn"*

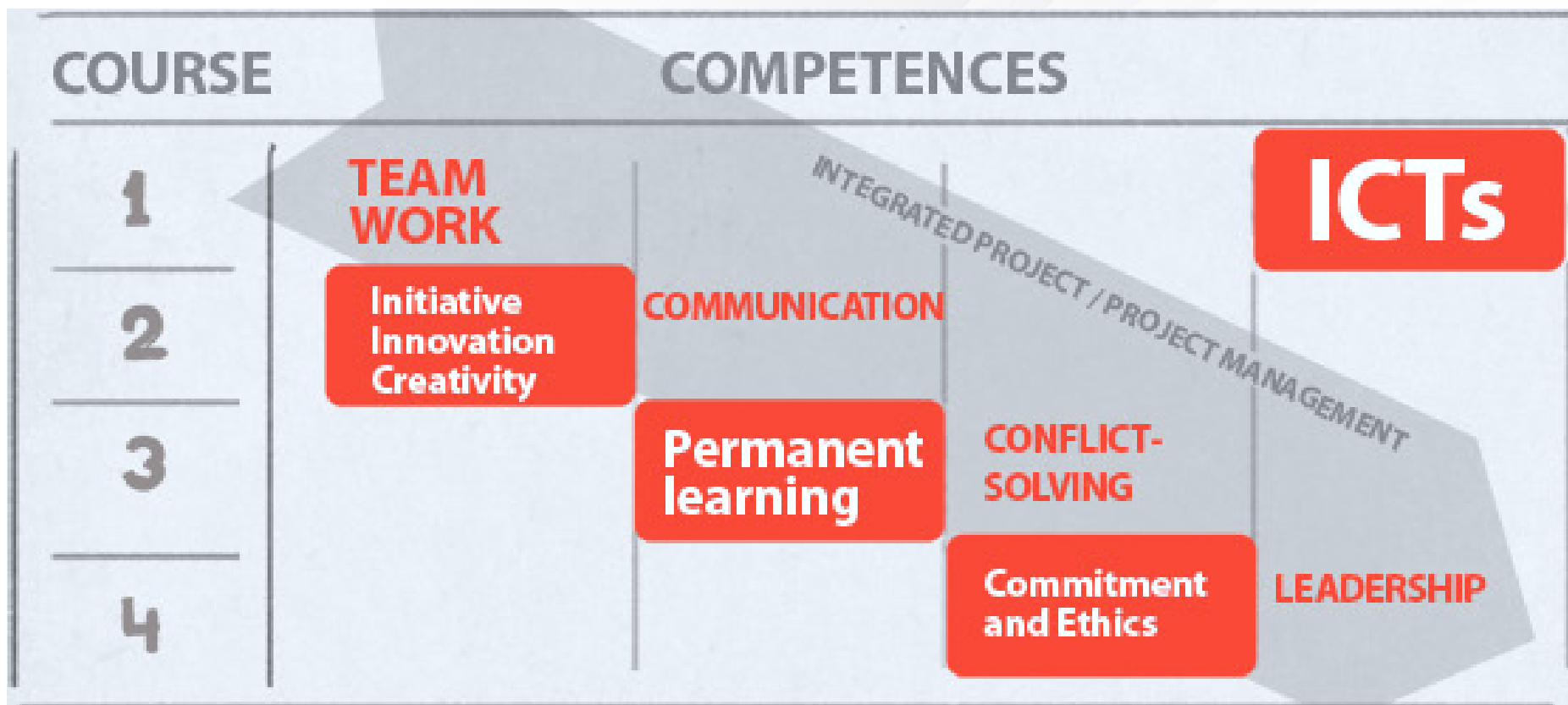
Benjamin Franklin



08

Education Model

Competences Development Plan



09

Education Model

Integrated Projects

INTEGRATED PROJECTS

WHAT IS IT?

A different way of learning and teaching: multidisciplinary projects for degrees and vocational training

HOW?

Carrying out multidisciplinary projects in real contexts

WORKING IN TEAMS



WHY?

Because students... learn in a cooperative way

Integrate their knowledge to solve real problems: learning by doing

Develop social skills: team work, leadership, communication, conflict-solving

Are responsible for their own learning

09

Education Model

Integrated Project Roles & Process

ROLES



PROCESS



10 Integrated Project Experience

Some examples 2012-2013

BUSINESS AND FINANCE DEGREES

- **1st year:** Business analysis of a valencian sector
- **2nd year:** Creating an innovative business in valencian region
- **3rd year:** Solving a real need for an enterprise

TOURISM DEGREE:

- **1st year:** Touristical analysis of a valencian region
- **2nd year:** Dinamization plan for a toursitic valencian region
- **3rd year:** Solving a real need for an enterprise

ENGINEERING DEGREES:

- **1st year:** Weilding Robot
- **2nd year:** Improving an industrial process
- **3rd year:** Solving a real need for an enterprise

CHILDHOOD AND PRIMARY EDUCATION DEGREES.

- **1st year:** The school we dream of
- **2nd year:** The riches of diversity: creating resources
- **3rd year:** “Cre-art”

11 Some Results

CHALLENGE
Your
Students

you'll
Get
Surprised

12

Conclusions

Florida Universit ria

**EVERYBODY WANTS
TO CHANGE THE WORLD
BUT NOBODY WANTS
TO CHANGE**

WORDBONER.COM

13 Conclusions

Everything is changing: the labor market, the industry demands and society needs ...

We can change the way we educate

Educators have to build competences

Competencies enables transformation

Re-organize your curriculum to build competencies and empower the students (“Educational Model”)

Re-organize your Institution towards a competitive, high performance organization (“Organizational Model”)

Education and re-skilling of Professors and Educators

14 Conclusions

**“Education
is the most powerful weapon
to change the world.”**

**Nelson
Mandela**



EFFECT PROJECT

BEST PRACTICES ON TALENT MANAGEMENT

22nd January 2014



Thank you for your attention!

Ms. Laura Uixera Cotano
International Relations Department
luixera@florida-uni.es