

# Napino



Age  
Management  
Masterclass

Have a look at 28 good practice examples that have been collected from various EU countries and take an inspiration for your work.

Examples are suitable for human resource managers implementing age management measures in their companies.

Examples may also serve as a training tool for teachers, trainers and lecturers at various educational facilities.

All case studies are available at: <https://www.amm-project.eu/>



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## Company

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Sheltered housing Naplno

Interview provided by Aleš Adamec, director

## Sector

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Tertiary: social services

## Specialization

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Sheltered housing Naplno is a social service through which we provide individual and group sheltered housing of a community character with a total capacity of 80 people. The service is provided in 21 autonomous households in family houses or flats in four cities in the region. The service is intended for adults with mental or combined disabilities.

In 2019, the organization won the Quality Award for providers of social services for people with disabilities, and in 2020 it successfully passed the quality inspection of social services.

## Age management dimension

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### Learning, training and lifelong learning

- special efforts to motivate learners, establish methodologies and provide support;
- systematic evaluation;
- continual monitoring of an employee's educational status;
- linking training schemes to an individual's life course;
- organising work so that it is conducive to learning and development – for instance, within the framework of mixed-age teams and groups;

### Career development;

- using specialist advisors in systematic career consultation.

### Health protection and promotion, and workplace design

- employee participation and education;

### Employment exit and the transition to retirement

- preparatory measures for retirement

### Comprehensive approaches

- a holistic approach that encompasses all dimensions of age management;

## Expected result

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Our expectations from any management education are always based on personal development, an added value. In this activity, we felt the possibility of a personal shift, and we also liked its overlap, that it is not only about our profession, but also about our personal lives.

When we work on such activities as a team together, the result comes back in the form of strengthening of the entire management.

## Main motives for the decision to implement the age management measures

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As the director of the organization, I am used to working with the team for a long time and continuously supporting it in growth and development. Every year we try to implement a joint training activity in our

organization that can unite and develop us as a team. Similar activities significantly strengthen personal relationships and connect members of management; we get to know each other better, we have common experiences, we motivate each other.

### Our way towards the age management

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The method „Towards successful seniority™“ is a tool to promote the career management, professional development and mental well-being of employees. It is a group method during which the participants recognize their own strengths and needs for development, and set personal goals for their future career.

The program is mainly focused on:

- development of career management skills;
- developing the ability to manage change;
- supporting participants in planning their careers and career goals;
- promoting mental well-being and continuing their careers;
- prevention of burnout and depression;
- prevention of early retirement (especially in the area of work-related mental health problems);
- strengthening a positive attitude towards lifelong learning;
- supporting participants in the successful performance of work;
- support for human resources managers and professionals in the field of maintaining and developing occupational health.

### Strengths and weaknesses of our approach

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#### Strengths:

- The method provides a time for ourselves when we can stop and use it for our own development;
- The organization provides the method to employees as a benefit;
- The method uncovers the interconnection of profession and personal life;
- It helps to remind ourselves of our roles in life.

#### Weaknesses:

- Have not been identified

### “Aha” moment

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Through this program, we became aware of our own social networks, the method allowed us to map all areas of our contacts and fully realize their potential.

During the method, we also set our own goals of personal and professional development in an optimal way, I set them myself in my head, and now, one year later, I have found that I have succeeded in fulfilling almost all of them.

### Activities to sustain this initiative

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We are currently preparing a personal coaching with an experienced coach in the field of social services and personal development for all members of management that should be built upon the results of the group method. In particular we want to return to the goals we set and develop them further on.

### Monitoring system of the effects

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Among my personal goals that I set during this method, I had a commitment to ask my colleagues personally where they had moved over the year, how they had fulfilled their goals. Unfortunately, the pandemic completely stopped it this year, for almost everyone.

However, we intend to work with these goals on an ongoing basis, and, for example, to return to them during the annual evaluations, or to develop them further, and to monitor their fulfillment regularly. If we

manage to implement the aforementioned coaching, the process of setting, monitoring and evaluating of the personal goals will be restarted.

### Beneficial effects of the initiative

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The feedback on the method implementation by the participants was generally very positive; the participants were surprised by the simplicity of the individual steps and the un-ambiguity of all exercises. The participants themselves said that: "we didn't learn anything that we wouldn't have known before, but the course sorted our thoughts and we finally named and said many things out loud."

In general, our team likes to be educated, especially together. This method gave us the opportunity to open topics that we would not otherwise be able to talk about.

### Personal recommendation

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Co-education strengthens and moves the team forward, and a good team is a basis of successful social work.

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