



Adapt to constantly changing business environment!

## Partners



UCLy Lyon Catholic University



JAMK University of Applied Sciences



RISEBA University of Business, Arts and Technology



Technical University of Cluj-Napoca



## Project coordinator:

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 Lyon Catholic University  
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# ProCESS

## Processing Complexity with Emotional, Sensorial and Spiritual capacities

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Performanse 

Sanofi 

De KLAUSEN 

Mediatalo Keski-suomalainen 

Latvijas Pasts 

- 12** complex management case studies
- 20** SESS pilot training sessions
- 72** SESS workshops
- 3** winter schools
- 192** students

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## ProCESS

**Processing Complexity with Emotional, Sensorial and Spiritual capacities**

*Erasmus + Knowledge Alliances project  
01 January 2021 - 31 December 2023*

**ProCESS Project** aims to develop an original and innovative methodology to deal with complex management cases by alternating sequences of mobilization of Sensory, Emotional, and Spiritual (SES) intelligences, in addition to rational capacities. In this process, students learn to better feel and sense complex situations (and not only understand) and dare to “step out of the box” to solve them.

During ProCESS implementation **12 complex management cases** proposed by Sanofi, De KLAUSEN, Keskiuomalainen and Latvijas Pasts in four different countries are developed. These real-life cases are the core of the project.

**12** complex management case studies

**192** students

The proposed complex management cases are analyzed and solved through the ProCESS methodology by groups of international students from the four participating Higher Education Institutions (HEIs). During the project implementation **192 students** participate in three training rounds.

**72** SESS workshops

Each training round starts with a meeting at the partner company head-quarters. Then 6 workshops (2 sensorial, 2 emotional, and 2 spiritual) are conducted (**72 SESS workshops** in total) by the SESS trainers, in the presence of both company and academic coaches. After each workshop, students advance their work on the case analysis. The students write a final report (action plan) which they present at the winter school (**3 winter schools** in total).

**3** winter schools



**20** SESS pilot training sessions

The partner HEIs organize a set of **20 pilot training sessions** for candidate SESS trainers. During these training rounds new experts are trained to implement the ProCESS methodology and putting them into a ProCESS teaching situation.

The session will end with a test where the candidate SESS trainers will be asked to facilitate a training session using either sensorial, emotional, or spiritual inputs or combining them. The training session will be evaluated and those who pass the test will be certified as SESS trainers.

**S**ensorial  
**E**motional  
**S**piritual  
**S**kills



Adaptation à l'environnement des affaires en constante évolution!

## Partenaires



UCLy Lyon Catholic University



JAMK University of Applied Sciences



RISEBA University of Business, Arts and Technology



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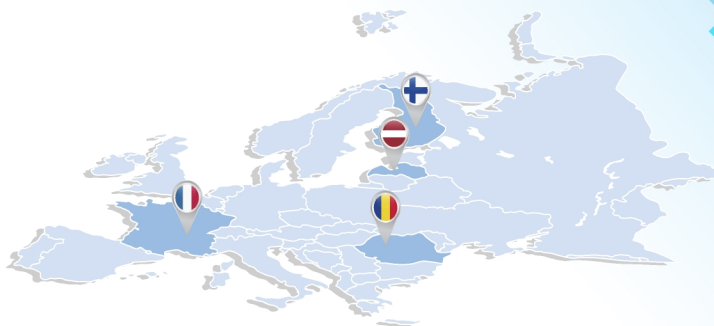
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# ProCESS

## Processing Complexity with Emotional, Sensorial and Spiritual capacities

Performanse

Sanofi

De KLAUSEN

Mediatalo Keski-suomalainen

Latvijas Pasts

- 12** Cas de management complexe étudiés
- 20** Formations pilotes de formateurs aux SES Skills
- 72** Ateliers d'entraînement des SES Skills
- 3** Winter Schools
- 192** Étudiants

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## ProCESS

**Processing Complexity with Emotional,  
Sensorial and Spiritual capacities**

*Projet Erasmus+ Alliances de la Connaissance  
1<sup>er</sup> janvier 2021 – 31 décembre 2023*

**Le projet ProCESS** vise à formaliser une méthode (méthode ProCESS) utilisable dans tout parcours d'enseignement supérieur ainsi qu'en formation professionnelle continue, pour mobiliser ses capacités sensorielles, émotionnelles et spirituelles, en complément de ses capacités rationnelles, dans le management de situations complexes. Avec ProCESS les étudiants apprennent à mieux sentir et ressentir, pas uniquement à comprendre et sont incités à « sortir du cadre » pour proposer des pistes d'action.

ProCESS traite **12 cas de management complexe** apportés par SANOFI (FR), La Poste Lettone (LV), Keskiuomolainen (FI) et De Klausen (RO). Ces cas correspondent à des cas réels.

