

## FIELDS OF EXPERTISE

### Business management & entrepreneurship

Many are excited to become an entrepreneur but get discouraged when reality hits. We help businesses grow sustainably using the principles of excellence. We advise small businesses & young people, youth workers on how to focus for entrepreneurial success.

### Research

We carry out needs analyses, macroenvironmental analyses (including the environmental component of PESTEL), identification of key strategic drivers, analysis of future scenarios & preparedness, policy making, governance, key success factors, benchmarking, risk identification & management, etc.

### Educational curricula

Imagine a teacher going into the classroom not knowing how to teach or assess, which is going to be a disaster for her or him because at the end the students wouldn't have learnt anything apart from the fact that the teacher seems confused. Using the academic, formal & non-formal education experience of our staff, we design meaningful curricula, teaching methodologies adapted to the young people, youth workers & course materials tailored to the learning preferences of learners.

### Career guidance

TEAM4Excellence design career guidance & counselling programs that help young people, youth workers acquire the knowledge, skills & experience necessary to identify options, explore alternatives & succeed in society. We are able to develop individuals' competencies in self-knowledge, educational & occupational exploration and career planning through career advice, coaching & mentoring.

### Training for personal & professional development

Personal & professional development training impacts every aspect of a life, from the emotional to the physical & career. In doing so, it has a profound impact on the energy, efficacy & efficiency you bring to your work, so self-management techniques lay the foundation for enhancing skills in every aspect of your career.

We use a wide range of teaching techniques to achieve educational goals of young people, youth workers. These methods include: presentation, brainstorming, questionnaire, case study, role play, simulation, demonstration, etc.

### Digital tools in training

Our astute & diverse team of professionals can undertake the digital part of educational projects. We build websites, social media accounts, e-learning platforms, forums & blogs. We can pilot our digital tool with diverse target groups of young people, youth workers.

### Dissemination & visibility

We design, develop & deploy dissemination strategies which achieve their objectives. We adapt our strategies to the needs & particularities of our young people & youth workers target groups. We extensively use data analytics, social media & search engine optimisation.

### Standardised procedures

In order to operate efficient & effective, we have created templates & other organisational process assets. By using these, we free valuable resources & focus on the quality of the intellectual outputs.

## CONTACT DETAILS

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OID:	<b>E10151316</b>
PIC:	<b>908940732</b>
Full legal name (National Language):	<i>TEAM4Excellence</i>
Full legal name (Latin characters):	<i>Asociatia TEAM 4 Excellence</i>
Acronym:	<i>T4E</i>
National ID (if applicable):	<i>37912731</i>
Department (if applicable):	
Address:	<i>Strajerului 26</i>
Country:	<i>Romania</i>
Region:	
P.O. Box:	
Post Code:	<i>900204</i>
CEDEX:	
City:	<i>Constanta</i>
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<b>Profile</b>	
Type of Organisation:	<i>Non-governmental organisation/association</i>
Is the partner organisation a public body?	<i>No</i>
Is the partner organisation a non-profit?	<i>Yes</i>

<b>Legal Representative</b>	
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## BACKGROUND AND EXPERIENCE

Please briefly present the partner organisation/group (e.g. its type, scope of work, areas of activity and if applicable, approximate number of paid/unpaid staff, learners and members of the group). (max 5000 characters)

### TYPE

TEAM4Excellence (T4E) is an NGO founded in 2017 at Constanta, SE Romania. T4E involves 15+ young people & adults, including managers, technicians, admin staff, teachers, youth workers, trainers & researchers.

### SCOPE OF WORK

We improve the socio-economic conditions & the quality of life through education, research & consulting to address societal challenges. We produce & transfer innovation, experience & knowhow through cooperation with domestic & international social, academic & business partners.

We value professionalism, serving our community & collaborative partnerships. We adhere to the principles of UN Global Compact, ILO Declaration on Fundamental Principles and Rights at Work, UN Sustainable Development Goals & EU Youth Goals.

#### Directions:

- EU Projects: developing people & organisations with Erasmus+&ESC
- Business: training, assessment, consulting using EFQM Model & Business Model Canvas

We accelerate interactions between academia, government institutions, industry & civil society (quadruple helix) to create learning opportunities (for volunteers & young people), teaching opportunities (for youth workers & trainers) & development opportunities for organisations (NGOs, universities, SMEs, public authorities).

We have international ESC volunteers who engage local volunteers from our community, which we select & train for free in Erasmus+ youth exchanges & training. In time, these local volunteers become trainers, youth workers & researchers. With a strong base at the bottom of the pyramid, our core team is able to focus on strategic partnerships by involving local experts & associate partners. We produce intellectual output & good practices, which are shared by local & international volunteers & used by our trainers, experts, youth workers & associate partners.

We praise mobility, voluntarism, diversity, equality, tolerance, involvement, participation, engagement & empowerment and helping people to gain additional knowledge, attitudes, transversal competences & skills.

#### Objectives:

- 1) Providing learning opportunities & career advice to improve social inclusion, development & employability of people
- 2) Equipping trainers&teachers with key competences & skills to foster personal & professional development of young people, adults & professionals
- 3) Fostering local & international collaboration between people, support organisations, public authorities & private firms
- 4) Promoting the recognition of youth work, lifelong learning & non-formal education.

TARGET GROUP: students, young people, volunteers, professors, trainers, youth workers.

