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ENACT Final Dissemination Conference: A Resounding Success!



PROJECT PARTNERS



Field Monitoring Visit of EU Partner Universities (March – May 2023)

The EU partners had a field monitoring visits to Sri Lankan partner universities between March and May 2024.

The primary objective of this visit was to ensure that project activities were proceeding as expected and to provide feedback and solutions for any potential nonconformities.

The monitoring visit schedule was as follows:

SL Partner Universities	IST	University of Göttingen	Masaryk University	Varna University of Management
University of Ruhuna	21 st – 22 nd March 2024			
University of Moratuwa	19 th – 20 th March 2024			
University of Peradeniya				29 th – 30 th April 2024

Eastern University, Sri Lanka		29 th – 30 th April 2024		
Sri Lanka Technological Campus				25 th – 26 th April 2024
Rajarata University of Sri Lanka			2 nd – 3 rd May 2024	

The presence of EU colleagues during the visit provided valuable guidance, enhancing the collaboration and offering strategic insights to support the Sri Lankan partners in developing future activities under the project.

Monitoring Visit at Eastern University, Sri Lanka

Mr. Netra Bhandari from the University of Göttingen visited Eastern University, Sri Lanka, on the 29th and 30th of April 2024. During his visit, he met with the project team members, university management, staff of the International Affairs Division, and the Non-Academic Staff Development Centre (NASDC) and discuss the project's progress, implementation, future activities, and sustainability.

A significant aspect of the visit included Mr. Bhandari's inspection of the NASDC and the equipment purchased under the ENACT project. He also reviewed documentation related to project activities under Work Package 03, based on self-assessment report.

As part of his visit, Mr. Bhandari conducted a workshop for non-academic staff members on the topic "Internationalization of Higher Education: European

Perspectives.” He also engaged in discussions with prospective students and faculty members about opportunities for study and research in Germany.



Field visit of EU partners of ENACT project to University of Moratuwa

Mr. Rui Mendes, the Director - Human Resources and Ms. Ana Agante Lucas, Training and Development Unit Coordinator – Human Resources of the Instituto Superior Technico (IST) of University of Lisbon, Portugal representing the EU partners visited the University of Moratuwa (UoM) on 19th and 20th March 2024. A comprehensive report of Self-Assessment by the University of Moratuwa and EU Peer Assessment by the Tecnico Lisboa which reflects the activities carried out by the University including the multiplication training sessions conducted for the non-academic staff of UoM, establishment and the tasks of the Non-academic Staff Development Cell of UoM, formulation of the Non-Academic Staff Training and Development Strategy of UoM has been submitted to the above reviewers.

In addition to assessing the activities of the ENACT project carried out at the University of Moratuwa, the EU members also visited the facilities established at the University to conduct staff training programmes. There had been some productive discussions with the Vice-Chancellor, Deputy Vice-Chancellor, Director/Staff Development Centre, Director /International Relations, the ENACT Project Team, and the Administrative /Financial Officers of the University on the implementation of the non-academic staff developmental strategies in the University, during their visit.





Monitoring Visit at Sri Lanka Technology Campus (SLTC)

On April 25th, Prof. Todor Radev, President/Rector of Varna University of Management (VUM), Bulgaria, and Ms. Christina Armutlieva, Director of International Cooperation at VUM, paid an official visit to SLTC Research University. This visit was conducted as part of the monitoring activities for the ENACT project, an Erasmus+ initiative aimed at enhancing governance, management, and reform in Sri Lankan universities through non-academic staff training.

During their visit, Prof. Radev and Ms. Armutlieva engaged with key SLTC representatives to review the progress of ENACT-related activities and discuss its impact on institutional development. The discussions focused on the implementation of training programs, the establishment of sustainable structures for non-academic staff development, and the alignment of SLTC's initiatives with the broader objectives of the ENACT project. Their visit underscored the importance of international collaboration in fostering institutional excellence and driving reforms in higher education governance.



Field Monitoring Visit: Enhancing Governance, Management and Reform in Sri Lankan Universities through Non-Academic Staff Training (ENACT) Project (27 June 2024 - 5 July 2024.)

As part of the ongoing monitoring efforts under the Erasmus+ Capacity Building in Higher Education (E+CBHE) action, the European Education and Culture Executive Agency (EACEA) conducted a field monitoring visit for the ENACT Project on **27 June 2024** and **5 July 2024**.

The purpose of this visit was to assess the activities undertaken, review the outcomes and deliverables achieved thus far, and address any challenges faced during project implementation. This initiative aimed to ensure smooth progress and identify solutions to potential issues.

