

Management Task Allocation

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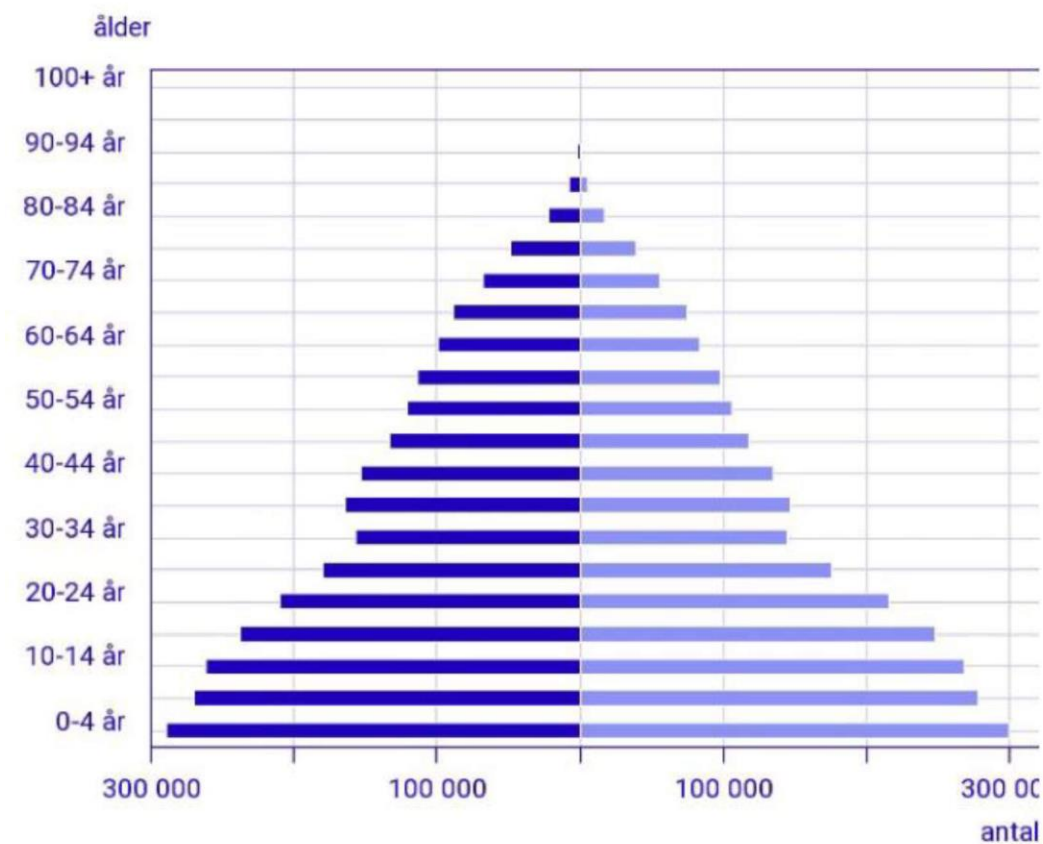
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The Management and Communication module addresses the contemporary fashion workspace, where the needs and demands of learners and employees are in constant flux.

As new services, technologies and methods are adopted with the changing market, re-evaluation of skills, training programmes that address skills gaps, updating job roles, effective communication strategies, and knowledge acquisition and sharing, are key. Learners will understand the need for and how to implement cultures of continuous learning, develop new ways of brand storytelling, and how strategic task management can impact an organisation.