We contribute to a sustainable future by involving in the personal & professional development of people, in order to address the need for a competent workforce of the economy. We believe that young women, people with fewer opportunities including NEETs & those with the risk of marginalisation, migrants & those coming from migrant families are a valuable pool of talents.

## AREAS OF ACTIVITY

**EDUCATION & TRAINING.** We develop & adapt instructional design models, course curricula & content, teaching methods, evaluation & recognition tools. Our portfolio includes 50+ personal & professional development training courses. We host events, trainings, conferences, panels, seminars, workshops, discussions, offering internships, designing individual career plans.

**RESEARCH.** T4E carried out secondary & primary researches using online questionnaires & interviews (for business, education, adults & youth needs) and published the results in academic articles and newsletters. We actively participate in advancing the management discipline, by participating in developing the EFQM Model.

### *School education*

We have 8 K1-K12 school associate partners. Together, we identify problems & design joint interventions. Our volunteers deliver non-formal education to pupils and carry out activities with teachers & parents. We pilot training courses with them.

### *VET*

We deliver professional training courses in engineering & management for individuals, private & public organisations. We have 7 VET high school associate partners. Together, we identify problems & design joint interventions. Our volunteers deliver non-formal education & training to trainees and carry out activities with teachers & parents. We pilot training courses with them. One VET school is AP in our KA202 strategic partnership.

### *Higher education*

Our people are academics & we have 3 university associate partners. Together, we identify problems & design joint interventions. Our volunteers deliver non-formal education to students and carry out activities with professors & admin staff. We pilot training courses with them. Also, we carry out joint research in engineering & management.

### *Adults*

T4E's work with adults addresses learners in non-vocational adult education, low-qualified adults & disadvantaged adult groups (migrants, low-skilled - including those with low basic skills, socio-economically disadvantaged, etc.). With us, adults benefited from training for key (e.g. literacy, numeracy, digital, entrepreneurship) competences, personal development & goal setting.

### *Youth*

We implement many Erasmus+ and ESC projects with youth, for youth. These programs are so good, that we just implement them as intended by the EU and we get great results in terms of engagement & development of young people & youth workers. We started small, then we went to youth from schools and universities and now they come to us as local volunteers, to participate in international mobility and local events, to train others, to receive and offer mentoring & coaching.

### *Sports*

Many of our associate partners are schools & universities. All of them have sports teachers and classes. Together, we identify problems & design joint sports interventions. Our volunteers deliver non-formal education, training,

mentoring and coaching to professionals & volunteers in the field of sport, athletes & coaches and carry out activities with teachers & parents. We pilot training courses with them. The Romanian Federation of Yachting is our associate partner and we organise joint activities together.

## 2019 ACTIVITIES

- 1) Community: trained 704 people; delivered 102 hours of workshop; send abroad in mobility 45 people; 11 local NGOs participated in our activities; given services to 7 schools & universities; organised 2 local conferences
- 2) European partnership: hosted 72 people in Constanta during international mobility; 52 European Partners; 12 Erasmus & ESC projects; hosted 6 international volunteers for 5M
- 3) Training: Given non-formal education to 39 groups of people (students, young people, volunteers, professors, youth workers); developed 11 training materials

## CAPABILITIES

We are EFQM national partner with access to 30,000 organisations in Europe & many more globally. Our national network includes public institutions (schools, universities, local & central authorities) & private firms of various sizes & from several industries. We cooperate with these in long term relationships & as project-based associated partners.

T4E has access to high-quality resources from PMI, CIMA, IAM, IMarEST, AMBA, Energy Institute, ScienceDirect, Web of Knowledge, John Maxwell's university of leadership & CMI (the largest Management Portal).

We have office, conference room, ICT hardware and software. We outsource accounting with a professional firm (C&P) to ensure legal compliance and are independently audited.

T4E has access to the competences (organizational knowledge, skills & experience of key personnel) and resources (processes & physical resources) to carry out EU projects that contribute to development of young people, youth workers & youth organisations.

## What are the activities and experience of the organisation in the areas relevant for this project? (max 2500 characters)

Our projects & activities are based on non-formal education, experiential & intercultural learning, social inclusion & active participation.

## DIGITAL

Fulfilling the potential of the digitalisation is one of the main concerns of T4E. We do this by creating digital tools & developing learning materials to help people create digital content & responsibly use digital media. T4E is an ANC accredited course provider of digital competence courses for young people. We use an internal electronic library & a Moodle platform for sharing educational resources with our staff, youth & youth workers in our network. In the digital topic, we implemented projects & activities to improve digital competences of people & capabilities of organisations.

### *FAKE NEWS, KA205 Good practice, Coordinator, 2019-2021*

Together with 4 European partners, during 1.5 years we exchange good practices to recognise & fight against online & offline fake news. We develop training materials (presentations, workshops), we collect & share existing online resources (training materials, apps, websites) to improve people critical thinking & skills of using analytical tools. Also, we develop staff & trainers' competences to support people to interpret, analyse & evaluate Fake News. We created an online Facebook community to share all these & to create awareness & engagement which will empower people to responsibly use the digital environment.