**12** Cas de  
management  
complexe

**192** Étudiants

Les cas de management complexe sont traités en appliquant la méthodologie ProCESS, par des groupes multiculturels d'étudiants des 4 universités partenaires. **192 étudiants** participent ainsi à 3 rounds de traitement de cas.

**72** Ateliers  
SESS

Chaque traitement de cas démarre par une rencontre avec l'entreprise qui propose le cas. S'en suivent 6 ateliers de mobilisation des capacités sensorielles, émotionnelles et spirituelles, animés par les Formateurs SESS. Au total **72 ateliers** sont organisés, en présence d'un coach académique et d'un coach entreprise. Après chaque atelier, les étudiants avancent dans l'analyse du cas et élaborent des préconisations qu'il présentent lors de la Winter School annuelle. La progression de leur SES Skills est évaluée scientifiquement tout au long de la démarche.

**3** Winter  
Schools



**20** Formations  
SESS  
pilotes

Les 4 universités partenaires organisent **20 sessions de formation** de formateurs aux SES Skills. Les candidats sont formés à la méthodologie ProCESS avant d'être testés en situation d'enseignement. Cette niche d'activité expérimentale offre de nouvelles perspectives aux professionnels de l'art, des humanités et de l'enseignement.




Les candidats Formateurs SESS valident leur apprentissage à l'occasion d'un examen au cours duquel ils doivent entraîner les compétences sensorielles, émotionnelles ou spirituelles de leur auditoire. Cette formation ouvre droit une certification de « Formateur SESS ».

**S**ensorial  
**E**motional  
**S**piritual  
**S**kills



On tärkeää sopeutua  
jatkuvasti muuttuvaan  
liiketoimintaympäristöön!

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## Partneri-organisaatiot



UCLy Lyon Catholic University



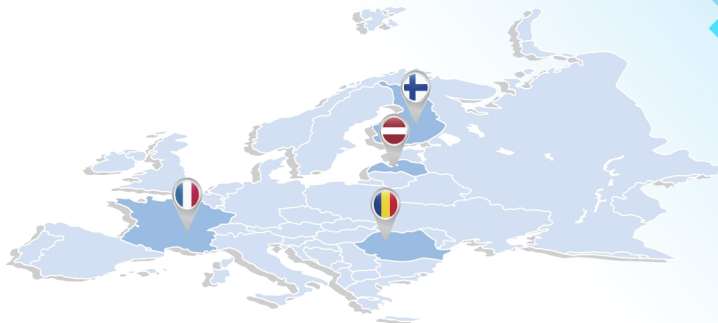
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Technical University  
of Cluj-Napoca



# ProCESS

**Processing Complexity with Emotional,  
Sensorial and Spiritual capacities**

Performanse 

Sanofi 

De KLAUSEN 

Mediatalo  
Keski-suomalainen 

Latvijas Pasts 

- 12** monimutkaista hallintotapaus-tutkimusta
- 20** SESS pilottikoulutusta
- 72** SESS työpajaa
- 3** talvikoulua
- 192** opiskelijaa

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## ProCESS

Processing Complexity with Emotional,  
Sensorial and Spiritual capacities

Erasmus + Knowledge Alliances projekt  
1.1.2021 - 31.12.2023

ProCESS-hankkeen tavoitteena on kehittää alkuperäinen ja innovatiivinen menetelmä monimutkaisten hallintotapausten käsittelemiseksi toteuttamalla **aistien, tunteiden ja henkisen taitojen (SESS)** työpajoja rationaalisten kykyjen lisäksi. Tässä prosessissa opiskelijat oppivat paremmin tuntemaan ja aistimaan monimutkaisia tilanteita, eivätkä vain ymmärtämään, ja uskaltavat "astua ulos laatikosta" ratkaisemaan tosielämän tapauksia.

ProCESS-hankkeen aikana opiskelijat ratkaisevat 12 Sanofin, De KLAUSENin, Mediatalo Kesksuomalaisen ja Latvijas Pastsin ehdottamaa **monimutkaista hallintotapausta** neljässä eri maassa. Nämä tosielämän tapaukset ovat hankkeen ydin.

12 monimutkaista  
hallintotapausta-  
tutkimusta

192 opiskelijaa

Ehdotetut monimutkaiset hallintotapaukset analysoidaan ja ratkaistaan ProCESS-menetelmän avulla neljän osallistuvan korkeakoulun kansainvälisten opiskelijoiden ryhmissä. Hankkeen toteuttamisen aikana **192 opiskelijaa** osallistuu kolmeen koulutuskierrökseen.

