

Empowering Sustainable Professionals

A PERSONAL GROWTH AND ORGANISATIONAL DEVELOPMENT SPECIALISATION PROGRAMME

This comprehensive programme is designed to equip VET learners and professionals with the knowledge and skills to drive their personal development, shown mainly in the ability to answer to needs for change caused by the green transition at their workplace, gaining improved wellbeing and a better resilience towards this kind of change. The specialisation programme on personal development looks into a personal perspective, providing effective methods for cultivating resilience and sustainable working styles in times of transition. Entrepreneurs and business owners can also benefit by learning and understanding what strategies and measures could support their team in achieving an open mindset towards green transition and sustainability issues at the workplace. When considering a lifelong learning approach, this specialisation programme could benefit anybody interested in continuous personal development.



TARGET AUDIENCE

This programme is ideal for VET learners and professionals passionate about improving their personal skills and competencies, particularly for challenges caused by workplace change and green transition.

More specifically:

- VET learners and professionals who seek to improve their well-being and resilience at the workplace demands caused by the green transition.
- Entrepreneurs and Business Owners: Small business owners and entrepreneurs seeking to integrate sustainability into their organisation, enhance corporate social responsibility, and drive positive social impact among their team members.
- Any other person who wants to 'grow' in the sense of continuously learning and improving personal development skills in times of change caused by green transition at the workplace.



DURATION

The program is designed to be completed in 6 months.



PROGRAMME OBJECTIVES

- Equip VET learners and professionals with strategies and tools to increase their well-being and resilience towards change caused by green transition at the workplace;
- Show VET learners and professionals continuous learning benefits during their personal development regarding sustainability and work life;
- Know social aspects amid sustainability goals for one's personal development at the workplace;
- Provide Entrepreneurs and Business Owners with strategies to foster human capital development towards sustainability, understanding the impact of social impact among their team.
- Encourage an entrepreneurial mindset, in general, to effectively navigate personal change towards sustainability goals.
- Strengthen team dynamics and development strategies by new ways of collaboration and working culture.



LEARNING OUTCOMES

- **Evaluate environmental, social, and governance (ESG) Factors at the operative unit level:** Assess the impact of ESG factors on organisational performance and make informed decisions to enhance sustainability and resilience.
- **Implement professional development practices towards sustainability:** Design and implement professional development strategies that foster the development of human capital towards sustainability, including recruitment, training, mentoring, and retention initiatives.
- **Lead organisational unit change towards sustainability:** Lead and manage organisational unit change initiatives, inspiring and motivating stakeholders to embrace sustainable practices and behaviours.
- **Facilitate effective team dynamics and collaboration:** Foster collaborative and inclusive team dynamics that promote engagement, innovation, and synergy in achieving sustainability objectives.
- **Communicate sustainability initiatives effectively, horizontally and vertically in the company's hierarchical communication structure:** Develop and implement communication strategies that effectively engage all employees and promote awareness, understanding, and support for sustainability initiatives.
- **Demonstrate ethical leadership and responsible decision-making:** Exhibit ethical leadership qualities and make responsible decisions, prioritising professional ethics, sustainability, social responsibility, and long-term organisational resilience.



PROGRAMME STRUCTURE

The programme allows participants to choose a minimum number of courses in a specific stream. This allows participants to customise and select the most relevant courses based on their interests and background knowledge.

Therefore, the programme is structured into two streams as follows:

A. Focusing on the individual and supporting the development

No.	Course Name	Level
1	Agile Working Helping towards Decision Making	Intermediate
2	How to Achieve a Sustainable Lifestyle	Intermediate
3	Practicing Mindfulness for Personal Energy Efficiency	Intermediate
4	Happiness at Work	Intermediate
5	Sustainable Professional Growth	Advanced
6	Boost Your Resilience Mitigating Techno Stress	Advanced

Stream A has a scope of 6 courses, from which the participants should choose at least 3 courses.



PROGRAMME STRUCTURE

B. Focusing on the interpersonal interactions and supporting the growth of the strengths of the individual

No.	Course Name	Level
1	Personal and Organisational Values	Intermediate
2	Sustainable Communication - Strengthen Your Relations Through Communication	Intermediate
3	Unlock Your Potential as a Sustainability Leader	Intermediate
4	Beyond Boundaries: Navigating Team Dynamics and Development	Advanced

Stream B has a scope of 4 courses, from which the participants should choose at least 2 courses.

To receive the certificate, we will require the participants to have completed 5 courses. They are free to choose more.



APPLIED RESEARCH PROJECTS

ACHIEVING A SUSTAINABLE LIFESTYLE: INTEGRATING BEHAVIORAL, ENVIRONMENTAL, AND TECHNOLOGICAL APPROACHES

- **Importance of the Topic**

As global awareness of environmental challenges and the need for sustainable living increases, individuals and communities increasingly seek ways to adopt more sustainable lifestyles. This project explores the complex interplay between behaviour, environment, and technology in fostering sustainable living practices. By understanding the key factors contributing to sustainable lifestyle choices, this research can inform the development of strategies and policies supporting long-term environmental and social well-being.

- **Research Subject**

The research focuses on identifying and analysing the behavioural, environmental, and technological factors that influence the adoption of sustainable lifestyles. It aims to understand how individuals and communities can be motivated and supported to make sustainable choices in their daily lives and how these choices can be sustained over time.