### *DIGCIT, KA205 Innovation, Coordinator, 2020-2022*

With this 2.5-years project, we assist trainers & organisations to help improve people digital citizenship skills. We develop teaching methodology, design curricula & develop course content for 10 domains recommended by Education Expert Group (Council of Europe, 2016): Access & Inclusion, Learning & Creativity, Media & Information Literacy, Ethics & Empathy, Health & Wellbeing, e-Presence & Communications, Active Participation, Rights & Responsibilities, Privacy & Security, Consumer Awareness. To help trainers reach people with fewer opportunities, we develop an online Moodle MOOC with training, evaluation & recognition capabilities. The training modules provide learners with the values, attitudes, skills & knowledge to use the digital tools of today & tomorrow to participate in shaping & creating the future.

### *Add Me, KA105 Training, Partner, 2019*

By participating as partners in this project, we calibrated our competences, internal processes & level of digitalisation with 30 participants from 10 European organisations. In addition, we learnt & shared tools/techniques/tips on how to use Information Society Technology (IST) & Information Communication Technologies (ICT) to deliver quality NGO work to our community. Our participants improved their digital media literacy skills, as well as their competences to train others in these areas. This helps us improve the visibility of our organisation, projects, activities & outcomes.

### *Media4You, KA105 Youth Exchange, Coordinator, 2019*

This project was designed as a learning context for media skill development of 66 young people from 11 European organisations. Participants learned from us & from each other via non-formal learning methods including workshops, discussions, simulation games/role-plays, visiting the local google hub, experience sharing, storytelling. They improved their media literacy & critical thinking by creating blog articles, presentations, art crafts, as well as their digital competences by editing photo & video content. This experience was a deep learning process because it drawn on knowledge of participants to build understanding, to combine soft & hard skills to execute tasks, to draw connections between ideas & to create original work based on evaluation & decision-making processes. This project helped us build a local & European reputation in the media field. The final evaluation score from NA was 10% higher than the initial evaluation of the proposal.

### *#DigiMedia, ESC volunteering, Coordinator, 2020*

#DigiMedia was designed to create a win-win-win ecosystem for international volunteers, the local community & T4E organisation. Volunteers with complementary digital media competences learn from each other & work with us to better our online presence (website, social media, SEO strategy). Volunteers help improve relationships & develop trust among local people, which fosters people engagement in our international & local projects. Meanwhile, local volunteers join our learning-by-doing experiential learning in the areas of content management, WordPress, SEO, Google Analytics, Digital ebooks editing, Photo & Graphic design including infographics, Video production, Facebook, Instagram, Youtube, non-formal education methods. The whole process is designed for growth & sustainability, because the local volunteers get the tools, processes & skills to continue to support the organisation & to allow our core team to focus on planning & implementing projects for the community.

### *Bias by us, ESC volunteering, Coordinator, 2020*

This is an ESC volunteering project where 4 international volunteers carry out activities with and for youth in the community of Constanta. The activities aim at improving people competences to deal with disinformation, particularly in the online environment. With Bias by us, school pupils, students and other categories of youth learn how to use tools and tactics to fight against discrimination in order to make informed decisions, be more tolerant and respectful. The project improves the attitudes and behaviours of volunteers and local community regarding disinformation and strengthens T4E's capacity to fight against falsehood.

### *TECHBYRINTH, KA205 Innovation, Partner, 2020-2022*

Techbyrinth focuses on improving the digital competences of youth by tackling their technological digital addictions. Technological addiction is a fairly new phenomenon often described by psychologists as a serious problem involving the inability to control use of various kinds of technology, in particular the Internet, smartphones, tablets and social networks. In this project, we design a process and educational tools (Q&A bank, web platform and mobile app) to identify the responsible and irresponsible usage of the new technologies and get advice on how to improve their digital behaviour, based on the European reference framework DigComp. Youth workers use these educational materials to train youth at risk of technological/internet addiction, youth with inappropriate online behaviours and youth with low digital skills to become good digital citizens.

### *CiMe, KA205 Innovation, Partner, 2021-2023*

CiMe deals with the challenge of modern Citizen Media: to provide a thorough media education and orientation for everybody. Thus, it turns youth into responsible consumers by teaching them about media production. CiMe reaches young people by using the opportunities of digital media, the experiences and best practices of safe citizen media environments and concepts to support the concept of an active, self-confident, skilful, responsible digital citizens. The project provides innovative use of digital media in youth work across the ten domains of Digital Citizenship according to the Council of Europe's Education Policy Division via modern and productive methods.

Video tutorials featuring crossmedia opportunities in order to support the training methodology of youth workers, a Learning Management System and Assessment that provides youth workers with knowledge, ideas and material about media literacy, education and orientation with an emphasis on Citizen Media tools and an Educational Citizen Media Magazine created by young people for young people under the leadership of youth workers, using modern media as a tool to create engaging content and to connect young people help defeat media dangers.

### *DigiFacT KA226-VET Innovation, Partner, 2021-2023*

As a result of the situation derived from Covid19, the consortium detected three areas where VET educators need to improve their AI, gamification and data analysis competences. DigiFacT designs and tests the new Digital Facilitator Trainer roles in VET education, making better use of digital technology for teaching and learning, developing digital competencies and skills and improving education through better uses of AI, gamification and data analysis. The project provides recognition of DFT values, attitudes, skills and knowledge and supports the validation of competences acquired through non-formal learning. During the project, a DFT competence map is designed and tested, while online course and repository are made freely available online. Moreover, we create an Open Digital Community and provide it with educational materials for digital skills based on our methodology to conduct engaging non-formal education. The various digital formats respond to the three digital learning means (AI, gamification and analytics).