...but we start here

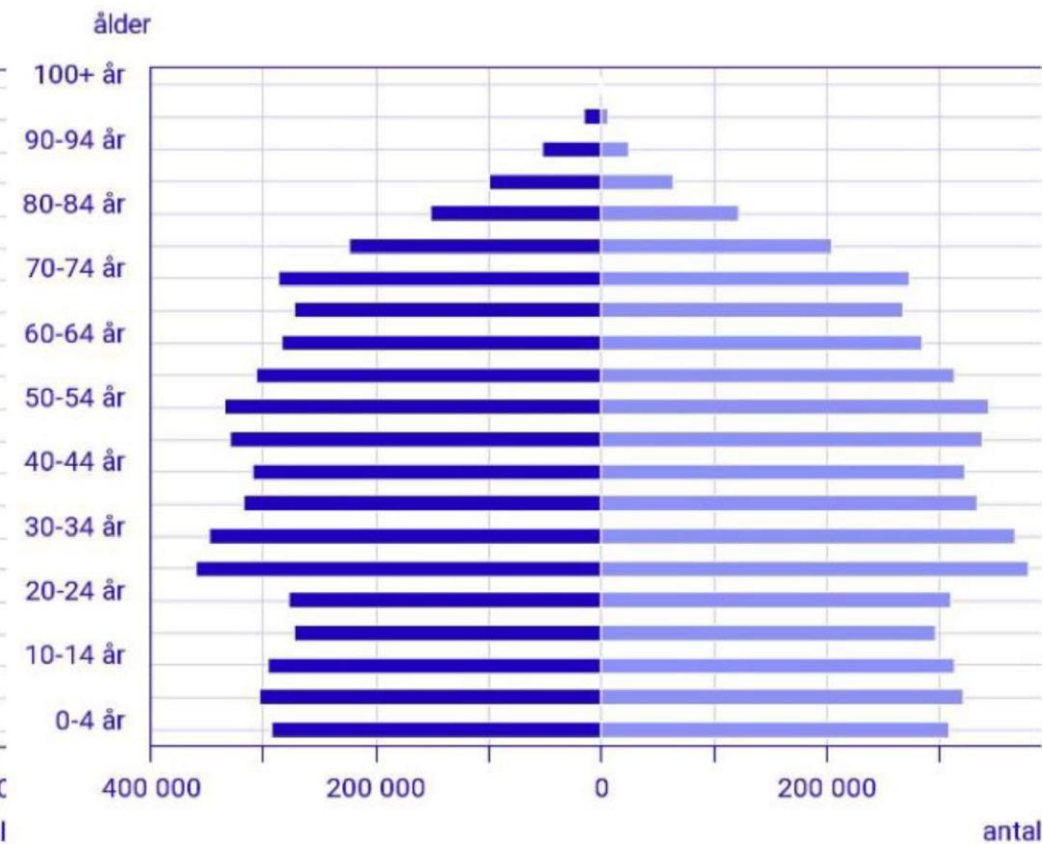
Population pyramid Year 1900



Diagramförklaring

- Kvinnor
- Män

Population pyramid by 1990

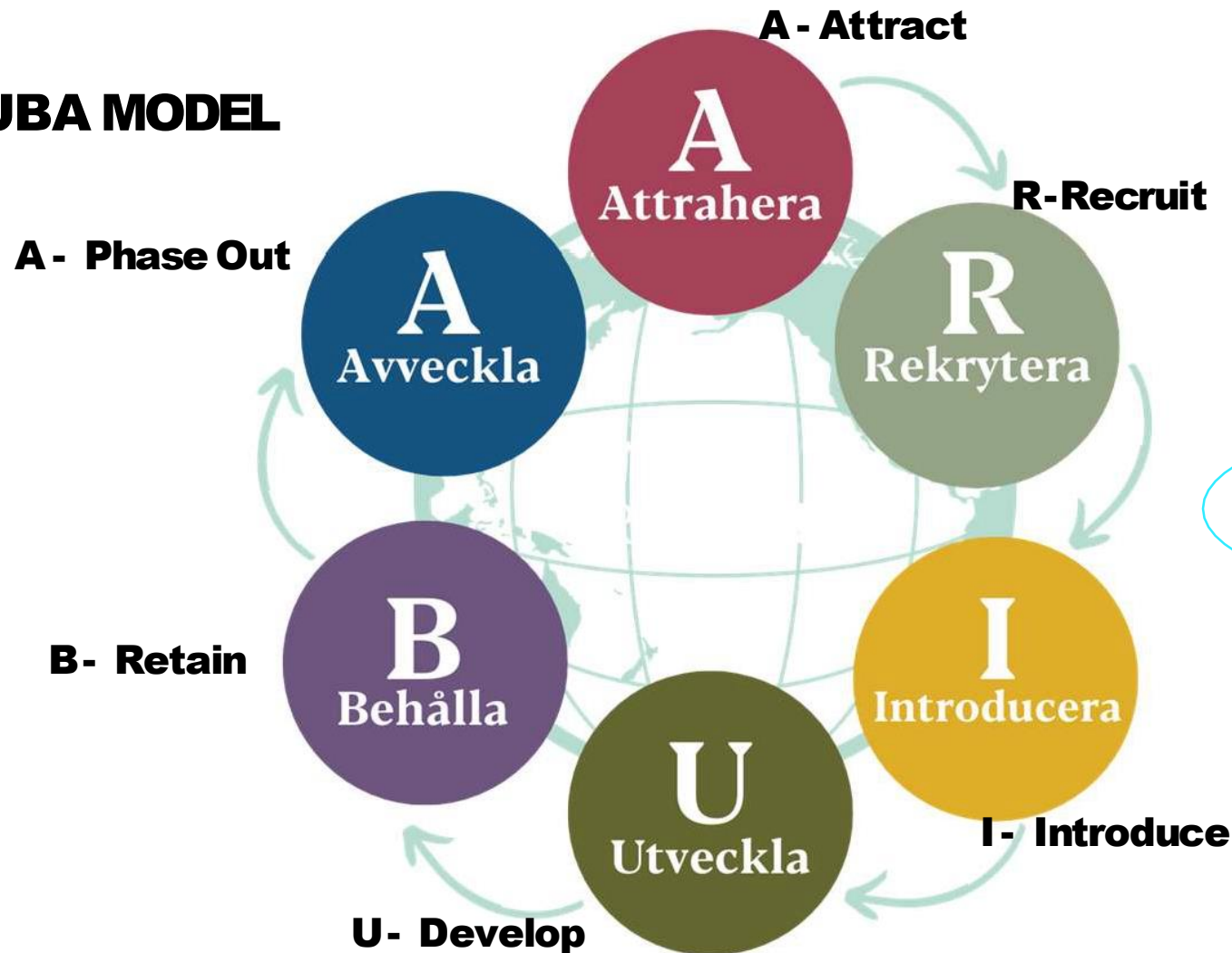


Diagramförklaring

- Kvinnor
- Män

So... **How should companies keep, approach new, and further develop their staff?**

AR(I)UBA MODEL



A - Attract: How to draw the right talent to the organization.

R - Recruit: Hiring individuals who meet the organization's needs.

I - Introduce: Onboarding and ensuring a smooth integration for new hires.

U - Develop: Investing in employees' growth and skill enhancement.

B - Retain: Creating an environment that keeps employees motivated and engaged.

A - Phase Out: Managing transitions when roles or employees are no longer aligned with organizational needs.

1. The Employee Lifecycle Model (Global)

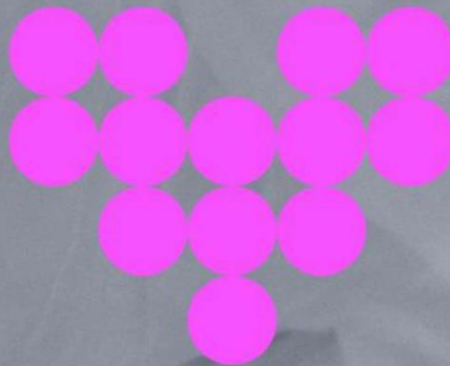
- **Attraction:** Branding and recruitment strategies to attract top talent.
- **Onboarding:** Effective introduction to company culture and processes.
- **Development:** Training and skill-building aligned with business goals.
- **Retention:** Ensuring employee satisfaction, engagement, and career growth.
- **Offboarding:** Managing resignations or retirements respectfully, often with succession planning in mind.

The HR Value Chain Model (Global, developed in the Netherlands)

- Focus on hiring, developing, and retaining talent that directly impacts organizational outcomes (e.g., productivity, innovation).
- Encourages tracking KPIs such as employee performance, retention rates, and engagement levels.



TEXTILE MOVEMENT LIFE LONG LEARNING



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How would you like to engage to make it meaningful for you?

Join at menti.com | use code 8663 9586

Mentimeter

Hur vill du mötas för att det ska vara givande för dig?

8 responses

IRL

Fysiskt möte

