

European Program INTERREG IVC

PROJECT PROPOSAL

TITLE: *PERFORMA (PERFORMANCE RATING: A METHODOLOGICAL APPROACH)*

OBJECTIVE OF THE PROJECT

The Interregional Cooperation Programme INTERREG IVC, financed by the European Union's Regional Development Fund, helps the Regions of Europe to work together, with its focus on transnational cooperation, in order to improve the effectiveness of the regional development policies in the areas of innovation, knowledge economy, environment and risk prevention.

The project proposal *PERFORMA* is relevant to the *Priority 1* of the Cooperation Programme INTERREG IVC, refers to the sub-theme *employment, human capital and education* and intends to respond to the call for proposals expiring on the next 1st April.

The basic topic of *PERFORMA* is an *innovative methodological approach to job performance assessment and rating in complex organizations*, to be jointly developed by a panel of European leading partners – on the basis of an original reference frame set up by the project proposer – and to be shared, adopted and diffused at the largest extent in Europe.

Complex organizations are particularly those which are directly engaged in scientific and technological research, or are called to strategically manage research, or are committed to the exploitation of research results – such as universities, research centres, innovation centres, technology clusters, science and technology parks – but also regional and national development agencies, large consulting companies, medium and large industrial enterprises.

In these organizations, the need arises for structured tools and unbiased methodologies aimed to assess and rate the job performance of the organization itself as a whole and of its staff in order to improve the organization efficiency, to reduce the relevant operating costs, to increase the organization competitiveness and innovation capacity, to enhance human resources motivation, to foster the organization economic growth and finally to improve the labour market and to increase qualified job opportunities.

The project proposal *PERFORMA* aims to join a number of qualified complex organizations in Europe, possibly national leaders in their own fields, able to jointly cooperate in analyzing the whys and wherefores of *job performance assessment and rating in complex organizations*, in exchanging and sharing knowledge, competences and experiences about how to approach the matter and finally in developing a common base of requirements, interactions, references, criteria and benchmarks, useful to establish the common framework of a methodological approach. The final results of *PERFORMA* will constitute an innovative method which will fit in with the needs of the European complex organizations, will be diffused to them and will be likely adopted to a great extent in such a way to improve the valorization of human capital and, as a consequence, to contribute to the competitive growth of the European research, economy and industry.

PROFILE OF THE PROJECT PROPOSER

The *Consorzio per l'AREA di Ricerca Scientifica e Tecnologica di Trieste* – briefly *AREA* – is the national public research organization of the Italian Ministry of University and Research appointed to manage *AREA Science Park*, one of the leading multi-sector science and technology parks in Europe, marked by a long-standing international outlook. *AREA Science Park* accommodates 85 research and business organizations, employs about 2.400 skilled persons, has 90.000 sqm of equipped laboratories and offices and specializes in life sciences, electronics, ICTs, new materials, environmental technologies and energy.

AREA has a qualified staff of 130 and specializes in knowledge-intensive business development and international capacity building. *AREA* offers measures for strategically managing and valorizing research as well as for increasing industry innovation level and competitiveness and has a long-standing experience in managing national and international projects concerning innovation policies and practices, cooperative RTD, technology transfer and innovation management as well as methodologies for performance and job rating in the field of research management.

The list of the most weighty past and current CBC and international projects which AREA took part in as coordinator or partner include: TECPARK.Net (Interreg IIB CADSES); IRENE (FP6-Innovation); HiCo (Interreg IIIA-ITA/SLO); NOVAregio (FP6-Regions of Knowledge); BINASP (FP6-Research Infrastructures); Friends Europe (FP7-CIP); STARNETregio and SynBIOsis (FP7-Regions of Knowledge); Expansion of the EU-Turkish Business Centers Network (EC-Europe Aid); CEBBIS (Cooperation-Central Europe).

AREA is a member of primary European and international networks, such as EBN-European Business Network, EEN-Enterprise Europe Network, TII-European Association of Technology Innovation Information Organizations, IASP-International Association of Science Parks, INSME-International Network for SMEs.

PARTNERSHIP

INTERREG IVC programme is the only cooperation programme covering the whole Europe so that this programme represents a good opportunity for creating large and extended partnerships to cover a wide and multicultural European area.

Joint cooperation project partners will be enabled to broaden their knowledge and competence, to exchange their experiences, to compare and share practices and tools resulting from different contexts in order to contribute to common goals of general and extended interest.

PERFORMA is intended to join partners representative of leading complex organizations of Western, Northern and Central-Eastern Europe countries.

PROJECT WORK PACKAGES AND ACTIVITIES

The project proposal *PERFORMA* will be structured in the following Work Packages-WP0-5:

WP0 – Preparation activities and outputs that have taken place

All partners will be actively involved in project proposal preparation. During the arrangement of the proposal and filling in the Application Form, *AREA* as project proposer and coordinator will be in regular contact with all partners ensuring their full involvement and the adequate addressing of their needs as well as suggesting the framework to be developed, the basic activities to be carried out and the outputs to be achieved.

WP1 – Management and coordination

The WP1 aims to meet the following targets: the overall strategic and operational management of the project, ensuring the accuracy, quality and timelines of deliverables; the full integration of the activities and the accurate financial and administrative management of the project; the management of effective collaboration and communication among the project partners.

WP2 – Communication and dissemination

The WP2 tackles the ways of managing the internal communication among the project partners and above all of communicating and disseminating the project outputs (good practices and policy recommendations) to the project stakeholders and beneficiaries, .

Communication and dissemination will be carried out by means of workshops, seminars and conferences, brochures and newsletters as well as through a project website focusing on methods for job performance assessment, which will remain running after the official closure of the project.

WP3 – Definition of the project framework and goals, exchange and sharing of knowledge and experiences

The WP3 aims to define the project frame, i.e. the problems and challenges to be faced and the project contents and goals, as well as to manage the exchange and sharing of knowledge and experiences among the partners in order to establish the ways of the transnational cooperation. In particular, the best understanding of the project characteristics, objectives and value will be diffused among the partners; a collection and benchmarking analysis of the partners' current ideas, knowledge, competence and experiences about the project topic will be carried out; the working program aimed to develop a common approach to the problem by means of the transnational cooperation will be set up.

WP4 – Development of a common approach to job performance assessment

The WP4 aims to develop a common approach to the problem of assessing and rating job performances in complex organizations as a result of the actions carried out in WP3. This is the core WP of the project since it concerns the development of a common base of requirements, references and criteria aimed to establish the framework of a shared methodological approach. A cooperative methodological research work will be carried out in order to make the project outcomes as much as possible general and suitable to be adopted by the largest number of European complex organizations.

A six-month testing of the experimental method resulting from the *PERFORMA* cooperation project will be performed by all the project partners and the concrete outcomes resulting from the testing will be joined and processed in order to achieve a (de facto) standardized approach fit for being diffused extensively.

PROJECT DURATION: 30 months

BUDGET: Euro 2.2 Million

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