## **STEAM - SCIENCE, TECHNOLOGY, ENGINEERING, ARTS AND MATHEMATICS**

Before being managers & trainers, the founders of T4E are engineers, researchers, PhDs & academics. Therefore, we value STEM because it is part of our core competences & an area where we have a lot to offer to partners & to the local community. While addressing the needs of people in our community, we were amazed by the interest & skills in Arts. Therefore, we entered several successful STEAM projects.

### *ROBO youth, KA205 Innovation, Partner, 2019-2022*

Together with 2 European partners & a local VET school, we develop course methodologies, curricula & content for people to build & commercially exploit robots. We train teachers & young people during workshops; we equip robotic laboratories & we create the ecosystem to pilot the educational program in ROBO TEAM groups. We bring this to the next level by helping these teams to find business ideas in robotics, to turn these ideas into solid business models & to design roadmaps for their robotic products towards market uptake.

### *Do you know you've got rights? KA105 Youth Exchange, Partner, 2019*

This is the type of project which spans across disciplines & proves that drawing talent, technical computer skills & knowledge of laws & human rights can merge together to foster social inclusion. While the project wanted to achieve social inclusion, most of the project implementation gravitated around creating heroes for comics to teach people about human rights. Thanks to this project, we have people in our organisations who can do comics storytelling & who teach others how to do it.

### *Dare to create, KA105 Youth Exchange, Partner, 2020*

The project promotes a critical reflection on gender equality issues & empowers young people to adopt a more egalitarian attitudes & practices toward another gender. The project uses culture, tradition & various expressive forms of arts as a resource to work with the young participants (such as, handcrafts, dance, music, theatre, among others). As a result of the project, our participants bring awareness in our local community on gender equality through non-formal education methodologies & strengthen our potential to promote inclusion through arts.

### *Be-Blue, KA202 Innovation, Coordinator, 2021-2023*

The main issue addressed by Be-Blue is the low labour mobility of blue professionals working in the blue economy. The blue economy includes all economic activities related to oceans, seas and coasts. The main cause for the low work mobility is the lack of transparency of skills and qualifications, which is responsible for inefficiencies in the labour market. Be-Blue strengthens the intra and inter sector mobility of VET learners by establish a new mechanism of cooperation between VET organizations, blue professionals and the blue employers. The mechanism is supported by many job descriptions with predefined career path across an integrating Blue Career Map, an online platform hosting blue economy training courses and an eMentoring programme designed to bring together people with different experiences and professional aspirations.

### *CreArt, KA227-ADU Innovation, Partner, 2021-2023*

CreArt is a project which helps adults to go through difficult situations in life, such as the outbreak of the Covid-19 pandemic. It does so by improving the creativity and art skills of adults, with positive impact on their physical and mental wellbeing.

### *Other relevant projects*

BE smART, KA105 Training, Partner, 2021

## **BUSINESS & ENTREPRENEURSHIP**

### *Entrepreneurship*

In alignment with its objectives, T4E took initiative in the area of business & entrepreneurship. Thus, T4E became the EFQM country representative & connected to international organisations which are role models for management practices. T4E has participated in international assessments, good practice visits & specialist working groups. We actively participate in advancing the management discipline, by participating in developing the 2020 version of the EFQM Model. T4E has access to a wide range of good management practices shared by organisations from the EFQM Network & to numerous high-value materials, such as: training materials, generic assessment tools, examples of management documents, user guides, member newsletters, articles, white papers, good practice visits to members & periodic webinars.

We run an ANC accredited courses for developing entrepreneurial competences of participants. Also, we run practical workshops where people turn their business idea into workable business models with market validation.

Also, we developed a local network of small & large, public & private organisations. We add value to these by conducting surveys for b2b & b2c customers, employing direct & digital data collection & analysis methods to collect



data from (potential) customers, finding the best solutions in the given organizational setting & market conditions, helping startups to develop new products & services & helping startups to get their first client.

#### *EnMind, KA205 Innovation, Coordinator, 2020-2022*

The economic crisis has led to high levels of youth unemployment and therefore to the disengagement of young people. Getting out of the economic crisis is the challenge that Europe must face in the immediate future. One of the solutions indicated by the European Union to combat social exclusion is to support social enterprises and social entrepreneurship. EnMind encourages entrepreneurship and unlocks the growth potential of European young people (including NEETS) by equipping Youth Workers with the necessary skills to help young Europeans to realize their full potential.

The project results include a toolkit, a MOOC course and a platform. The Toolkit helps youth workers to support youth who want to start a business. The MOOC provides all the information and tools necessary for youth to start new businesses. The platform serves as an open education digital stage for the provision of the training material developed throughout the project.

#### *PESE, KA202 Innovation, Partner, 2020-2022*

The ability to effectively communicate at work is one of the 21st Century Skills demanded by employees. Feeling confident and competent in a foreign language plays a vital role in enhancing employability and mobility. The English language is so widely used in the EU and around the world in general that gaining some mastery of it provides the user with clear employment advantages.

PESE researches the labour market, establishes the type of English skills employers currently required from their employees and includes these into an insightful handbook. The research is fed into a framework for a curriculum for professional English for employability which offers a comprehensive list of modules to cover the full array of English skills required to work in a professional context. The curriculum serves as a structure for the state-of-art e-course for professional English for employability.

