

Information on Silesianum Professional

Silesianum Professional is an innovative annual post-graduate programme of industrial management, which is unique in Poland. It originated on the initiative of international enterprises operating in Poland, which are interested in discovering and training talented engineers. The course is run by a non-profit organisation, the *Icam Jesuits Technical Institute Foundation*.

Goal and partners

The goal of the programme is to supplement knowledge and skills of young engineers who are preparing to work in the industry in an effective way. Reinforcement of their potential with communication and teamwork skills contributes, at the same time, to the development and growth of the companies' competitiveness.

Participants

The programme recipients are graduates of technical departments who, embarking on their careers are well prepared engineers, but little professional experience. The course formula allows its participants to extend their technical knowledge with industrial management skills and, which is helpful in a professional career, leadership and teamwork skills, as well as to acquire professional experience.

Programme characteristics

The initiators of the Silesianum Professional programme have drawn from the 500 year old Jesuit educational tradition and from over 100 year old experience in running schools for engineers by ICAM. They were inspired by pedagogic methods aiming at full professional and personal human development.

Silesianum Professional is distinguished by the following educational methods elaborated for many years:

- *Cooperative method*

Work periods are intertwined with study periods at the Silesianum Professional educational centre. In other words, a young engineer works in the company and participates in training sessions in turns.

Such an educational formula allows for the good integration of theory and practice, as well as makes it possible to take advantage of the skills acquired on a regular basis.

Practical dimension of education

Classes are run in small groups by means of active methods of education: workshops, simulation games, case studies, audits and study visits in companies. The topics of training sessions are structured in a such way that a young engineer may use their freshly acquired knowledge in practice.

- *Individual coaching in order to develop*

The individual supervision of experienced coaches contributes to the faster professional and personal development of a young person, with a total respect for their freedom. Coaches support them in looking for creative and effective solutions of problems as well as independent and responsible activities.

Personal integrity, harmonious development and understanding others affect the readiness to create dynamic teams being the source of good changes in their environments.

Additional information

- The first edition of Silesianum Professional took place in February 2006. In October 2010, the 7th course edition will start, while another one is planned in one year's time.
- Workshops, audits, simulation games and training sessions are conducted by Polish and French industrial consultants.
- Participation in the programme is for a fee; at the same time, being companies' employees, the participants receive remuneration throughout the programme duration.

What does the enterprise gain?

- **Faster employee's professional development and performance**, thanks to professional coaching and permanent contact of coaches with the enterprise.
- **Tangible benefits and preparation of a young engineer for future professional challenges**, thanks to completing one or several industrial missions.
- **Use of the knowledge acquired by the employee in practice**, thanks to the applied methods of education.
- **Training adjusted to the requirements at various work positions and needs**, thanks to a suitably elaborated syllabus.
- **Active participation in the recruitment process**, thanks to a possibility of employing young engineers who want to achieve personal mastery in their professional life, who are creative, open to the world and other people's needs.

What does a young engineer gain?

- **Training:** raising competencies in the area of improving production processes as well as communication and HR management skills.
- **Individual coaching:** accompaniment in professional and personal development.
- **Employment in a company characterised with a high industrial culture:** "smooth entry" into the industrial world, professional experience and confrontation of the acquired knowledge with practice.
- **Industrial mission to be completed:** becoming acquainted with the specific nature of the company's activity and developing skills in the area of project management.
- **Contacts:** a possibility of meeting persons working in a given industry.
- **Silesianum Professional certificate:** a document confirming participation in the programme, co-signed by the renowned French technical college, ICAM.

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