



# The special Edition of the WiTEC-Newsletter

## ABOUT WITEC

WiTEC - the European Association for Women in Science, Engineering and Technology (SET) was formed as a network in 1988 and after more than ten years of networking and project activities related to women and SET, established itself as a non-profit European association in May 2001.

[Visit our website](#)

## WELCOME



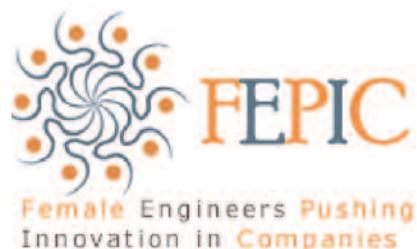
This edition of our newsletter is a special one. In the last issues you could follow the European Life long learning project **FEPIC - Female**

**Engineers Pushing Innovation in Companies.**

This project fosters creativity for innovation and leadership in scientific-engineering fields.

The WiTEC Association members decided to dedicate a special edition of the newsletter to this successful project.

We hope you enjoy reading the newsletter!



## ARTICLES



**The FEPIC-Project** - an overview  
...[more](#)  
(Page 2)



**The FEPIC Final Conference**  
Tallinn September 2010 ... [more](#)  
(Page 3)



**The FEPIC Training Tool** ... [more](#)  
(Page 4)



**The Training Tool in Practice**  
in the UK ... [more](#)  
(Page 5)  
and Sweden... [more](#)  
(Page 6)



**The female students benefit - Estonia** ... [more](#)  
(Page 7)



## NEWS & EVENTS

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Please visit  
the **WiTEC** member's web-sites  
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Please visit the **FEPIC**  
web-site <http://www.fepic.eu>  
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with the  
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# FEPIC - Female Engineers Pushing Innovation in Companies

[www.fepic.eu](http://www.fepic.eu)

## FEPIC fosters creativity for innovation and leadership in scientific-engineering fields.

As stated by the European Commission in "Progress towards the Lisbon objectives in education and training", competitiveness in the global economy will also depend on the number and competences of every country's scientific specialists. Furthermore, the number of graduates in scientific fields "should increase by at least 15% by 2010 while at the same time the level of sex imbalance should decrease".

Creativity and leadership can make a difference to cope with the increased complexity of future society. FEPIC wanted to face this challenge, producing an e-learning tool which is available online in 6 languages (English, Estonian, Hungarian, Italian, Polish, Swedish) to support more inclusive and equitable careers. The e-learning tool is freely available online.

FEPIC gathered information and resources from a wide network of universities, companies and associations. Moreover, the project promoted bottom-up collaborative implementation by collating meaningful experiences.

## Output

FEPIC produced an e-learning training tool to increase competences on creativity for innovation and leadership in a gender perspective.

The content of the modules was developed mainly by Italy (Leadership) and Malta (Creativity) along with the collaboration of all the partners of the project, including universities, companies and associations located in Estonia, Germany, Hungary, Italy, Malta, Poland, Sweden, United Kingdom.

An active role has played by 63 female students, spread among 7 countries. They were involved in all the phases of the project: from collating information, to monitoring, distributing and exploiting results.

The project has a direct impact on:

- students, who will increase their employability and entrepreneurial attitude;
- companies and other organizations, who will make contact with young women, allowing them to fully exploit their scientific background in a creative way and to take on a leadership position;
- universities, thus improving the quality of training and matching the needs of companies and society.

## Partners as National Coordinators:

Italy	<b>University of Bologna</b> - <a href="http://ilo.unibo.it">http://ilo.unibo.it</a>
Estonia	<b>Tallinna Tehnikaülikool</b> - <a href="http://www.ttu.ee">www.ttu.ee</a>
Hungry	<b>Pécsi Tudományegyetem</b> - <a href="http://www.pte.hu">www.pte.hu</a>
Malta	<b>University of Malta</b> - <a href="http://www.um.edu.mt/create/">www.um.edu.mt/create/</a>
Poland	<b>Warsaw University of Technology</b> - <a href="http://www.pw.edu.pl">www.pw.edu.pl</a>
Sweden	<b>Högskolan i Halmstad</b> - <a href="http://www.hh.se">www.hh.se</a>
United Kingdom	<b>Inova Consultancy</b> - <a href="http://www.inovaconsult.com">www.inovaconsult.com</a>

# The FEPIC final Conference, Tallinn September 2010

from **WiTEC association**

Under the umbrella of the **European Association for Women in Science, Engineering and Technology – WiTEC** - the FEPIC final conference took part at the Tallinn University of Technology (TUT) on 2nd September 2010 in Tallinn – Estonia.