#### *Other relevant projects*

Factory of success: Start up you(th) life, KA105 Youth Exchange, Partner, 2020

Digital entrepreneurship accelerator, KA105 Youth Exchange, Partner, 2020

#### *Tourism*

This is a dynamic sector especially at the Black Sea; therefore, we support the gastro culture & heritage tourism (including restaurants, wine makers, etc.) to grow sustainably using the EFQM Model toolbox.

## **SDG - SUSTAINABLE DEVELOPMENT GOALS**

We are promoters of implementing the sustainable development goals in private & public institutions. To achieve that, we consider that we need to work on increasing awareness & competences at individual level & to improve capabilities of organisations to adopt relevant goals, to set targets, to design, implement & refine processes. For that, we engage internationally in knowledge transfer & use the EFQM network to streamline good practices towards Erasmus+ & the local community.

#### *Global youth, KA105 Training, Partner, 2019*

During this 10-day training our people raised their awareness regarding the global challenges regarding sustainable development. They improved their ability to address these challenges & train others in various SDG areas. During the training, we had the opportunity to share together with 30 participants & 5 trainers what we do inside our organisation in terms of SDG & how things are done in our local community. This project helped us tie relations

with likeminded people & organisations & to obtain training materials & skills to deliver these to people from our community.

#### *Reduce-Reuse-Recycle, KA105 Youth Exchange, Partner, 2020*

This is a 9-day youth exchange held in Lithuania & gathering participants from 5 countries. During this project, our 10 participants attended training about SDG12 responsible Consumption & Production and about the reduce-reuse-recycle method. They learnt to REDUCE the amount of waste they produce; to REUSE things they have already bought and to RECYCLE the waste which they want to throw away. Our participants brought into the organisation the awareness about consequences of unsorted waste & importance of recycling & started to promote relevant actions into the local community. Together, we aim at changing attitudes & behaviours in the field of recycling & bringing positive impact to pollution.

#### *MEDITATE, KA105 Training, Partner, 2020*

MEDITATE brings together young people with fewer possibilities from Europe to learn about territory, natural resources, rural areas, migration, social growth and sustainable development. This is an opportunity for our youth to understanding of the importance of solidarity for sustainable growth, to know the value of local particularities, to appreciate the importance of formal and informal networks to create social and economic added value in the process of growth and to acquire the self-awareness necessary to be promoters of sustainable development. These help T4E to make local young people active actors in the fight for the eradication of poverty and the promotion of an inclusive society.

#### *Other relevant projects*

Mirror, mirror, tell me how is your sea, KA105 Youth Exchange, Partner, 2020

Human Rights Defenders, KA105 Youth Exchange, Partner, 2020

Wave us, KA105 Youth Exchange, Partner, 2020

Coroportunity, KA105 Youth Exchange, Partner, 2020

Factory of success: Start up you(th) life, KA105 Youth Exchange, Partner, 2020

Digital entrepreneurship accelerator, KA105 Youth Exchange, Partner, 2020

## INCLUSION

We believe that the power of contribution makes great communities. Therefore, we contribute & empower others to contribute in the local community. Through our local interventions, we improve the terms on which individuals & groups take part in society, improving the ability, opportunity & dignity of those disadvantaged on the basis of their identity.

#### *Together we live, KA105 Youth Exchange, Partner, 2019*

Participants confronted with geographical or situational barriers worked together to find strategies to overcome the barriers which impede their social integration. They learnt how to integrate better in the society, but also how to empower other marginalized people to reach a good quality life & to be active in the community.

#### *Be the change, KA105 Training, Partner, 2019*

By participating in this project, we improved our capabilities to deliver training courses in the area of NLP. In this regard, our participants learnt & are able to apply techniques coming from mindfulness, coaching, NLP & conflict management which they can use to help the people break patterns & stereotypes and to improve their daily life as well. Based on the improved skills of participants, we are able to organise & plan better and are able to deliver

similar courses (personal development, communication, influence, emotional intelligence) for people & organisations in our local community & abroad.

*Intimate responsibility, KA105 Training, Partner, 2019*

This training enabled participants to facilitate work with young people & resulted in building appropriate attitudes among young people with whom they work on a daily basis. The training activities & workshop scenarios support participants & our organisation to deliver sexual education training towards social inclusion & reduced school dropout (related to early parenthood or addictions).

*Be your own leader, ESC Volunteering, Coordinator, 2019-2020*

In this project, 6 international volunteers from France, Spain, Germany, Netherlands & Italy delivered 9 workshops in 7 schools & universities to 700 young people during over 100 hours of non-formal education. This project closed the circle started from participating in Erasmus+ training courses, developing learning materials in strategic partnerships, reaching out the local community with international volunteers & empowering more local young people to join us & engage in our activities.

*Funny tales from Eurospace, KA105 Youth Exchange, Partner, 2020*

At the heart of this project is the passion of our youth for stagecraft and for sharing it with ill & disabled children. The project draws attention to important issues connected with the diversification of nations, to show the world the ways of overcoming intercultural barriers, in relations with the ill ones & avoiding mistakes in perceiving otherness. Our participants created puppets & masks of recycled materials (e.g. papers, cardboard, plastic bottles) inspired by fairy-tales & legends from participants' countries. Participants learnt basic techniques of animation & are able to apply all these into workshops in our local community.