On **27 June 2024**, **Ms. Elisabetta Necco**, an independent external evaluator, met with the ENACT project team members from Sri Lankan partner universities at the **Oak ray Hotel, Kandy**. During this in-person evaluation, she focused on the project's performance, particularly on its results, including outcomes, outputs, and impact.





Following this, on 5 July 2024, **Mr. Eugenio Delfino**, the Project Officer for the ENACT Project at the EU Agency, and **Ms. Elisabetta Necco** engaged in discussions with coordinators from Sri Lankan partner universities and other project stakeholders at the premises of **European Union Delegation, Colombo**. Both expressed their immense satisfaction with the project's implementation and its alignment with the intended objectives.

ENACT Final Dissemination Conference 2024

Bandaranayake Memorial International Conference Hall, Sri Lanka (19th November 2024)

The ENACT Final Dissemination Conference 2024 took place on November 19, 2024, at the Ruby Hall, BMICH in Colombo, attracting a diverse audience of scholars, policymakers, university leaders, stakeholders, and project team members. The event explored the theme: "Creating Sustainable Change: Enhancing University Governance and Management by Empowering Non-Academic Staff."

Ceremonial Opening

The conference began at 9:00 a.m. with the ceremonial lighting of the traditional oil lamp, symbolizing a bright start to the day. Prof. Veranja Karunaratne, Vice Chancellor of Sri Lanka Technology Campus (SLTC), extended a warm welcome to the attendees. This was followed by an address from Prof. Vallipuram Kanagasingam, Vice Chancellor of Eastern University, Sri Lanka, representing the coordinating institution.





Chief Guest Address

Dr. Johann Hesse, Head of Cooperation at the Delegation of the European Union to Sri Lanka & Maldives, delivered the Chief Guest Address, emphasizing the pivotal role of international collaboration in strengthening university governance.



Keynote address

Among the highlights was the keynote by **Senior Prof. H.H.D.N.P. Opatha**, an acclaimed Human Resource Management expert, who shared valuable insights into achieving and sustaining personnel excellence in higher education.



Panel Discussions: Spotlight on Global Competencies and Best Practices

Two engaging panel discussions enriched the conference, bringing fresh perspectives to key challenges in higher education:

1. Building Global Competencies: The Role of Internationalization in Higher Education

- Moderated by Dr. Nanda Gunawardena, President, DreamJ Campus.
- Panelists:
 - Mr. Rui Mendes, Director of International Affairs, Técnico Lisboa / IST, Portugal.
 - Ms. Violeta Osouchova, Director, Centre for International Cooperation, Masaryk University, Czech Republic.
 - Prof. Anoma Abhayaratne, Senior Professor in Economics, University of Peradeniya.

2. Driving Excellence: Best Practices in HR, Financial Management, Soft Skills, and Leadership

- Moderated by Ms. Senani Kalugama, Registrar, University of Ruhuna.
- Panelists:

- Ms. Ana Lucas, Coordinator, Training and Development Center - Técnico Lisboa / IST, Portugal.
- Ms. Violeta Osouchova, Director, Centre for International Cooperation, Masaryk University, Czech Republic.
- Ms. Christina Armutlieva, Director of International Cooperation, Varna University of Management, Bulgaria.
- Prof. Vallipuram Kanagasingam, Vice Chancellor, Eastern University, Sri Lanka.

These discussions offered actionable strategies for global competencies, institutional performance, and leadership in higher education.



Celebrating ENACT Achievements and Future Directions of the ENACT Project

The **Achievements and Key Outcomes** of the ENACT project were presented by **Ms. Nishanthi Nirumithan**, Project Coordinator, and **Ms. Christina Armutlieva**, Director of International Cooperation at Varna University of Management, Bulgaria.

Dr. Lalith Senarathna, ENACT Project Coordinator at Rajarata University of Sri Lanka, concluded the session with a comprehensive summary and outlined the project's **way forward**, highlighting the next steps in advancing its goals.



Broad Participation

The event witnessed enthusiastic participation from more than 50 external attendees and 40 internal representatives from European and Sri Lankan ENACT partner universities. This vibrant mix of stakeholders created an environment rich with collaboration and exchange of innovative ideas.





Acknowledgments



The ENACT Final Dissemination Conference 2024 was successfully hosted by SLTC under the guidance of Dr. Lakshitha Pahalagedara, Dean of the Faculty of Postgraduate Studies and Research at SLTC and ENACT Coordinator. Dr. Pahalagedara also delivered the vote of thanks, expressing gratitude to everyone who contributed to the event's success.

