

Title of BIP:

Resilience and agility, a transformative power for a dynamic, and forward-thinking workforce

General information

Objectives and Description

Objectives:

Knowledge and insight:

- The participants will achieve a mission within enterprises concerning resilience, flexibility, and agility as critical skills for the future workforce
- The participants will apply their knowledge and benefit the experiences of professionals while solving HR challenges

Soft skills:

- The participants will prove to be open minded in trans-cultural settings
- They will learn from other cultures and encounter other cultures respectfully
- The participants will communicate in English in a cross-cultural professional context

Description:

The World Economic Forum highlights resilience, flexibility, and agility as critical skills for the future workforce, ranking them alongside analytical and creative thinking. These "RFA" skills empower individuals to manage change, cope with uncertainty, and maintain focus, contributing to sustained high performance.

Resilience and agility aren't isolated traits; they are deeply interconnected and mutually reinforcing. Resilience provides the bedrock of stability and the inner strength to navigate uncertainty, while agility offers the flexibility, adaptability, and speed to capitalize on new opportunities and respond effectively to challenges. Together, they create a powerful synergy that transforms a workforce into a dynamic, forward-thinking engine for innovation and success in an ever-changing world.

The participants of BIP2026 will discover that resilience and agility move a workforce beyond simply reacting to changes and challenges. They empower individuals and teams to anticipate, adapt, and even leverage disruptions as opportunities for growth and innovation. This is a fundamental transformation in how work is and will be approached.

Methods and outcomes:

Methods:

- lectures, e-lectures, debates, workshops, onsite team work, virtual teams

Outcomes:

- Podcasts and reports

The participants operate effectively within a multicultural team environment demonstrating team-building and intercultural communication skills

Field of Education: HRM

Target audience / Participants profile: Students (bachelor, Master, PhD Candidates), professors and staff

No of ECTS issued: 3

Language of instruction and requirements: English

Dates for physical activity:

1-5 IUNIE 2026

Location of physical activity:

FEAA, Pestalozzi 16 street
UVT Parvan 4 street
COMPANIES/ INSTITUTIONS located in Timis region

Dates for virtual and physical components:

Week 1: 27-29 April 2026

Week 2: 27-29 MAY 2026

Week 3: 01-05 JUNE 2026

Physical & Virtual Components Description:

Week 1 virtual

Online lectures delivered by international/ national/local scholars
Online trainings delivered by international HRM experts
Companies presentation and challenges

Week 2 virtual

Online lectures delivered by international/ national/local scholars and HRM experts
Individual research

Week 3 physical

HRM laboratory in mixed teams
Final presentation of outcomes by each mixed teams in front of an international jury

Organizing Board

Receiving/Host university:

Universitatea de Vest din Timișoara, Romania
West University of Timisoara
Faculty of Economics and Business Administration, Romania

Coordinator:

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Detailed programme

During the programme virtual and physical components , the project will have guest lecturers and speakers from universities and HRM experts from different countries : **USA, UK, Switzerland, Portugal, France.**

1.Planned activities during Virtual Component:

Week 1

27-29 APRIL 2026

Get to know each other-teambuilding (ice breaker)

Online lectures delivered by international/ national/local scholars

Online trainings delivered by international HRM experts

Companies presentation and challenges

Week 2

27-29 MAY 2026

Online lectures delivered by international/ national/local scholars and HRM experts

Individual research

2.Planned activities during Physical Component:

1-5 JUNE 2026

1st day:

Get to know each other - teambuilding

Timisoara city tour

2nd day:

Visiting companies- working in mixed teams for the challenges from the companies

HRM Classes

Teamwork

3rd day:

Visiting companies- working in mixed teams for the challenges from the companies

Teamwork

4th day:

Team work presentations to other groups

Teachers feedback

Outcomes

Final presentations to companies and teachers

5th day:

Extracurricular activities

Application procedure

fill in application form available here: *to be generated later*