*Strategies to engage socially isolated youngsters, KA105 Training, Partner, 2020*

The project was created in response to the emergence of a new form of youth distress, revealed through a voluntary social isolation. During the project, 29 trainers from 9 organisations learn how to apply a mixed methodology including focus groups, seminars, piloting workshops to define an operational plan, strategies & treatment techniques to intervene in cases of voluntary social isolation. All these were included in a handbook which we use while working with socially isolated youth in our community.

*Improving Adult Education Capabilities, KA104 staff mobility, Coordinator, 2020*

This improves the key competences of adult education professionals and increases the quality of adult education at European level since adult education staff play an important role in lifelong learning. Adult education professionals help learners to develop knowledge, skills and attitudes throughout their lives. We develop the professional knowledge and skills of the staff working in the field of adult education, which makes a vital contribution to welfare and social cohesion in Europe. These competences include the areas of teaching, counselling and guidance, programme planning, support and ICT use which are important in the development of adult education.

The project helps improving the management of adult educational institutions and their andragogical approaches, thus elevating the quality of education provided to adults and providing internationalization and modernization of adult training institutions.

*SENIOR - Supporting Elderly Needs Is Our Responsibility, KA204, Coordinator, 2020*

The main problem tackled by SENIOR is the reduced level of commitment of elderly to participate in activities of education and exchanges of experiences and the scarce opportunities for seniors to remain active citizens. SENIOR promotes the Erasmus+ among seniors through develop an enabling environment for an active aging society. In the project, we assess the essential needs of educators to support seniors, understand the challenges that adult educators face, resulted from health or mental problems, even psychological and low self-esteem of seniors. Also,

we develop course modules for educators, facilitators and volunteers to improve educators teaching methods and tools through digital technologies. We add practical activity scenarios to the course modules and we make all these freely available online in a flexible online learning platform. Moreover, we invite stakeholders and decision makers to join forces to support an active ageing society.

#### *Youth at Risk, KA204, Coordinator, 2020*

The project helps marginalized groups, i.e. youth with limited opportunities, in crisis and not benefiting from state aid. Particularly vulnerable are young people experiencing violence in their family environment, addicted to psychoactive substances and struggling with poverty. Often mental disorders are an indirect result of these experiences. The project helps preventing discrimination (due to gender, young age, addictions) and violence (loneliness, desire to quickly settle down and easily get into relationships, lack of defence mechanisms, own life experiences, propensity for risky behaviour). The project creates innovative tools (website, social channels, blogs a textbook for specialists and a handbook with scenarios) that translate these into a better offer targeted at young people with fewer opportunities and supporting their social inclusion.

### What are the skills and/or expertise of key persons involved in this project? (max 2500 characters)

The key personnel involved speak fluent English, have a solid academic education, extensive experience in the education sector, project management skills & significant experience with EU Projects. They have actively participated in research, business development, entrepreneurship & youth work.

#### Dr NICOLETA ACOMI

- Project manager at T4E, Project Management Professional (PMP)
- Participated in 30+ research, education, development, management & business EU projects (Erasmus, ESC, EASME, POSDRU, Grundtvig, Tempus, CNCSIS, ROSE, FDI) as applicant/ coordinator/ team member
- Her latest KA202 got 99% budget spent & a final evaluation score 10% higher than the initial evaluation
- Rapporteur for research project evaluations of IAMU (Int Assoc of Maritime Univ)
- BSc, MSc & PhD in marine field
- Assoc Prof & Vice-Dean at Constanta Maritime Univ
- Authored 8 books & 80+ academic articles (25 ISI) covering the topics of education, management & teaching methodologies
- Experienced trainer/teacher with 15+ years academic career
- Member of 5 academic societies, peer reviewer for several international academic journals, organiser & speaker at international conferences with hundreds of participants
- ISO9001 quality auditor since 2003
- Business developer - developed a university VET centre
- Moodle certified; 15+ years of experience using Moodle e-learning platforms as learner, lecturer & admin

#### OVIDIU ACOMI

- President of T4E; UK MBA; BEng, BSc, MSc in marine, PhD researcher
- Author: 1 book & 20 academic articles; given presentations internationally; keynote speaker
- PMP, project evaluation expert of the EC in market uptake projects, managed industrial, business & educational projects; supervised 15+ EU projects of T4E in 2019.

- **Higher education:** Business representative at ARACIS Engineering Commission (accreditation body for technical universities in RO)
- **Policy:** Board member of CSDN port supervisory state agency @Competition Council
- **Trainer:** developed & delivered training courses; open courses for individuals, training in Erasmus & ESC, internal courses for firms; training for senior civil servants (ina.gov.ro)
- **Digitalisation:** digital competences trainer; studied tens of EDX, Coursera, Udemy, Udacity online courses; 10+ years of experience using Moodle as learner & lecturer; Moodle certificate, badges & Mozilla open badge backpack
- **Business & entrepreneurship:** UK Chartered Manager; uses EFQM Model & Business Model Canvas; carried out strategic analyses & issued recommendations to large multinational companies; consulted for international banks; international EFQM business assessor; shared business good practices; interviewed dozens of senior managers; witnessed role model organisations & their leaders. For SMEs, acted as start-up non-executive director in digitalized businesses & as a mentor in the national programme. Also, developed entrepreneurial training courses, which he delivered as open courses & internal courses for organisations.
- **Start-up** non-executive director in digitalized businesses & as a mentor in the national programme
- **STEAM:** 15+ years of experience as marine engineer, technical superintendent, operations manager, surveyor, technical expert witness for UK courts, UK Chartered Engineer; Board member of CSDN (Romanian relevant authority for ports under the Competition Council)
- **Inclusion:** former president of students' association; NLP practitioner; member of John Maxwell Team; teacher, trainer & coach for many

