

## LEONARDO INNOVATION DEVELOPMENT

	<p><b>THE HUMAN RESOURCE MANAGEMENT, A MAJOR ISSUE FOR THE DEVELOPMENT OF THE VERY SMALL CRAFT COMPANIES</b></p>
<b>Context</b>	<p>The different economic analysis show that crafts companies represents a stronghold for maintaining employment and creating it. On the contrary, very small crafts companies are often destitute concerning human resource management.</p> <p>This statement of fact leads us to propose a innovation project in order to give means, such as formal tools, to craftsmens for breaking them their informal human resource management for their employees and future employees.</p> <p>The project will aim at strengthening competitiveness and economic and social innovation capacities of craft in the actual competition's context in the european market.</p> <p>The project will focus on supporting this approach taking into consideration the human potential as innovation capacities of this field.</p> <p>Mobilizing craftsmens for a renewal of human resources management practices in their own companies is therefore a major issue for the sustainability of craft: it's a matter of creating organization conditions which give means to evolve to a SME status.</p>
<b>Objectives</b>	<p>Structuring actual practices in order to rationalize this management aspect, although proposing innovatives practices in order to improve competitiveness, to protect employment and especially to create employment.</p> <p>The project consists in :</p> <ul style="list-style-type: none"> <li>• Listing actual and relevant practices</li> <li>• Developping a toolbox for the implementation of a human resources management system adapted to craft companies</li> <li>• Testing the application of innovative practices for human ressources management</li> <li>• Defining the application conditions</li> <li>• Improving dissemination</li> </ul>
<b>Beneficiaries</b>	Craft companies between 1 to 10 employees
<b>Work packages</b>	<ol style="list-style-type: none"> <li>1. Analysing the context <ul style="list-style-type: none"> <li>Economic structure of companies</li> <li>Expanding economic sector</li> <li>Legal obligation</li> <li>Practices analysis : Identification of brakes and action levers</li> </ul> </li> <li>2. Sharing definition of Human Ressources Management <ul style="list-style-type: none"> <li>Management</li> <li>Recruitment</li> <li>Competences management : training, employees evaluation</li> </ul> </li> <li>3. Developing and perfecting an innovative toolbox</li> <li>4. Experimentation and test</li> <li>5. Innovation management (quality)</li> <li>6. Increasing the value of the action</li> <li>7. Project anagement and coordination</li> </ol>

Products	<ul style="list-style-type: none"><li>• Collaborative internet website</li><li>• European Human Ressources Diagnosis</li><li>• Thematic sheet :<ul style="list-style-type: none"><li>- The manager position : Apprehending better hierarchical closest relations due to small workforce</li><li>- Management tools : defining correctly tasks and delegation limits, implementation and management of team meetings</li><li>- the recruitment guide</li><li>- How to manage competences in order to improve results taking into consideration craft' evolution</li><li>- Identifying inter-personal skills specific to small companies</li></ul></li></ul>
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