The event was flawlessly compered by Harendra Koralage, Manager of the Program Management Unit at SLTC, and executed with the dedicated efforts of Irandi Munasinghe, Senior Executive - International Relations and Grants, alongside the committed teams from the Office of International Affairs and Human Resource Department at SLTC. A special note of appreciation goes to the entire ENACT family for their remarkable contributions, which were pivotal in making this event a resounding success.

A Transformative Journey

The ENACT project, an Erasmus+ initiative, is committed to transforming university governance in Sri Lanka by empowering non-academic staff. This conference served as a dynamic platform to:

- Showcase innovative practices in university governance.
- Facilitate the exchange of ideas among experts and stakeholders.
- Discuss sustainable strategies to advance higher education management.

A key highlight of the event was the presentation of a transferable model for sustainable professional development of non-academic staff, a groundbreaking achievement of the ENACT project. This model acts as a blueprint for fostering

excellence, capacity building, and institutional growth, offering a practical framework for elevating governance and operational standards.

Participants had the unique opportunity to:

- Engage deeply with cutting-edge practices.
- Share experiences and insights.
- Collaborate on actionable strategies for achieving long-term sustainability and growth in higher education management.

A heartfelt thank you to all the speakers, panelists, and participants for their invaluable contributions to the success of this remarkable event!



ENACT Final Project Management Meeting 2024

University of Peradeniya, Sri Lanka

(21st November 2024)

The Final Project Management Meeting of the ENACT project took place on November 21, 2024, in the Senate Room of the University of Peradeniya. This meeting, as outlined in Deliverable 6.6 of the ENACT project proposal, was a working session of the Project Management Committee involving transnational mobility. Its primary focus was to ensure the successful completion of the project, as well as the sustainability and further extension of its outcomes.

The meeting was inaugurated by Prof. Terrance Madhujith, Vice Chancellor of the University of Peradeniya, who delivered the inaugural address. Prof. Anoma Abhayaratne, Coordinator of ENACT at the University of Peradeniya, welcomed the participants with a warm address. The Registrar of the University of Peradeniya also attended the inaugural session.

The following matters were discussed and reviewed at the meeting:

- Technical and financial implementation and reporting
- Discussion on Final Training Curriculum
- Quality Framework and Progress Review: Achievements, Risks, and Recommendations
- Planning for Sustainability and Exploitability Enhancement Measures, including the ENACT Sustainability Strategy
- Next Steps and Allocation of Responsibilities for Final Report

Altogether, 25 participants from EU and local partner universities attended the meeting and provided valuable insights.



Multiplication Training Programs at Eastern University, Sri Lanka

Following the transnational training program held at Instituto Superior Técnico (IST), Portugal on the theme of Soft Skills and Diversity, Eastern University, Sri Lanka conducted five multiplication training sessions on the following topics:

- 06 March 2024 - Communication Skills
- 21 March 2024 - Equality, Diversity, and Inclusion
- 21 March 2024 - Time Management
- 22 March 2024 - Change Management
- 01 November 2024 – Leadership

A total of 71 administrative and non-academic staff participated and benefitted from these training sessions. The sessions were facilitated by the trainers who obtained training at Instituto Superior Técnico (IST), Portugal, including Mr. M.M.M. Fareez, Mrs. N. Nirumithan, Mr. A. Pahirathan, Mr. V. Navirathan, and Prof. V. Kanagasingham. Post-training assessments revealed highly positive feedback:

- 89.3% of trainees found the training content effective.
- 94.9% of trainees rated the training delivery as effective.
- 95.7% of trainees expressed satisfaction with the level of engagement during the sessions.

These sessions have significantly enhanced the capacity of administrative and non-academic staff, supporting institutional efforts to maintain and improve professional excellence.



Multiplication Training Programs at University of Moratuwa, Sri Lanka

Multiplication Training on “Modern practices in Human Resource Management, University Administration, and Financial Management” (14th March 2024)

In compliance with the project deliverable WP3.2, the University of Moratuwa (UoM) conducted two multiplication training sessions for a total of 31 non-academic staff members representing the divisions of Academic Establishment, Academic and Publication, Finance, Internal Audit, and Supplies. The two sessions were held on 14th March 2024 (Morning and Evening) at the Non-academic Staff Development Cell of UoM.