## VOLUNTEERS

Thanks to Erasmus+ and ESC programmes, in 2019 and 2020 we coordinated 1 KA1 youth exchange, 4 KA2 strategic partnerships and 3 ESC volunteering projects. Also, we were partners in many KA1 projects where we sent lots of (young) people abroad for training and youth exchange. We do this as a service for our community and we do not charge anyone any fee for participating in Erasmus+ mobilities. Because of that, we constantly look for young people who are motivated to be active in our organization beyond the boundaries of individual projects. Our strategy paid off and we are now collaborating with many volunteers (young people and youth workers) who participate in planning, implementing and disseminating E+ projects.

Has the organisation received any type of accreditation before submitting this application?

European Solidarity Corps (ESC) Quality Label no. 2019-1-RO01-ESC52-061391, valid until 31.12.2020, verification: [https://europa.eu/youth/volunteering/evs-organisation\\_en](https://europa.eu/youth/volunteering/evs-organisation_en)

Has the partner organisation participated in a European Union granted project in the 3 years preceding this application? (Yes/No)

Yes

No	Programme	Year	Project Number	Applicant/Beneficiary Organisation	Topic
1	Erasmus+	2019	2019-1-IT03-KA105-016093	Vedogiovane	Inclusion
2	ESC	2019	2019-2-RO01-ESC11-064315	Asociatia TEAM 4 Excellence BE YOUR OWN LEADER	Inclusion

3	Erasmus+	2019	2019-2-DK01-KA105-060328	People and Planet	SDG
4	Erasmus+	2019	2019-2-LT02-KA105-006413	Neribota Ateitis	SDG
5	Erasmus+	2019	2019-2-SK02-KA105-002219	A.D.E.L.	Inclusion
6	Erasmus+	2019	2019-2-CY02-KA105-001592	SEAL CYPRUS	Digital
7	Erasmus+	2019	2019-2-RO01-KA205-064070	Asociatia TEAM 4 Excellence FAKE NEWS	Digital
8	Erasmus+	2019	2019-2-RO01-KA105-064322	Asociatia TEAM 4 Excellence MEDIA4YOU	Digital
9	Erasmus+	2019	2019-2-PL01-KA205-066193	Fundacja "Z Robotem za Rękę"	STEAM
10	Erasmus+	2019	2019-2-PL01-KA105-066176	Fundacja po DRUGIE Intimate Responsibility	Inclusion
11	Erasmus+	2019	2019-2-PL01-KA105-066271	Fundacja Edu4You Do you know you've got rights?	STEAM
12	ESC	2019	2019-3-RO01-ESC11-077758	Asociatia TEAM 4 Excellence DIGIMEDIA	Digital
13	Erasmus+	2019	2019-3-RO01-KA205-078053	Asociatia TEAM 4 Excellence DIGCIT	Digital
14	Erasmus+	2019	2019-3-PL01-KA105-077733	Fundacja Edu4You Funny tales	Inclusion
15	Erasmus+	2019	2019-3-IT03-KA105-017178	Associazione AKIRA kHIK IT	Inclusion
16	Erasmus+	2019	2019-3-PT02-KA105-006284	SOPRO Dare to create	STEAM
17	Erasmus+	2020	2020-1-FR02-KA105-017503	Auberge de Jeuness 17 Mirror, mirror	SDG
18	Erasmus+	2020	2020-1-LT02-KA105-006686	Neribota Ateitis Human Rights Defenders	SDG
19	ESC	2020	2020-1-RO01-ESC11-078208	Asociatia TEAM 4 Excellence BIAS BY US	Digital
20	Erasmus+	2020	2020-1-RO01-KA205-078727	Asociatia TEAM 4 Excellence EN-MIND	Entrepreneurship
21	Erasmus+	2020	2020-1-RO01-KA104-079695	Asociatia TEAM 4 Excellence Improving Adult Education Capabilities	Inclusion
22	Erasmus+	2020	2020-1-HR01-KA105-077303	Samobor Craftsmen's Association Start up you(th) life	Entrepreneurship
23	Erasmus+	2020	2020-1-EL02-KA105-005759	United Societies of Balkans Wave Us	SDG
24	Erasmus+	2020	2020-1-RO01-KA204-080320	Asociatia TEAM 4 Excellence SENIOR	Inclusion
25	Erasmus+	2020	2020-1-UK01-KA202-079035	Eurospeak Professional English Skills For Employability Across EU	Entrepreneurship
26	Erasmus+	2020	2020-1-RO01-KA202-080397	Asociatia TEAM 4 Excellence Be-Blue	STEAM
27	Erasmus+	2020	2020-1-UK01-KA105-078351	Activist Entrepreneurs Free(lance) Yourself	Entrepreneurship