Fysiskt
Frekvent
I olika
konstellationer

Digitalt och med
specifika ämnen som
grund för mötet.

Fysiska träffar, som
kompletteras med ett
digitalt forum

Mix av digitalt och IRL.

Diskussioner, praktiska
och relevanta
problemlösningar. Kaffe!

Beror på frågan. Tillgång
till digital grupp för korta
frågor. Fysisk workshop
för komplexa frågor.

Which needs do you see regarding learning and circular transition in your organization?



TIME

How to Work with Strategic Competence Management

- **Define goals for competence** management based on business objectives.
- Conduct **competence mapping** and analysis.
- Develop a **competence management strategy** to meet identified needs.
- Support those responsible for implementing the strategy in practice.
- Provide professional development for employees.
- Recruit with the competence management strategy in mind.
- Adjust roles or organizational structure as needed.
- Evaluate and refine the competence management strategy over time.

Key Megatrends Shaping Work and Employees

1. **Digitalization and Automation:** Growing reliance on AI and tech, driving demand for digital skills.
2. **Flexible Work Models:** Hybrid and remote setups redefining traditional work structures.
3. **Employee Well-being:** Increased focus on mental health and work-life balance.
4. **Lifelong Learning:** Continuous upskilling to meet evolving industry needs.
5. **Diversity and Inclusion:** Greater emphasis on equitable and inclusive workplaces.
6. **Sustainability:** Employees expect businesses to prioritize environmental and social impact.
7. **Generational Shifts:** Younger workers value flexibility, purpose, and alignment with company values.
8. **Evolving Leadership:** Empathy-driven, adaptive leadership styles gaining traction.

These trends reflect a workforce in transition, adapting to technological, cultural, and environmental shifts.

