



POLICY OF KNOWLEDGE PROMOTION AND DISSEMINATION

FINANCE THINK cherishes a policy of advancement and dissemination of knowledge and skills. This policy is in force according to the following principles of knowledge dissemination, which are in accordance with the applicable national legislation, the European Charter for Researchers and the reputation requirements and changes in the environment of non-profit organizations.

Principles of knowledge promotion, dissemination and sharing in Finance Think

The policy of knowledge dissemination and sharing is an integral part of the overall system of governance and management of Finance Think.

1. Continuous capacity building

Finance Think is built upon the premise that the key to personal and organizational success is the continuous investment in employees' knowledge and skills.

Finance Think supports its employees in their endeavor to participate at various seminars, trainings, workshops and conferences that fall in the program domains of the institute. Applications submitted to events outside the program domains may be approved only if well justified. The latter, however, does not prevent submission of a personal application which is not endorsed by Finance Think nor affects the smooth work of the institute.

2. Internal team trainings

Finance Think invites external experts to train the team for specific skills. Such trainings usually take place within the premises of the institute. Participation of all employees is mandatory.

3. Internal knowledge dissemination

Finance Think practices any form of internal dissemination of knowledge obtained in any form obtained outside the institute and with the nomination of the institute.

Each employee participating at a seminar / training / workshop outside Finance Think is obliged to transfer the knowledge gained in a summarized form of the event to the other employees of the institute, at a specifically designed meeting. Such meeting is usually organized after an employee attended an event where he/she obtained new knowledge.

4. Internal skills sharing

Finance Think recognizes the specific skills embedded in each employee through the process of his/her formal education as well the skills obtained in the course of the work in Finance Think.

Finance Think supports narrow specialization of its employees, while recommending that the large picture devised by institute's program domains is never lost.

Finance Think cherishes an atmosphere where skills are shared among employees in any direction: from seniors to juniors, from higher-skill endowed to lower-skill endowed, between themes and the like.

5. Team building sessions

Occasionally, Finance Think organizes team building sessions. These are usually placed outside institute's premises, at a remote location to enable detachment from the everyday tasks and surrounding.

Usually, the topics of the team building sessions involve strategic plan, annual program of work, social cohesion of the team, but may also involve any of the previous forms of knowledge advancement, dissemination and sharing.