28	Erasmus+	2020	2020-2-LT02-KA105-007006	Neribota Ateitis Coroportunity	SDG
29	Erasmus+	2020	2020-2-PL01-KA205-082591	Fundacja po DRUGIE Online support for youth in risk	Inclusion
30	Erasmus+	2020	2020-2-ES02-KA205-015341	ASOCIACION DESES 3 TECHBYRINTH	Digital
31	Erasmus+	2020	2020-3-HU01-KA105-093678	Fiatalok az Élhető Környezetért Egyesület #staytogether	Inclusion
32	Erasmus+	2020	2020-3-IT03-KA105-020227	Mediterranea ONLUS MEDITATE	SDG
33	Erasmus+	2020	2020-3-PT02-KA105-007623	Adamastor - Associação Cultural Unblocked	Inclusion
34	Erasmus+	2020	2020-3-SI02-KA105-015771	Zavod Aspira BE smART!	STEAM
35	Erasmus+	2020	2020-3-SK02-KA105-002689	ADEL Slovakia Be Prepared: First aid training	Inclusion
36	Erasmus+	2020	2020-3-ES02-KA105-016150	Asociacion Cazalla-Intercultural MARS - Mainstreaming Anti-Racism in our societies	Inclusion
37	Erasmus+	2020	2020-3-BG01-KA105-094717	Walk Together Digital entrepreneurship accelerator	Entrepreneurship
39	Erasmus+	2020	2020-3-IT01-KA105-TBA	Alekoslab Conflict as an opportunity	Inclusion
39	Erasmus+	2020	2020-3-FR02-KA105-018318	Association la villa The Power of Play	Inclusion
40	Erasmus+	2020	2020-3-DE01-KA205- 5E84895A	Kanal21 TV Chanel CiMe	Digital
41	Erasmus+	2020	2020-1-TR01-KA226-VET- 097638	Osmaniye il Milli Egitim Mudurlugu DigiFact	Digital
42	Erasmus+	2020	2020-1-TR01-KA227-ADU- 097776	Yenisehir ilce Milli Egitim Mudurlugu CreArt	STEAM

## OUR CONTRIBUTION IN DISSEMINATION

T4E developed our own website & social media presence and participated in 50+ events in 2019. We designed dissemination strategies & marketing campaigns for our projects & activities. T4E extensively used data analytics & search engine optimisation.

We actively contribute to the dissemination of the project goals, activities (research, meetings, training), results & outputs through our network of youth, youth workers, youth organisations & decision makers. Our network includes:

- 150+ organizations in other countries
- 300+ organizations in Romania
- 5000+ individuals in Romania
- 2500+ followers on Facebook 5k+ on our personal accounts
- 30k+ people in our personal LinkedIn networks
- Member of Local Chamber of Commerce (500 member organisations in Constanta County) - [www.ccina.ro/](http://www.ccina.ro/)

- Member of EFQM (500 member organisations globally, 30,000 companies using the EFQM Model) - [www.efqm.org/](http://www.efqm.org/)
- Member of European Network of Innovation for Inclusion - [www.europeannetforinclusion.org/](http://www.europeannetforinclusion.org/)
- Member of Skillman Network – [www.skillman.eu](http://www.skillman.eu)
- Member of the EC's Digital Skills & Jobs Coalition - <https://ec.europa.eu/digital-single-market/en/digital-skills-jobs-coalition>
- Member of Europeana Network Association (empowers the cultural heritage sector in its digital transformation) – [www.europeana.eu](http://www.europeana.eu)

Our shares on LinkedIn reach 10k people on average and our website has 1500+ website visitors/month. Also, we use the network of our associate partners to extend our target audience.

In addition, we use European Youth Portal, Erasmus+ Virtual Exchange, SALTO-YOUTH (OTLAS), UP2EUROPE, Erasmus+ Project Results Platform (EPRP) & Facebook Groups to multiply at local, national & EU level. We organise meetings & visits to key stakeholders where we stimulate discussions through information sessions, workshops, seminars, webinars, pilot courses, training courses, exhibitions, demonstrations, peer reviews & public events.

Our dissemination materials include written materials such as newsletters, press releases, magazine & academic articles, leaflets or brochures & audio-video media products posted on YouTube.

## OUR SOCIAL MEDIA

- Website:
  - <https://www.team4excellence.ro>;
  - [www.trainingclub.eu](http://www.trainingclub.eu)
- Facebook Pages:
  - <https://www.facebook.com/team4excellence/>;
  - <https://www.facebook.com/TrainingClubT4E/>
- Instagram:
  - <https://www.instagram.com/trainingclub.eu/>
- YouTube: [https://www.youtube.com/channel/UCazpo5zG4P2yUnrJzcrIhiw?sub\\_confirmation=1](https://www.youtube.com/channel/UCazpo5zG4P2yUnrJzcrIhiw?sub_confirmation=1)
- LinkedIn: <https://www.linkedin.com/company/team4excellence/>

## THE ROLE OF OUR ORGANISATION IN THE PARTNERSHIP

***Please note that we can customise our profile further to match the context of the specific project.***

Our role:

- a) to support the coordinator during project initiation & planning
- b) to organise/participate in Transnational Project Meetings
- c) to organise Multiplier Events
- d) to organise/participate in Learning, Teaching, Training Activities, pilot courses
- e) to complete all tasks agreed with our partners in accordance with the project plan
- f) to mobilise relevant stakeholders & target groups in our country
- g) to implement follow-up & evaluation activities
- h) to promote the project & to disseminate the project results