72 SESS  
työpajaa

Jokainen koulutuskierrös alkaa aloituspalaverilla kumppaniyrityksessä. Tämän jälkeen SESS-kouluttajat vetävät kuusi työpajaa (2 aistinvaraista, 2 emotionaalista ja 2 henkistä) oman korkeakoulun opiskelijoille. Hankkeen aikana tullaan vetämään yhteensä **72 SESS-työpajaa**, joissa sekä yritys- että akateemiset valmentajien läsnä ollessa. Jokaisen työpajan jälkeen opiskelijat etenevät tapausanalyysiin. Opiskelijat kirjoittavat loppuraportin (toimintasuunnitelman), jonka he esittelevät talvikoulussa.

3 Talvi-  
koulut



20 SESS pilotti-  
koulutusta

Partnerikorkeakoulut järjestää **20 pilottikoulutusta SESS-kouluttajille**. Näiden koulutuskierrösten aikana uusia asiantuntijoita koulutetaan toteuttamaan ProCESS-menetelmää ProCESS-opetustilanteissa.

Koulutus päättyy kokeeseen, jossa SESS-kouluttajakokelaita pyydetään toteuttamaan harjoitus joko aistien, emotionaalisten tai henkisten panosten avulla tai yhdistämällä niitä. Koulutus arvioidaan ja kokeen läpäisseet sertifioidaan SESS-kouluttajiksi.

Sensorial  
Emotional  
Spiritual  
Skills



Pielāgošanās mainīgajai  
biznesa videi

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## Partneriem



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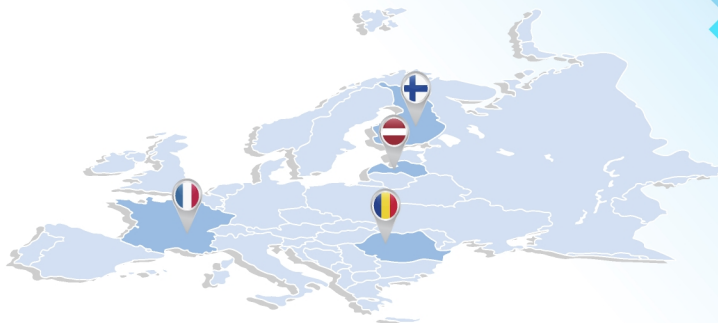
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Technical University  
of Cluj-Napoca



# ProCESS

## Processing Complexity with Emotional, Sensorial and Spiritual capacities

Performanse 

Sanofi 

De KLAUSEN 

Mediatalo  
Keskisuomalainen 

Latvijas Pasts 

- 12** sarežģītas biznesa situācijas
- 20** SESS prasmju pilot treniņu sesijas
- 72** SESS darbnīcas
- 3** ziemas skolas
- 192** studenti

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## ProCESS

Processing Complexity with Emotional,  
Sensorial and Spiritual capacities

Erasmus + Knowledge Alliances projekts  
01.01.2021 - 31.12.2023

**ProCESS projekta** mērķis ir izstrādāt oriģinālu un inovatīvu metodoloģiju, lai risinātu sarežģītus biznesa un organizāciju pārvaldības gadījumus, papildus racionālām spējām izmantojot Sajūtu, Emocionālo un Garīgo (Sensorial, Emotional, Spiritual (SES)) prasmju un izpratnes mobilizāciju.

ProCESS īstenošanas laikā tiks izstrādātas un analizētas **12 kompleksas biznesa situācijas**, izmantojot Sanofi, De KLAUSEN, Keski-suomalainen un Latvijas Pasta pieredzi četrās dažādās valstīs. Šīs reālās biznesa vadības situācijas ir projekta kodols.

12 kompleksas  
biznesa  
situācijas

192 studenti

Starptautiskas studentu grupas no četrām projektā iesaistītajām augstākās izglītības iestādēm analizēs un risinās piedāvātās sarežģītās biznesa vadības situācijas izmantojot ProCESS metodoloģiju. Kopā projekta realizācijas laikā **192 studenti** piedalīsies treniņu sesijās.

72 SESS  
darbības

Katra no treniņu sesijām sāksies ar tikšanos kompānijas galvenajā birojā. Sešas darbības tiks organizētas (**kopumā 72 darbības**) kuras vadīs SES treneri kompānijas un akadēmisko kouču klātbūtnē. Pēc katras no šīm darbībām studenti strādās pie situāciju analīzes. Studentu noslēguma darbs būs rīcības plāns, kurš tiks prezentēts ziemas skolā (**kopā 3 ziemas skolas**).

3 ziemas  
skolas



20 pilot  
treniņu  
sesijas

Partneraugstskolas organizēs **20 pilot treniņu sesijas** jauniem SES treneriem. Šo sesiju laikā jauni eksperti tiks sagatavoti lai pielietotu ProCESS metodoloģiju dzīvē un mācību procesā.

