

*MAGISTER Project aims at facilitating and enhancing the transition in the family business more quickly, efficiently and using the available expertise through a realistic common methodology in order to:*

- *Increase motivation and participation of the experienced groups, knowledgeable and often unrecognized and still essential to the future of the company.*
- *Facilitate the transfer of this knowledge to new generations.*
- *Promote a reciprocal exchange and allow the transfer of knowledge in new situations.*



## OBJECTIVE MET: PILLARS OF THE GUIDE

### Mestre: Fourth Meeting.

On the 3-4th May 2012, the fourth transnational meeting of MAGISTER project has been held in Mestre, Italy, to keep on developing the knowledge formalisation, capitalization and transmission within the Industrial Family SMEs.



Led by the Foundry Association of the Basque Country and Navarre - AFV, and coordinated by the Metal Federation of Biscay - FVEM, the project is financed by the European Commission, in the framework of Transfer of Innovation of Leonardo da Vinci Program for Vocational Training and it is developed during 2011-2012 in a coordinated way among Spain, France, Romania and Italy.

### Pilot Actions

The 4th Transnational Meeting, which has been held in Italy, was aimed at presenting the results achieved from the pilot experiences carried out, as well as at agreeing and integrating the suggested improvement performances in the Guide. Each country implemented one of the following methods in one company:

- SPAIN: Auto-confrontation.
- FRANCE: Action Review.
- ITALY: Action learning and Intergenerational cooperation.
- ROMANIA: Mentoring-Coaching.

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In that terms, as soon as the Guide for transfer of knowledge will be completed, the partnership will prepare all the documents to be included into the CD -Rom.







## CUOA Foundation.

On the 4th May 2012, the MAGISTER partnership visited the Fondazione CUOA, a unique institutional model representing the main actors in the academic, company, economic-financial, public and institutional world, strongly rooted in the unique entrepreneurial context of the North-East of Italy.

At their offices, the partnership had an interesting meeting with different agents and people involved in knowledge transmission as Cristina Toniolo from Confindustria Vicenza, Fabrizio Gerli, Anna Tombesi and Erika Bortolaso from Fondazione CUOA, Uberto Cortese from Confindustria Veneto SIAV and the companies: Fabrizio Monarca from Acciaierie Beltrame and Roberto Peruzzo from Peruzzo srl. From these lines, we want to be grateful to all of them for sharing their experiences with the MAGISTER team.



## Dissemination of results

Reaching the final step of the project also involves closing a stage and starting a new one. Leonardo da Vinci Transfer of Innovation Project MAGISTER ends and a new period starts for the spreading and valorisation of the results achieved during these two years of project.



For that reason, a final conference will be organised in each country to ensure a wide dissemination of the results. These conferences, to be held in September 2012, will be addressed to people interested in the knowledge management, and specifically, to owners of family companies and human resources and training managers.

## Partners

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