

TRANSNATIONAL CEMA-NET MEETING

28th – 29th June 2006, Hotel Oasis Palace, Gandia

- 1. Name of the project** **CEMA-NET**
- 2. Meeting subject:** **Constructive Adaptability
Working Group Meeting**
- 3. Organised by:** **Ajuntament de Gandia –
CSI-COM**
- 4. Date:** **28th – 29th June 2006**
- 5. Place:** **Gandia, Spain**
- 6. Meeting Participants:**

Chairwoman: Maria Paz Grau, Spain

Participants: Thierry Miniewski, France
Francois Morel, France
Manuel Strack, Germany
Bettina Lutterbeck, Germany
Chiara Sgarella, Italy
Katarina Kolláthová, Slovakia
Connie Hasemann, Denmark (note taker)
Alexandra Bautzman, Austria
Pilar Contelles, Spain

Common product:

Each participant in the workgroup had before the meeting in Spain developed a tool matrix containing the tools/instruments within Constructive Adaptability for each country for exchanging knowledge, inspiration and ideas in the workgroup..

Having discussed the content of finding a common product of the CA-group, the members decided to select a tool from each project with the frame of Constructive Adaptability for mainstreaming the concept and for helping the target group in a practical way.

The following tools were selected from each country:

Austria: Appreciative Inquiry Method
Denmark: Holistic Approach
France: Job Invest
Germany: Cultural/Diversity audit.
Italy: Training/intervention for managers
Slovakia: Expert System
Spain: Intercultural training.

For the next meeting we are to prepare a deeper description of the selected tool plus add the practical use. Thierry will prepare the form and will add the three topics: communication, diversity management and coaching, as mentioned in the work group. When the form has been filled it has to be sent to Anne in October.

The group had a common agreement about making a film with short clips from every local project and a cd-rom with examples of the tools together with the definition of CA and a short introduction of the work in the workgroup as the final outcome of the work in the CA-workgroup.

[The CA workgroup in the website of Cema-net project.](#)

Discussion about the Cema-net homepage: All the tools from the countries will be on the public part on the Cema-net website when they are finished.

[For the next meeting in Amiens 22-24th of Nov.](#)

Presentation Alexandra and Connie about communication and changing attitudes.

Each group member is going to prepare a 5 min. presentation of the tool with examples

All the partners will read the tool examples before the meeting.

Further discussion about the dvd will take place.

Chairman will be Thierry and Chiara will take notes from the meeting.