

"Competent student – experienced graduate: international workshops on key competencies for the labour market"

The project is financed by the National Agency for Academic Exchange within the International Academic Partnerships Programme Agreement No. PP/APM/2019/1/00014/U/00001

Visits to companies

Goals:

- Students learn the rules of organization for international institutions and the staff they manage
- Students improve their international work skills
- Students learn about the importance of motivating employees in international enterprises

Activities and tasks:

- A visit to the only branch of Polaris Industries in Poland
- Visit to International Automotive Components
- Outdoor game in the garden of the Moszna Castle

Outcomes:

- The student knows what the production process looks like in the visited enterprises
- The student acquires theoretical knowledge about human capital management in international companies
- Students solve tasks in international groups
- Students know methods of motivating employees in intercultural teams

Planned activities:

6: 30 - 8: 30 - breakfast

8: 30 - 9: 00 - transfer to Polaris

9: 00 - 11: 30 - Visiting the Polaris

11: 30 - 12: 00 - transfer to International Automotive Components

12: 00 - 13: 30 - visiting the International Automotive Components

14: 00 - 15: 00 - lunch

15:00 - 18: 00 - Visiting the castle in Moszna; outdoor fun

18: 00 - 20: 00 - dinner

"Competent student – experienced graduate: international workshops on key competencies for the labour market"

The project is financed by the National Agency for Academic Exchange within the International Academic Partnerships Programme Agreement No. PP/APM/2019/1/00014/U/00001

Visit to Polaris Industries

The American company Polaris Industries was founded in 1954 in Minnesota. Polaris has factories in the USA, Mexico and India. In 2014, the company opened its first branch in Europe, which is located in Opole. It mainly produces quads. The company's products are of high quality and innovative. Students had the opportunity to



learn about the theoretical principles of the company's operation. During the meeting with the company's representative, they learned about the history of the company, the scope of its activities and the schedule of meetings organized by employees. Those include meetings of employees with the management, as well as meetings organized specifically for managers.. Moreover, they were introduced to the way in which the company cares for its employees and makes them feel part of the company. Motivating employees is very important in the company. Students were told about methods of motivating employees, as well as the ways in which the company takes care for proper introduction of new employees to intercultural teams. In addition to the presentation, the students had the opportunity to see the production line with their own eyes. The authorized person showed the students around the factory, showed what was happening at the various stages of production. Students could spend time in a real factory, see what the working conditions are like, learn about the principles of occupational health and safety in the enterprise.

Visit to International Automotive Components



IAC is a global automotive leader based in Luxembourg. The company has production plants in Belgium, Sweden, Czech Republic, Slovakia, the Netherlands, United Kingdom and Romania, among others. The IAC group operates a total of 60

production plants in 20 countries, employing 31,000 people. The company specialises in manufacturing automotive components and systems, and the Opole plant will manufacture premium-class car components. The total cost of the project is PLN 80 million. During their stay in the company, Students had the opportunity the opportunity to learn how the company operates, what it does and, most importantly, what

"Competent student – experienced graduate: international workshops on key competencies for the labour market"

The project is financed by the National Agency for Academic Exchange within the International Academic Partnerships Programme Agreement No. PPVAPM/2019/1/00014/U/00001

communication processes occur inside the company and how the company communicates with the environment. All this awaited them in the first part of their stay at the IAC. The most interesting, however, was the second part of the program, i.e. seeing the production hall and how what the local representative tells us works in practice.

Visit to the Moszna Castle

Moszna Castle is one of the most beautiful and famous architectural structures in Poland. The building in a small town in Opole was built in the mid-seventeenth century. Noble families lived in the building for over 300 years. The Tiele-Winckler family, who managed the property from 1866 to 1945, made the greatest contribution to the shape and appearance of the castle. Students had the opportunity to admire the



magnificent building, walk around the rooms and feel like in the old days. The property also has a large garden available to visitors. Taking advantage of the nice weather, the students were supposed to solve a riddle in groups. The fun consisted in performing various types of tasks in order to finally learn the secret of the lost princess. The game was aimed at improving the skills of working in multicultural groups and spending time in a casual atmosphere. One of the tasks to be performed was to summarize all trips and discuss cultural differences. After the game was over, the participants could say that working in international groups is easier than taking a picture with a ghost (one of the tasks was to take a picture with a ghost, the effects can be seen in the photo below).

"Competent student – experienced graduate: international workshops on key competencies for the labour market"

The project is financed by the National Agency for Academic Exchange within the International Academic Partnerships Programme Agreement No. PP/APM/2019/1/00014/U/00001