The Administrative/Financial officers of UoM who have been trained as trainers at the transnational training programme on “Modern practices in Human Resource Management, University Administration, and Financial Management” held at the University of Göttingen, Germany in January 2023 were the resource persons of the two sessions. The knowledge and skills gained by them on the transnational training programme have been used to plan and prepare the multiplication training sessions including preparation of the training material.

During the morning session, Ms. Visaka Kulasekara/Deputy Registrar conducted the training covering some important aspects of Modern Human Resource Management (HRM) practices while Ms. Shashi Perera/Senior Assistant Registrar trained the participants on Legal Framework and Governance of a University/Higher Education Institute (HEI) in Sri Lanka.

In the evening session, the participants were trained in the aspects related to Financial Management as well as Project Management & Risk Management.

The trainer Ms. M.N. Anushika/Assistant Bursar covered the basics of Financial Management of a University/HEI while Ms. Eashani Pathmaratne/Assistant Bursar trained the participants on the Procurement and payment procedures followed in the University. Participants were also trained in Project Management and how to manage risks during the implementation of a project by Ms. Sudeni Peiris/Deputy Internal Auditor.

At the end of each session, the participants were given the opportunity to get their matters related to Human Resource Management and Finances clarified from the resource person through a Q&A session. Feedback of the trainees on the sessions were obtained through a questionnaire developed by the ENACT team/UoM to evaluate the session with respect to the clarity of the content, relevance, organizing, preparedness of the trainers, time allocation, applicability of the content to the duties, trainee engagement, and overall effectiveness.

100% of the participants of the morning session on 'HRM, Legal framework and governance of University/HEI' were agreed/strongly agreed that the session was effective in overall while 97% of the participants of the evening session on Finances agreed/strongly agreed on the overall effectiveness of the session. The comments and the feedback received for each session will be progressively used in developing the forthcoming training sessions.

The training sessions were organized and coordinated by the ENACT team of the University of Moratuwa.



Multiplication Training on “Soft Skills” (15th March 2024)

In compliance with the project deliverable WP3.3, the University of Moratuwa (UoM) conducted two multiplication training sessions on ‘Soft Skills building’ for two groups of non-academic staff of the University. The first session was held on 14th March 2024 at the New Classroom Block, UoM covering the aspect on “Communication Skills” while the second session on “time Management” was held on 15th March 2024 at the Non-academic Staff Development Cell of UoM.

The Administrative/Financial officers of UoM who have been trained as trainers at the transnational training programme on “Soft-Skills and Diversity” held at the Instituto Superior Tecnico, Lisbon, Portugal in November 2023 were the resource persons of the two sessions. The knowledge and skills gained by them on the transnational training programme have been used to plan and prepare the multiplication training sessions including preparation of the training material.

The session on “Communication Skills” was conducted by Mr. Dishan Jayantha, Registrar & Coordinator/ENACT at UoM. The staff who regularly interact with the external and internal customers have been selected as participants in the training session. Accordingly, the staff of the Security Division, Marshals, staff from the divisions of General Administration, Capital Works & Services, and Finance, for a total of 30 non-academic staff members have been trained at the session. The session was followed by a group activity where the participants were given different case studies to discuss and propose effective communication strategies to address the given practical scenario. The group leaders presented their findings and feedback was given by the resource person on their presentations.

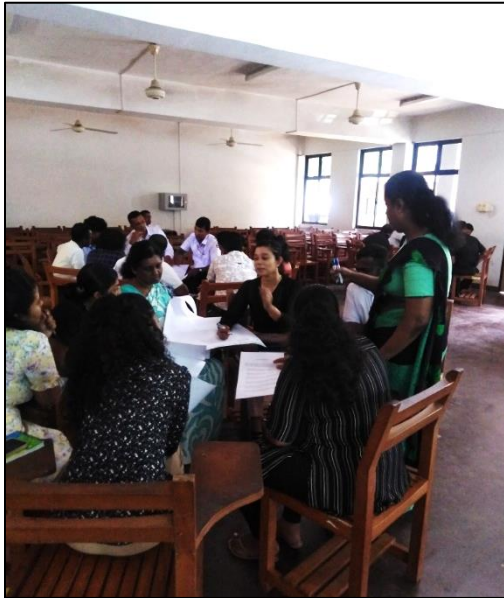
The second session was based on “Time management” which is another important soft skill that the participants need to get trained on was held on 15th March 2024 at the Non-academic Staff Development Cell of UoM. Ms. Dineshi Nandasena/Deputy

Registrar conducted the session by giving special attention to prioritizing tasks, allocating time efficiently, and meeting deadlines, resulting in improved productivity and reduced stress at work. A total of 32 non-academic staff members representing the Divisions of Examinations & Registration, Capital Works & Services, and Finance attended the training session.