Treniņu sesijas noslēgumā būs ieskaite kuras laikā jaunie SES treneri vadīs treniņu sesijas attīstot emocionālās, sajūtu un garīgās prasmes vai to kombinācijas. Treniņu sesijas tiks novērtētas un tie, kuri nokārtos ieskaiti, iegūs SES trenera sertifikātu.

Sensorial  
Emotional  
Spiritual  
Skills





Ne adaptăm la mediul de afaceri în continuă schimbare!

## Parteneri



Universitatea Catolică Lyon  
(Franța)



Universitatea de Științe Aplicate JAMK  
(Finlanda)



Universitatea de Business, Artă și  
Tehnologie RISEBA (Letonia)



Universitatea Tehnică  
din Cluj-Napoca (România)



## Coordonator Proiect UCN:



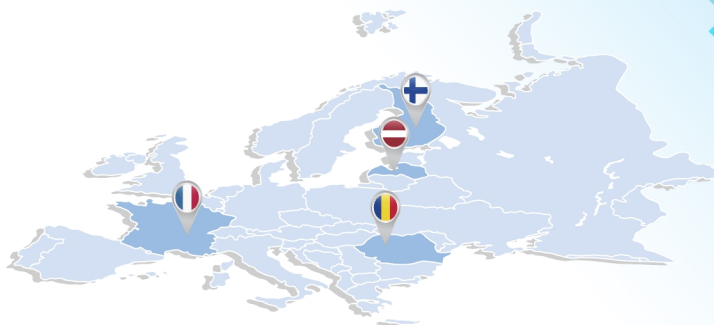
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# ProCESS

Procesarea complexității prin capacități  
emoționale, senzoriale și spirituale

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Performanse



Sanofi



De KLAUSEN



Mediatolo  
KeskiSuomalainen



Latvijas Pasts



- 12 studii de caz complexe din domeniul managerial
- 20 sesiuni de instruire SESS
- 72 ateliere de lucru SESS
- 3 școli de iarnă
- 192 studenți

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## ProCESS

Procesarea complexității prin capacități emoționale, senzoriale și spirituale

Proiect Erasmus + Alianțe de Cunoaștere  
01 Ianuarie 2021 - 31 Decembrie 2023

Proiectul ProCESS își propune să dezvolte o metodologie originală și inovatoare pentru a rezolva cazuri complexe de management prin alternarea și mobilizarea inteligențelor senzoriale, emoționale și spirituale (SES), pe lângă capacitățile raționale. În acest proces, studenții învață să simtă mai bine situațiile complexe (și nu doar să le înțeleagă) și să îndrăznească să acționeze într-un mod diferit („out of the box”), pentru a le rezolva.

Pe durata implementării ProCESS, în patru țări diferite sunt dezvoltate **12 cazuri complexe** din domeniul managerial, propuse de companiile Sanofi, De KLAUSEN, Keski-suomalainen și Latvijas Pasts. Aceste cazuri reflectă viața reală a companiilor și reprezintă nucleul proiectului.

**12** Studii de caz din domeniul managerial

**192** studenți

Cazurile complexe din domeniul managerial sunt analizate și rezolvate prin metodologia ProCESS de către grupuri de studenți internaționali din cele patru instituții de învățământ superior participante. În timpul implementării proiectului, **192 studenți** participă la trei runde de instruire.

**72** Ateliere de lucru SESS

Fiecare rundă de instruire începe cu o întâlnire la sediul companiei partenere. Apoi sunt desfășurate 6 ateliere de lucru/workshop-uri (2 senzoriale, 2 emoționale și 2 spirituale), susținute de către formatorii SESS. La cele **72 de ateliere de lucru SESS** desfășurate pe parcursul întregului proiect participă antrenorii desemnați de universități și companii. După fiecare workshop studenții avansează la analiza studiului de caz, redactând un raport (plan de acțiune) prezentat la una din cele **3 școli de iarnă**.

**3** școli de iarnă



**20** Sesiuni pilot de instruire SESS

Universitățile partenere în proiect organizează un set de **20 de sesiuni pilot de instruire** pentru formatorii SESS candidați. În timpul acestor runde de formare, noi experți sunt instruiți pentru a implementa metodologia ProCESS și sunt puși într-o situație de predare ProCESS.

Sesiunea se va încheia cu un test în care formatorii SESS candidați vor facilita o sesiune de instruire utilizând inputuri senzoriale, emoționale sau spirituale, sau combinându-le. Sesiunea de instruire va fi evaluată, iar candidații care trec testul vor fi atestați ca formatori traineri SESS.

**S**ensorial (senzoriale)  
**E**motional (emoționale)  
**S**piritual (spirituale)  
**S**kills (abilități)