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## **Lifelong Learning Training Project**

### **Statement of problem project will address**

The numerous challenges offered by our multicultural and ageing society cannot be met by a narrow focus on vocational training and higher education only. Moreover, rapid changes in the global marketplaces means future jobs will require broader knowledge and understanding of the environment, professional and cultural development, social cohesion. These can only be outcomes of a broad view on lifelong learning.

### **Brief History of the Organization and description of its mission**

CEFRO's mission is to offer training in the field of adult education with an emphasis on creating healthy, balanced and enriching workplaces. The company's main activity consists in creating and organizing Lifelong training courses validated by the French National Agency for Education and Training and published in the database of the European Education Programs. These original courses are designed to prepare attendees to function as independent world citizens, leaders and engaged lifelong learners.

CEFRO's courses are concentrated on matters related to behavioral and social sciences, and focus on various aspects of the psychology of aging, such as the inextricable link between learning, memory, emotion, motivation, well-being. At a time when "life-coaching" has proved to be limited in forming personalities, CEFRO believes that the quality of goals and actions is capable of justifying and bringing happiness to a positive existence. CEFRO makes the proposal of a training course in Emotional Intelligence from a philosophical and positive psychology perspective.

CEFRO is also looking to expand its training courses field to areas of Science, Technology, Engineering and mathematics (STEM), through a partnership with universities from EU and US.

Since 2008, CEFRO created four original and unique courses (*“Enriching and Diversifying the training environment”*, *“Balanced and healthy workplaces”*, *“Learning strategies for the elderly”*, *“Developing Emotional Intelligence in the workplace”*). Additionally, it organized 15 course sessions with participants from Austria, Bulgaria, Belgium, Cyprus, Finland, Germany, Greece, Italy, Portugal, Spain, and Romania. During five years, CEFRO provided courses for the European LLP (Lifelong Program) Grundtvig.

For the next 3 years, CEFRO’s objective is to expand by making available its courses and training sessions to private small to medium size companies in the European Union and United States with the scope of empowering their employees with the knowledge and drive to function as independent world citizens, leaders and engaged lifelong learners. In turn, this will strengthen our audience’s human capital and help create stronger, responsible business units.

### Organization

Founded in 2008, CEFRO LLC is a consulting and training firm registered in France, Alpes Côte d’Azur under N° SIRET 501 949 135 00013 APE 7022Z. It currently has 1 employee, Carmen Serghie Lopez, who is also the Managing Director, and contracts collaborators for specific courses on an as needed basis.

CEFRO has an existing network of trainers, is recognized as an official training provider by the French National Agency and benefits from a culturally diverse and attractive location – Nice, the 3rd largest international airport in France.

CEFRO’s owner and managing Carmen Lopez creates training courses and coordinates sessions with participants from various countries. Courses are held in French, but they could be held in English too (STEM). The topics addressed are chosen to mirror contemporary challenges in the workplace as:

- Overcoming psycho-sociological aspects of aging, unemployment, career change, discrimination in the workplace
- Time Management and well-being
- Developing competencies in emotional intelligence
- Strategies for adult continuing education
- Environment, ecological consciousness

Detailed description of the course content and training sessions can be found at the link below:

<http://ec.europa.eu/education/trainingdatabase/search.cfm>

To access a course, please enter the reference numbers below in the search form:

FR-2011-343-003, FR-2012-370-003, FR-2013-431-003 (*Developing Emotional Intelligence in the workplace*)

FR-2009-248-004 (*Enriching and diversifying the training environment*)

FR-2009-252-004; FR-2010-286-006 (*Balanced and healthy workplaces*)

FR-2009-249-003; FR-2010-285-003 (*Learning strategies for the elderly*)

The work of research, conception and writing of a training course takes between 4 and 6 weeks. Currently, the course syllabus including the content, objectives, methodology, follow-up, target audience, schedule, evaluation and guest speakers is registered online and submitted for validation to the French National Agency of Education and Training. Following approval, the agency publishes it in the database of European Lifelong Learning Program Grundtvig. There, interested participants can choose it and apply to their National Agencies for a scholarship which includes course fees, transportation and accommodation. Only the course fees are payable to CEFRO.

So far, CEFRO created 4 original courses and organized a total of 15 sessions, with the goal of increasing the number of sessions per year as well as of participants per session. A training session has 30 hours over 5 working days, from 9am-12pm and 2pm-5pm daily and also includes 2 complimentary coffee and snack breaks daily, as well as a ½ day cultural trip in the region. Courses are taught by Carmen Lopez, PhD. who has 25 years of teaching experience and also include guest speakers with excellent background and experience as trainers, psychologists and sociologists. Training takes place in a conference facility located downtown Nice, France.

#### Grant request for the continuous research activities

CEFRO is seeking for partnerships to help advance and enlarge the scope of emotional intelligence in the workplace. In the business world, knowledge of “emotional management” is quickly becoming a necessary tool, side by side with financial or administrative management. Emotions have a prevalent role in the workplace, which makes their knowledge and management essential. The business environment has its own rule (competitiveness and performance first), and often this can enhance personality differences among employees as well as lead to misunderstandings. Under these circumstances, channeling emotions becomes part of developing one’s emotional intelligence. This process should begin by learning to understand them, which would be the first step to better self-knowledge.

CEFRO offers consultancy and training in emotional competencies, by means of psychology and philosophy, which can truly provide tools for an independent thought process. This means looking deeper and reflecting upon the principles guiding, inspiring and driving our actions as well as the path we choose for our lives and our careers, all from an ethical perspective, the only one capable of bringing long-term solutions.

CEFRO's aim is to offer courses dealing with emotional competencies, giving correct information about methods and research, without "coaching". Currently CEFRO is a Grundtvig course provider of Lifelong Learning Training for adults. This EU official programme will be replaced by **Erasmus for all** (2014-2020), but the programs called "Mobilities" for adults would continue (**Erasmus+**)

**CEFRO wants to continue its activity of training courses which could make better known new theories and methods to be applied to management in Europe.**

**CEFRO requests a financial support in order to continue its research activity in that field (humanities and leadership, neurosciences and emotional competencies). That grant would contribute to making more courses available and consequently exposing a larger public methods and theories in the field of emotional intelligence.**

**N.B. Additional and public information about CEFRO and its activity could be found on the website <http://www.cefro.pro> (with our course framework in Pdf.), as well on its main blog: <http://elargissement-ro.hautetfort.com>**

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