







Authors

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Suitability of this case to the ApprEnt definition of HEA

Workplace/ training	Mentoring	Remuneration	Formal programme	Certification	Contract/ Agreement
					

Evaluation of how the programme/practice reaches the following goals Scale: 1 = not at all; 2 = very little; 3 = somewhat; 4 = well; 5 = very well

	1	2	3	4	5
i. Enhances relevant working life skills and qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ii. Promotes professional growth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
iii. Develops learning environment practices as a whole	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
iv. Develops work-based learning practices and materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
v. Improves work performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
vi. Improves tutoring and mentoring practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
vii. Enhances University-Business collaboration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
viii. Showcases potential aspects for programme standardisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Title

TSE exe (Turku School of Economics Executive Education and Development)
BTA – Business Talent Academy

Description

Model

N/A

Best practice

Business Talent Academy (BTA) is a development programme for **potential future key personnel**, focusing on improving and strengthening their business competence.

- The programme is executed in cooperation between 5-7 organizations, e.g. 1-3 persons from each company (selected by companies management/HR), max. 22 participants.
- The organisations involved form a steering group which sets, assures, and follows the given objectives of the programme.
- The programme starts with preliminary interviews and group discussions per organisation

The programme aims **to increase capabilities to strategic thinking, future thinking and innovativeness and to further develop managerial skills** – all these according to each participant company's own goals.

- Thus, the programme **supports the overall business development and renewal capabilities** in each participant company.

One of the key methods used in the BTA programme is the **peer mentoring** process:

- Participant pairs act as **sparring partners for each other** during the BTA-programme;
- **Peer mentoring** is a method in which the aim is to share knowledge, skills, information and perspective to foster the personal and professional growth of another, equal partner;
- Using your pair as a **mirror** when reflecting on your own development.

The programme includes both a development project which is conducted in the course of the participant's work and a personal development plan to secure continuous personal growth possibilities.

The programme gives ECTS credits. The credits can partly be utilized while taking part in TSE exe's EMBA and JOKO programmes (planning and pricing are done separately and on an annual basis).

The programme includes e.g. 11 classroom days, peer mentoring, individual development reports, networking and learning from each other, both within each company and among all group participants. Detailed contents will be planned together with participant companies.

Challenges: Gathering the companies to participate.

Strengths: The multidisciplinary network (=participants), best practice sharing, personal growth path, as there are few participants per company → buy-in for new ideas and implementation is smoother, wide University network of professionals, experts and external trainers.

Weaknesses: Continuous development to further deepen the content and thus to make sure the accurate phenomena and current business topics are addressed.

Feedback from users

Feedbacks given by BTA2017-participants

Comments on the overall evaluation:

- "Varying methods supported the learning. Company visits provided a view on how other organizations work and ideas for development [...]"
- "Discussion with other participants and their insights were as important as much as the instructors' contents. Diverse groups of professionals made the discussions lively and beneficial for personal development. The programme was good and it helped think maybe from a bit different angle [...]"
- "I'm glad that I had a chance to participate in this training. A good and compact training package overall. [...]"
- "I think that I learned multiple things and the structure was good. [...]"
- "The training was brilliant and there are no words that can praise it enough."

Comments on the peer mentoring process:

- "Interesting and useful concept. It would have required more effort to work properly. The discussions improved towards the end of the program and the last was perhaps the most mentoring one. [...]"
- "A new, but interesting mentoring method. Similar reflections are too seldom done within one's own organization while the value of them is obvious. [...]"
- "The peer mentoring process was an efficient tool to reflect your ideas and thoughts with someone who is coming from the outside of your own organization. I'm convinced that we try to continue this process in the future too."

Comments on the highlights and the most useful learnings of the programme

- "Leadership: Great leaders are authentic and trustworthy. Their words and actions are not conflicting. It's important to find an existential purpose (everyone should figure it out individually). [...]"
- "I think that each module included useful learnings and I wouldn't highlight any in particular, since all of them are applicable in different situations. [...]"
- "Getting to know people from other companies and sharing thoughts and ideas with them. Ideas on how to measure things, balance scorecard; ideas for managing work (leading people) etc. [...]"
- "Difficult to point out the most useful learnings because there were so many good topics. [...]"
- "It was plenty of useful learnings in the programme. In my opinion, the highlights were Strategy Discussions and Balanced Score Card. [...]"
- "'Leading high performance' was a very inspiring and good session. But 'Creating value through solutions' was probably the most useful one to me as it gave me a new perspective on our own business and actually influenced the setup and conclusions of my development report significantly. [...]"
- "Business visits and all the learning I got along the way."

Relevance and Transferability

N/A

Comments

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