Gantt Chart - HR Award

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PROPOSAL	ANTICIPATED START OF PROPOSAL	ASP - which month should the proposal start in	ANTICIPATED END OF PROPOSAL	AEP - Number of months during which the proposal should be conducted	REAL START OF PROPOSAL	RSP - which month does the proposal starts in	REAL END OF PROPOSAL	REP - which month does the proposal ends in	12/2020	03/2021	05/2021	07/2021	09/2021	11/2021		01/2022	03/2022	04/2022	05/2022	07/2022	08/2022	10/2022	11/2022
Strengthening of recruitment and selection process (1)	01/2021	2	06/2022	18	12/2020	1		11															1
trengthening of recruitment and selection by OTM-R requirements, creation of a recruitment and selection handbook for department heads, adjustments in advertisement template, adjustments in the candidate buduction form for higher transparency, taking into consideration situation of pagintant from abroad official plementation of principles 14-20 from the Charter and Code into the handbook, question on the perception of the gender equality solutions in the worsplace, posting job advertisement on the Eurawess (13).	01/2021		09/2021		12/2020																		
Cooperation on university's OTM-R policy (1b)	01/2021	2	09/2021	9	02/2021	1		11								Н	Ш	Н		Н			
Cooperation on Adjustments of Regulations on Competitive Selection Procedures - according to OTM-R (1c)	01/2021	2	06/2022	9	02/2021	2		10															
(Post)doctoral school (2)	12/2020	1	09/2022	18 22	12/2020	1		10 11															
Promotion of (post)áloctural school and participation of early-stage researchers, creation of (post)áloctural website and other documents, general definition of dissertation topics according to department profiles, comprehensive presentation of Pla Usatice (presentations unifice and diffice), support Pla Students and postdoctural researchers in departmental and foculty meetings and support them in sharing (2a)	12/2020	1	06/2021	7	12/2020	1	06/2021	7						1000±1111		3///3//							
Support of the emerging (post)doctoral school, setting up and realization of the Publishing Skills course, poor in discussions about self-presentation and self-education, support in improving English skills for PhD udents, development of the emetrion givesting PhP Students and postdoctoral researchers - HR with team emembers will share best practice in (post)doctoral school with specialists from other universities, approaching supervisors to participate in workshop for supervisors, familiarization of PhD students and postdoctoral researchers with new notions and platform of research or the FeE MU (2b)	12/2020	1	06/2022	19	12/2020	1		11															
Design and piloting of the conception of support for the professional guidance of early-stage researchers (career development plan, publication portfolio, etc.)	01/2021		09/2022		01/2021	-																	
and setting rules for the appointment of post-doctoral positions (2c) Creation of the new approach to the onboarding process (3)	02/2024	2	00/2022	22	-	2		10															
	03/2021	4	09/2022	19	01/2021	2		10	1 0		Н												
proving of the approach to the onboarding, checklist creation for heads of department and employees for assess checking of the onboarding process, fimiliarization with important information related to the introduction to the activities of support departments and basic conception of their activities, creation of Buddy/Mentorring system for quick workplace induction, monitoring of SO (international support office) services (3a)	03/2021	4	12/2021	10	01/2021	2		10															
Creation of a handbook for new heads of departments as a part of the oboarding to the new role (3b)	08/2021	9	12/2022	17	08/2021	9		3		Ш													
Improving the quality of the employee evaluation process (4)	01/2021	2	09/2022	21	02/2021	3		9															
mproving the quality of the employee evaluation process, creation of internal document for connection of cesses of remuneration, motivation, learning and development with the employee evaluation, creation and munication of the overview of parameters of employee evaluation, including information about employee plustion to the adjusted onbourding process, heads of departments and HR employees will undergo training in employee evaluation (4)	12/2020	2	09/2022	21	02/2021	3		9															
Strengthening employee knowledge and skills through training (5)	12/2020	1	09/2022	22	12/2020	1		11															
ining in leadership and management skills for heads of academic departments, managerial skills, effective leadership, employee evaluation (5a)	12/2020		09/2022		12/2020	_																	
Project management training (5b)	12/2020	1	03/2021	4	12/2020	2		10							08////	3///3//							
Publishing skills training for early-stage researchers (5c)	12/2020	1	09/2021	10	12/2020	1	05/2021	- 11								П	П			Ш			
Training in recruitment and selection (5d)	12/2020	1	03/2021	4	01/2021	2	10/2021	10															
Gender equality awareness training (5e)	10/2021	11	03/2022	6	08/2021	9		3												Ш			
Public relations training (Sf)	04/2021	5	09/2021	6	01/2021	2	05/2021	5	1 0														
t skills training for heads of departments, effective communication, presentation, time-management (5g)	04/2021 12/2020	5	09/2022	18	01/2021	2	01/2021	10															
Higher education legislation training (5h) Human resources training (employee motivation, employee evaluation, effective communication) (5i)	12/2020	1	09/2022	4	01/2021	1	01/2021	2															
Strategy management training - personal strategy, onboarding (5))	12/2020	1	09/2021	22 10	01/2021	2	06/2021	10			Н				08///	*//*/				3//2		Н	
Raising gender awareness (6)	02/2021	,	03/2022	14	02/2021	2		9												П			
sing gender owareness at RoE.MLI, pender equality owareness training—focusing on raising awareness of tapic of gender equality—see training above, identifying and encouraging women with the potential for cressful habilitation to start the process and asking women in research to present their research returns presenting intensive parental support during parental levev, regular adaptation of the language of internal ultimost to gender-inclusive injuragiose, including a question on the perception of gender equality solutions workplace in the selection process—see recruitment and selection part, implementation of the rule of a gender-industrial committee whenever possible (60).	02/2021		03/2022		02/2021																		
Cooperation at the University level on preparation of the Gender Equality policy (6b)	02/2021	3	03/2022	14	02/2021	3		9												Н			
Support of publishing activities (7)	01/2021	3	12/2021	14	01/2021	3		9										Н		Н			
Support of publishing activities (7)	01/2021	2	12/2021	12	01/2021	2		10									П	Н		Н			
Promotion of tools supporting publishing activities and excellent research results, annual updates of the ument Publishing Support Strategy at 76 MU, visibility of the Black list of predatory journals, creation and romention of proofreaders' profiles, infographics of marketing support services and publishing services,	01/2021																			Ш			
resentation of excellent research results on the FOE MU website in section on Research and development, realization of information events in intellectual property and co-autorship (7a)		,	12/2021	12	01/2021	,		10										1					
resentation of excellent research results on the FoE MU website in section on Research and development, realization of information events in intellectual property and co-autorship (7a)	01/2021	2	12/2021	12	01/2021	2	06/2021	10	_														
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