

International Forum Meeting
22nd – 25th March 2018

Staff Exchange Pilot Scheme

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Summary of earlier meetings

Not the first time that we talk about the subject. What is already settled:

- Enthusiasm for the idea
- Sending party/participant pays the costs
- Sending party must also be a receiving party (not necessarily simultaneously)
- Participant must have a task to fulfill (cooperate actively with the receiving team, learning new methods/materials, researching of a certain topic)

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Program for today's session:

- Plenary: work in progress: what is already clear, what has to be settled?
- Discussion in smaller groups about starting points en question marks
- Plenary: sharing conclusions
- Plenary: drawing up a plan of action: who will do what, to make it possible to start per next season

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Why (goal)

Why do we want to offer an exchange option to our staff

What is the goal?

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For the applicant:

Horizon expansion which can contribute to:

- Increased motivation for someones own job
- Greater willingness to change

Learning new technics and methods

Improving someones language proficiency

Enlarging someones network

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For the receiving theater:

- Strengthening of network among colleagues
- Contributing to retaining craftsmanship
- Strengthening of coaching skills
- Feedback from a professional colleague with an outsider's view

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Website

Ideas for developing a kind of addition to the Opera Europa website (similar to a house exchange website) with the following information and search options....

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Profile of the receiving party

- Name of the theatre
- Participating departments
- Accommodation possibilities (can the theatre assist to provide shelter)
- Name and e-mail of the contact person
- Information about participating departments, like:
 - i. Address
 - ii. Number of employees
 - iii. General information
 - iv. Function(s) that are open to exchange
 - v. Any requirements
 - vi. Spoken languages
 - vii. Whether or not the possibility of non-simultaneous exchange
 - viii. Periods in which the department is open to a foreign colleague
 - ix. Minimum and maximum duration of an exchange

Cont....

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Cont....

Profile of the interested participant

- Profession
- Gender /age
- Contact person in his/her theatre
- Maybe number of years of experience
- Spoken languages
- Possibility for simultaneous exchange and whether, in that case, housing is available to the person who occupies his / her place during that period

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Search Terms to Find a Match

- Department
- Profession
- Country
- Period

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Feedback from the group

Next steps:

- Finalize content for web page
- How to apply
- Integration in Opera Europa's website