- **Research Objectives**

- To investigate the behavioural factors that drive individuals to adopt and maintain sustainable lifestyle practices.
- To explore the role of environmental conditions in facilitating or hindering sustainable living, including access to green spaces, availability of sustainable products, and community infrastructure.
- To assess the impact of technological innovations on sustainable lifestyle choices, such as smart home technologies, renewable energy solutions, and sustainable transportation options.
- To propose an integrated model that combines behavioural, environmental, and technological approaches to achieving a sustainable lifestyle.

- **Main Hypothesis**

An integrated approach that combines behavioural, environmental, and technological factors positively influences the adoption and maintenance of a sustainable lifestyle.



APPLIED RESEARCH PROJECTS

ACHIEVING A SUSTAINABLE LIFESTYLE: INTEGRATING BEHAVIORAL, ENVIRONMENTAL, AND TECHNOLOGICAL APPROACHES

- **Special Hypothesis**

- Individuals with access to supportive environmental conditions and technological tools are more likely to adopt sustainable lifestyle practices.
- Behavioural interventions, such as education and community engagement, significantly enhance the effectiveness of environmental and technological solutions in promoting sustainable living.

- **Expected Scientific Contribution**

This research project seeks to contribute to the existing body of knowledge by providing empirical evidence on the factors influencing sustainable lifestyle choices. Through a comprehensive analysis of behavioural, environmental, and technological approaches, the study will offer actionable insights for researchers, policymakers, and practitioners focused on promoting sustainability. The proposed integrated model can serve as a valuable tool for designing effective strategies that encourage sustainable living on a broader scale.

- **Application of the Research Results**

The findings of this research have practical implications for individuals, communities, and policymakers. The study will help design targeted interventions that encourage sustainable behaviours by identifying the key drivers of sustainable lifestyle choices. Additionally, governments and organisations can use the proposed model to develop policies and programs that support sustainable living, ultimately contributing to environmental conservation, social well-being, and economic stability.

- **Keywords**

Sustainable Lifestyle, Behavioural Factors, Environmental Conditions, Technological Innovations, Sustainable Living, Environmental Conservation, Community Engagement.



APPLIED RESEARCH PROJECTS

ENHANCING WORKPLACE EFFICIENCY THROUGH AI INTEGRATION: AN ACTION RESEARCH APPROACH

- **Importance of the Topic**

This action research project explores the impacts of artificial intelligence (AI) technology within an organisational setting. It focuses on collaborating with employees across various departments to identify real-world challenges that can be alleviated through AI tools. By engaging in iterative data collection, analysis, and implementation cycles, the research generates actionable insights that guide the adoption of AI technologies to enhance productivity and consistency in the workplace. As AI technologies become increasingly integrated into business processes, it is crucial to understand their effects on employee productivity and overall organisational efficiency. This project addresses the need for a collaborative and iterative approach to implementing AI tools, ensuring they are effectively tailored to meet the organisation's specific needs. The project identifies key areas for AI applications by involving employees in the research process. It fosters a sense of ownership and acceptance among the workforce, leading to more successful and sustainable AI adoption.

- **Research Subject**

The research identifies opportunities within the organisation where AI tools can improve work processes. It involves close collaboration with employees to understand their challenges and develop AI-based solutions that enhance productivity and job satisfaction. The research also examines the iterative process of implementing AI tools, assessing their impact on work consistency and efficiency over time.

- **Research Objectives**

- To identify key work processes that can be improved through the use of AI technology.
- To collaborate with employees in identifying real-world problems within the organisation that AI can address.
- To assess the effectiveness of AI tools in making routine tasks more efficient and consistent.
- To propose actionable AI solutions that are tailored to the specific needs of the organisation.



APPLIED RESEARCH PROJECTS

ENHANCING WORKPLACE EFFICIENCY THROUGH AI INTEGRATION: AN ACTION RESEARCH APPROACH

- **Main Hypothesis**

Integrating AI tools significantly enhances workplace productivity and consistency when tailored to address specific organisational challenges.

- **Special Hypothesis**

- Departments with high levels of routine or mundane tasks will benefit more from AI integration, resulting in increased productivity and job satisfaction.
- Collaborative action research involving employees in the AI implementation process leads to more effective and sustainable adoption of AI tools.

- **Expected Scientific Contribution**

This research contributes to the growing body of knowledge on the application of AI in organisational settings. By providing empirical evidence on the benefits of AI integration, particularly in improving productivity and consistency, the study offers valuable insights for businesses looking to adopt AI technologies. Additionally, the research highlights the importance of a collaborative approach, where employees are actively involved in identifying and implementing AI solutions.

- **Application of the Research Results**

The findings of this research have practical implications for organisations seeking to enhance efficiency through AI technology. By identifying specific areas where AI can be effectively implemented, the study provides a roadmap for companies to follow in their AI adoption efforts. The actionable insights generated from the research can help organisations reduce the time and energy required for routine tasks, ultimately leading to improved business outcomes and higher employee satisfaction.

- **Keywords**

AI Integration, Workplace Productivity, Organisational Efficiency, Action Research, Employee Collaboration, Routine Tasks, Sustainable AI Adoption, AI Solutions.