At the end of each session, the participants were given the opportunity to get their matters related to Communication Skills and Time Management clarified from the resource persons through a Q& A session. Feedback of the trainees on the sessions were obtained through a questionnaire developed by the ENACT team/UoM to evaluate the session with respect to the clarity of the content, relevance, organizing, preparedness of the trainers, time allocation, applicability of the content to the duties, trainee engagement, and overall effectiveness. 100% of the participants of the session on 'Communication Skills' were agreed/strongly agreed that the session was effective in overall while 97% of the participants of the 'Time Management' session agreed/strongly agreed on the overall effectiveness of the session. The comments and the feedback received for each session will be progressively used in developing the forthcoming training sessions.

The training sessions were organized and coordinated by the ENACT team of the University of Moratuwa.





Multiplication Training Programs at Sri Lanka Technology Campus

Case study based interactive Workshop on Change Management (04th April 2024)



Cosponsored by ERASMUS+ ENACT Project funded by European Union to enhance the administrative capacity of universities in developing countries by providing trainings and exposure to the administrative work forces, an interactive case study-based workshop on change management was conducted by renowned corporate trainer and chartered marketer Mr. Deepal Sooriyaarchchi on 4th April 2024 at SLTC.

The workshop spanned 4 hours starting at 10.00 a.m. The higher-level administrative staff including the Consultant, Head of Academic Affairs, Deans and HoDs, Head of QA, Registrar, Bursar and the Librarian participated in the workshop in addition to the lecturers in all levels and the Staffs of Registrar Office, Finance, Library participated in the workshop.

Content of the workshop was important and applicable to the SLTC contemporary environment and the presenting style was really attractive. The participants portrayed their continuous enthusiasm and content absorption from the beginning to end. According to the participants feedback this workshop was one of the very successful training sessions held during this year in SLTC.



Maximizing Efficiency: Practical Tips from 'How to Work Smarter, Not Harder: Save Time' Workshop" **(16th February 2024)**

The ENACT Team at SLTC recently hosted an engaging workshop on 'Time Management' for its nonacademic executive staff. This workshop was conducted following the participation of ENACT team members in a Training of Trainers (ToT) session held in Lisbon, Portugal, in November 2023. Held on Friday, February 16,

2024, the session aimed to equip attendees with practical strategies to optimize their use of time for enhanced personal and professional success.

Conducted by Mrs. Kosambika Devendra, Registrar, and Hasitha Koralage, Librarian, the workshop delved into the art of working smarter, not harder. Attendees were treated to a wealth of insights on prioritization, task delegation, and effective time allocation, all geared towards maximizing productivity without sacrificing quality.

The interactive nature of the workshop fostered an environment of collaborative learning, allowing participants to share their own experiences and challenges in managing time effectively. Workshop activities were based on different scenarios derived from real-life examples, and participants actively engaged by acting out various scenarios. Practical tips, such as minimizing distractions and implementing regular breaks to avoid burnout, resonated with attendees seeking actionable solutions to their time management dilemmas.

The success of the 'Time Management' workshop underscores the ENACT Team's commitment to fostering a culture of continuous learning and growth within the SLTC community. As we reflect on the lessons learned and look ahead to future initiatives, we remain dedicated to empowering individuals with the tools they need to thrive in today's fast-paced world.





Dissemination Activities of Eastern University, Sri Lanka

Awareness Sessions and Focus Group Discussions by the ENACT Project Team, Eastern University, Sri Lanka

The ENACT project team of the Eastern University, Sri Lanka, conducted awareness sessions for administrative and non-academic staff members at the Swami Vipulananda Institute of Aesthetic Studies (SVIAS) and Trincomalee Campus. These sessions aimed to share insights about the ENACT project and inspire participants to adopt a similar model within their respective organizations.

In addition, focus group discussions were held to identify the training needs of the participants and explore possibilities for conducting collaborative training programs with SVIAS and Trincomalee Campus. The discussions facilitated meaningful engagement and provided valuable input for designing targeted capacity-building initiatives.

A total of 32 participants from SVIAS and 19 participants from Trincomalee Campus actively engaged in the discussions, contributing valuable ideas and expressing their interest in developing a sustainable structure and strategic plan for non-academic training programs, while fostering stronger collaboration between the institutions.



Thank you for reading this edition of our newsletter. We hope you found the updates and insights valuable. As always, we appreciate your continued support and engagement.

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