

# Leadership and Skills Development Project, Bosnia and Herzegovina

The existing skills-mismatch between education and industry needs in the furniture and wood processing sector of Bosnia and Herzegovina is putting a severe burden on companies. Graduates of vocational and educational training schools have to undergo further practical training within the companies, while employed University graduates face problems in transferring their theoretical knowledge into practice for the benefit of the company. In addition, a qualification gap exists between theory-focused and applied training in the vocational education and training system. This particularly holds for positions in the middle management range of furniture and wood processing companies.

The Leadership and Skills Development Project intends to improve this situation through the following two interventions:

- A Leadership and Skills Development Training (LSDT) for middle management as well as trainers/trainers;
- The introduction of new approaches for a sustainable interaction between the related governmental bodies, the training providers and selected technical industries based on the Swiss experience.

## Leadership and Skills Development Training

The Leadership and Skills Development Training is process oriented, aiming at the direct application of new skills and knowledge in the daily business. The training enables the participants to identify problems in their area of responsibility, to plan and implement the adaptive management and technology measures and to assure quality of processes and products. Participants strengthen their understanding of interactions between the different company divisions, such as human resources, finances, production, marketing, logistics, etc. Improved Leadership and Skills reinforce the competitiveness of wood processing companies and training providers which in turn creates jobs at different qualification levels.



Practical input in Switzerland

► Center for Development and Cooperation



Management game

Participating teachers and trainers are enabled to update teaching material and training methods according to international standards. Some of the participating teachers and trainers will act as co-trainers in the next Leadership and Skills Development Training cycle. This procedure allows them to offer training on their own in the future.

The Training program is offered as a one year part-time training and consists of 5 modules (four in Bosnia and Herzegovina and one in Switzerland) as well as a project paper. The courses are offered in English with translation support at participants' disposal. Successful training participants are awarded a Certificate of Advanced Studies from the Bern University of Applied Sciences.

## Project Partners

- Swiss Embassy in Bosnia and Herzegovina
- Agency for SME Development of Republika Srpska
- FORMAT Training Center for Professional Specialization

## Center for Development and Cooperation CDC

We use our expertise in the fields of wood and construction to support Capacity Development in emerging and developing nations. Thereby we sustainably strengthen individuals, institutions as well as systems in education, research and industry.

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