Participants from 12 European countries visited the conference :

Austria, Estonia, Germany, Greece, Hungary, Italy, Malta, Poland, Spain, Sweden, UK and the Netherlands.

The conference was opened by **Tiia Randma, educational counselor of Estonian Chamber of Commerce and Industry**. She was speaking about "Entrepreneurship studies in Estonia".



The **WiTEC President Marina Larjos** welcomed the participants and presented the WiTEC e.V, the main topics and most important projects.



Then the project coordinator **Miretta Giacometti, the coordinator of the project, University of Bologna, Italy** presented the FEPIC project developments and also the next highlights of the conference.

"Female Leaders" as seen by **TUT students FOCUS GROUP** in FEPIC - **three female students** presented

together their very interesting results of interviews with female entrepreneurs about their success, conditions and also problems as women in the business world.



"Why do we speak about FEMALE entrepreneurs?" **Ülle-Marike Papp, Consultant of the Ministry of Social Affairs Estonia**, was asking. She is an expert of gender equality and gender mainstreaming issues.

Successful female entrepreneurs presented their innovations during the conference.



Kadi Pajupuu

Maila Hakala



Eija Pessinen



The FEPIC workshop which took part in the afternoon finished the conference with a presentation of the draft version of the **FEPIC training tool** to collect feedback from the conference participants.



## The launch of the FEPIC e-training tool

from **Miretta Giacometti** - FEPIC Coordinator  
WiTEC ITALY

From the beginning of October 2010 anyone interested in leadership and creativity can access the e-training tool produced within the FEPIC project at the website [www.fepic.eu/iwouldliketobealeader](http://www.fepic.eu/iwouldliketobealeader).

**"I would like to be a leader"** aims to provide an overview of competences and skills that people in a leadership position should have, paying special attention to creativity.

The tool gives students and people who are not familiar with leadership and creativity a flavour of what they are, stimulate them to go deeper into the topics, provide useful links and a bibliography; all in an engaging and interesting format.

People with an economics or business background might find some topics that are new to them and find others that they already know very well, and are described more fully on other specific sites.

The training is organized as a journey to the islands of an archipelago, each island being devoted to a different subject: creativity, problem solving, decision making, communication, emotional intelligence, team, networking etc.

The training tool is the result of the collaboration of universities, companies and associations members and of 63 female students in Engineers and IT from 7 countries. You can find their references on the website of the project: [www.fepic.eu](http://www.fepic.eu).

The training tool was presented as draft version at the Conference in Tallinn, on 2nd September 2010 to collect feedback from companies and university students.



The journey through the business world -cross the islands of knowledge

## Women and leadership – Using the FEPIC tool to support future female leaders

from **INOVA Sheffield - FEPIC partner UK**  
**WiTEC UK**

Why are there so few women in leadership positions? In the UK, women held 11 per cent of FTSE 100 directorships in 2008 (Sex and Power Report, Equality and Human Rights Commission). This figure is even lower among engineers – only around 9% of engineering professionals in the UK are women, let alone in leadership positions. These figures are similar across Europe.

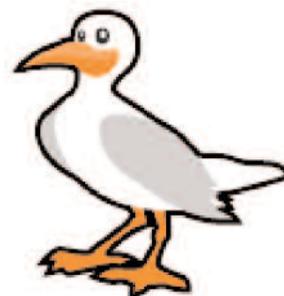
It has been shown through research that women face a variety of barriers in their career progression, both external and internal. FEPIC aims to inspire and motivate young female engineers to aspire to leadership positions by equipping them with knowledge about leadership skills.

What makes a good leader? Asking female students this question revealed that it can be very hard to pin down the exact qualities which make a leader. Four of the key points which came out from discussions were that leaders need to have vision, motivational skills, good communication skills and creativity. All the participants agreed that it was possible to acquire and learn leadership qualities.

### Developing leadership qualities

FEPIC's online training tool brings together a wealth of knowledge and experience about leadership to create a comprehensive and interactive guide. Articles, links, quizzes and case studies bring the subjects to life.

The online tool's series of "islands" each focus on a different aspect of leadership qualities, elaborated from research with students, leaders, managers and other experts. "The art of communication is the language of leadership" said



**This sea gull will accompany you through the tool - across the islands**

James Humes, an American lawyer, and looking at the results from FEPIC's research, is one of the most important aspects of effective leadership.

The quiz that can be found on the island on communication again emphasises the importance of communication in leadership: "people respect you for your ability to communicate clearly, and they appreciate your listening skills".

