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## **Inventiveness can be learned**

### **RUB researches plan programmes for further education**

#### **Project “InnoWeit” for South and South-East European countries**

**If you want to be successful nowadays, you have to be inventive – and that can be learned. This is why researches from the RUB Institute for Work Science developed the programme for further education “InnoWeit – von der Innovation zur beruflichen Weiterbildung“ (“InnoWeit – from the innovation to the vocational further education“). Employees of companies in Bulgaria, Greece, Lithuania, Hungary and Spain can participate, thereby learning how to discover new products as well as advance services and working methods. The project, which is led by work scientist Dr Martin Kröll, started on October 1, 2013 and runs for two years. The promotional funds of over 400.000 Euro are given, amongst others, by the EU in the context of the “Leonardo Da Vinci” programme for innovation transfer.**

#### Improve the competitiveness

Innovation is the magic word; it means to realise an idea successfully. „A company can only realise its full potential, if it includes as many employees as possible in the process,“ says Martin Kröll. According to research on the innovation potential of different countries, the EU nations Bulgaria, Greece, Spain and Hungary are below average. With “InnoWeit”, the RUB researchers aim at finding ways of designing further education that helps employees to develop and realise new ideas. The resulting country-specific programmes shall be applied afterwards in an adapted form to other EU nations.

#### Method “InnoKenn”

In order to evaluate and analyse the current competencies of companies in different countries, Dr Martin Kröll and his team use the method “InnoKenn” – an instrument that measures innovative capability. Furthermore, they can identify which measures for the development of competencies are suitable for which specific country. The method is already used throughout Germany in order to identify and eliminate weak spots in companies as well as develop strengths. The RUB team works together with the IMO-Institute in Hilden that has contributed decisively to the development of “InnoKenn”.

#### Project partners all over Europe

“InnoWeit” has project partners in the countries in which the programme is applied: Gabrovo Chamber of Commerce and Industry in Bulgaria, Pécs-Baranyai Kereskedelmi és Iparkamara (Chamber of Commerce and Industry) in Hungary, Nikolaos Raptakis & SIA O.E. – iniochos.Simvouleftiki (consultancy firm) in Crete/Greece, Fundación laboral del metal

(organisation for further education in the metalworking industry) in Spain, and AHK Service UAB (German-Baltic Chamber of Commerce) in Lithuania.

## Further information

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