Roadmap ahead

Loopholes toolkit

Identify the companies next step

Create teaching pathways

**Workshops, digital and on sight
courses**

Up-skilled & reskilled professionals

GOAL!



2-year higher vocational programs

For those who wish to enter the industry

Vocational & online courses

For those working in the industry

Tailored educational packages

For fashion and textile companies

National vocational education

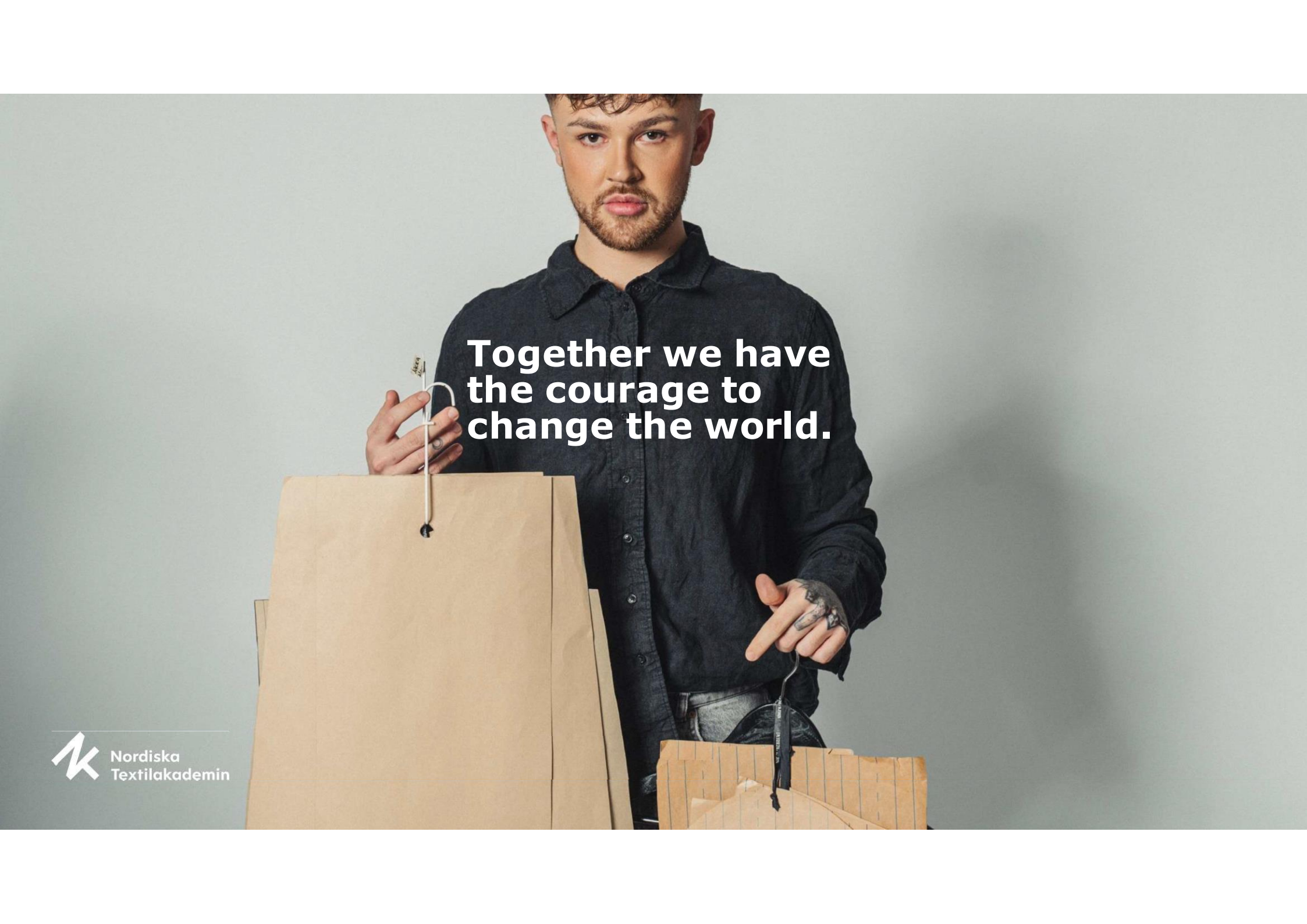
For Aspiring Sewing Machine Operators

Mapping & validation

On behalf of the Employment Service.

For those with existing sewing skills.

nordiskatextilakademin.se/om-nta/about-us-eng/

A man with a beard and dark shirt is holding a wire hanger and a large brown paper bag. He is looking directly at the camera with a serious expression. The background is a plain, light-colored wall.

**Together we have
the courage to
change the world.**



**Don't bury your
head in the sand!**

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