Developing clear communication skills is one step in becoming a successful manager, but how have other women faced the challenges of leadership?

### Developing skills brings rewards

Reading the story of a woman from Turkey on the online training tool, it is clear that by focusing on her technical and management skills she has become a successful and confident manager. She mentions how she supports her staff in their development, which "they are aware of...and trust me. This increases my self-confidence".

This focus on skills and abilities is common to all of the women who share their experiences in the training tool. Any barriers which these women faced have been overcome by focussing attention on their skills and abilities rather than gender.

Women clearly have the ability to become successful leaders. By providing young women with knowledge of the skills needed to become effective managers, FEPIC's online training tool is continuing to inspire the future generation of leaders in engineering.

For more information about the workshops or to find out more about FEPIC, please contact Miretta Giacometti, WiTEC Italy.

## Halmstad University Student Business Club tried the FEPIC Training Tool

from Ann Larsson **Högskolan i Halmstad - FEPIC partner Sweden**  
**WiTEC SWEDEN**

As the FEPIC tool is now completed, it is time to make great use of it. The first ones to get the opportunity to try the FEPIC training tool in Sweden were the members of Halmstad University Student Business Club (HUSBC) who have eagerly been awaiting this day, and the 14th and 19th of October was the time.

A total of 10 students joined the sessions. After a brief introduction on how to use the tool, the students visited one island after another, travelling all over the FEPIC map. They found the tool to be very user friendly and easy to navigate. Many of the students mentioned that they especially enjoyed the interactive parts such as the quizzes and the tests.

Most of the students were surprised by the great amount of information they found in the tool, and realized that this tool has something for everybody. One student mentioned that anyone can benefit from the training tool despite gender, age, background, field of work or studies, and both in their professional life as well as personal life, and stated that, "We could all use the skills to become better listeners and manage our time more effectively as well as get better at solving problems".



I think we all need a training tool like this.

As the tool offers theoretical information, tests and quizzes, real life examples, videos and much more there was not enough time during the workshop for the students to indulge in all the information, but they were very optimistic about continuing to use the tool.

All of the students answered in the evaluation that they will use this tool in the future. Some of the answers were:

- "I would love to use it"
- "Of course, it is really helpful"
- "I hope more and more people will get to know about the tool so they too can benefit from it"

Before the students left the last workshop we talked about how the HUSBC wants to use the FEPIC training tool in the future. We agreed that the students would take a closer look at the training tool at home and choose parts they would like to continue working with, and perhaps do some group work and have discussions during the HUSBC meetings. Even if this tool can be used by a sole user, some exercises are great for group activities as well.

As the Swedish partner in FEPIC I believe that this tool will be of great benefit for Halmstad University Student Business Club, and for many more - once they get to know about it!

**The FEPIC dissemination continues!**



## FEPIC to Estonian students

from **Tallinna Tehnikaülikool- FEPIC partner Estonia**  
**WiTEC ESTONIA**

Estonians have an old proverb ...a stone you add another stone....kivi kivi peale...

Estonia has witnessed a long and difficult but most challenging history over the centuries. Our culture has been influenced by German, Swedish, Danish, Russian and Soviet traditions.

Therefore we are not very quick in merging into new but most effective European culture if we may say so! Or on the contrary we sometimes feel no difficulty; especially young people are most talented and creative as the FEPIC project proved!

Coming now to the present day we do not overestimate the FEPIC project's importance when we say that this project made history at our university level. Students were most willing to test their creative thinking interviewing female leaders and entrepreneurs.



The female leaders were satisfied with the work of students and jointly we made the next step to force activities and more active societal approach which is so needed in Estonian society, especially academic related to entrepreneurial!

Series of project dissemination meetings and seminars are planned after the project end.

The next meeting we had on 25th of October with the representatives of one of the most powerful companies in Estonia, Energy company Eesti Energia related Põhivõrgud. The representatives of the company visited our university last week and we agreed on meeting specifically for the FEPIC tool and project materials demonstration by students.

Here are some comments from students who were involved in the FEPIC project:

- "I think that in the future soft skills will gain more and more importance. University provided me with a good technical background, but left me completely unaware of skills like creativity thinking, team management and so on. Thus the quick overview we enjoyed in Bologna gave me some good hints on what I have to work on"
- "Cooperation and working together in groups, especially in a foreign country and with different people, helps to overcome communication fear and helps to find answers to pressing questions more quickly".

(From students attending the workshops on creativity and female leadership in Bologna.)



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