

COMPANY'S PROFILE

Kairos S.p.A.:

- involves resources and competences for the satisfaction of its clients' needs
- is certified in conformance with UNI-EN ISO 9001:2008 in the following activities:
Design and provision of services of business and management consultancy, Development of quality systems in conformity to ISO 9000 standards, training courses
- is a partner of the Italian Association for Quality Culture AICQ
- is accredited as a first level society for innovative services by main *Veneto Enterprises Associations*;
- is accredited as a first level society for Marketing and Communication, Organization, Entrepreneurial Development, Logistic and Informative Services by *Veneto Innovation*;
- usually collaborates with several Italian and European universities;
- collaborates with several training enterprises;
- is a partner of *Italian Utilities*, the association of the Italian Public Utility societies.

Kairos S.p.A. is an Italian training and management consultancy company, operating in the head office in the north-east of Italy (Venice)

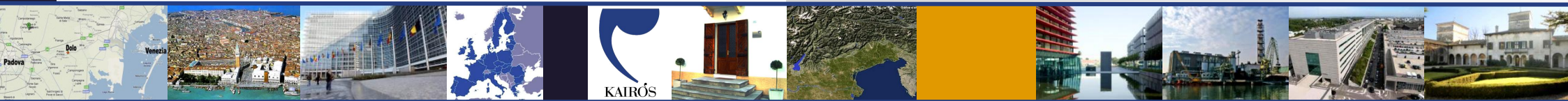
Kairos S.p.A. provides an array of services in the field of training, consultancy in training, quality, new technologies and development of national and European projects



DESCRIPTION OF THE ORGANISATION

The company's range of activities include the following:

- Human Resources development:
 - design, management and rendering of training activities in different sectors and the corresponding search of financing resources
 - training for young people entering the working life
 - elaboration and management of special training activities
 - development and implementation of competence evaluation tools
- quality assurance and certification for Private and Public organisations
- consultancy in the fields of strategic development, competitive positioning, marketing and communication, technological innovation, informatics systems, creation of new entrepreneurial initiatives
- development of marketing and communication strategies for private and public enterprises
- development of customer satisfaction research
- strategic plans of development, innovation, territorial marketing, Corporate Social Responsibility (CSR)
- e-consulting in order to face better the global market taking of potentialities of new technologies and Internet: from e-commerce to e-business, through the integrated strategy development, communication, instruments and human resources
- analysis and improvement of the production processes and distribution of the services, in order to improve the planning, organisation and control processes, the logistic and management of the orders, the reorganisation of the processes
- Fund raising and project management at national and international level.



LIST OF MOST RELEVANT PROJECTS

- **IQEA Evolution: Improving Qualification for Elderly Assistants** under the LLP Leonardo da Vinci Multilateral projects-Development of Innovation Call for proposals 2009. Coordinator of the project: EXFOR Experience & Formation (Italy), partners from Germany, Poland, Romania, Italy.
- **RURENER Network of small RURal communities for ENERgetic-neutrality** under the Intelligent Energy Europe Call for proposals 2007. Coordinator of the project: Association for Economic and Industrial Development of Massif Central (France), with partners from Hungary, Greece, Spain, Italy, Germany, United Kingdom, Romania, France.
- **EUMOBILITY-NET Networking for the European workers' mobility** under the Call for proposals VP/2007/014 in the field of PROGRESS programme: Promotion of geographic and job to job mobility for workers in the EU – Innovative Projects. Coordinator of the project: Confederación de Empresarios de Aragón CREA (Spain) with partners from United Kingdom, Germany, Romania, Norway, Italy, Spain.
- **Agency for a good territorial government Italy-Balkans** promoted by Abruzzo Region, related to the enforcement of local organizations and Public Utilities of the Balkans and of their technical skills using Distance Training.
- Project Equal **IMMENSO – Social Entrepreneurship, Market and Enterprise Sociality**: an experimental project aiming at development and validation of a repeatable model of integration between for-profit and not-for-profit sectors, with a focus on market and sustainability.
- **Brainframe**: best practices in e-learning and distance training methodologies in Europe, especially among Small and Medium Enterprises
- **Community for life-long-learning mediators**: creation of a real practice community for trade unionist of Veneto, in order to share knowledge upon training and financing opportunities
- **Building pathways out of exclusion among refugees**: an experimental project to improve the work and social condition of immigrants and refugees in the European countries involved
- Project NOW: in this program Kairos S.p.A. developed two training programs for women in Venice and Padua area. In addition, Kairos followed all the monitoring and valuation activities of the project in Italy
- Project **TEMPUS**: Open Learning project for university researchers developed with the participation of University of Coimbra, Padova and Bucarest
- Training for employed people regarding sales, marketing and service quality assurance for HARRYS and TEKNOPOINT in Italy, Hungary, Poland, Romania e Czech Republic
- **CISPEL EXPORT**: project for technical, consulting and training assistance for improving the quality of public services after the emergency of the war period in Kosovo (2000)
- **AICCRE**: training project related to Public Utilities management of main Albanian Local Public Administrations and consulting for improving the quality of public services
- **Certification of the competences in the Small and Medium Enterprises**: an experimental project for the development of a general system of certification of competences at work
- **Project Castalia**: experimental project for the development of a general system for the certification of competences at work in public services;
- **Imago Dei Project: recovery and valorisation of the artistic patrimony of the churches in Venice**: the project was ideated, promoted and realised in collaboration with Venice Multimedia and some private sponsors
- **Migliora**: development of Veneto Region web portal for improvement of the innovation capabilities of enterprises allocated in Veneto Region
- **PUNTO GIOVANI** (Youth Point): constitution of the network of the Informagiovani points located in the Veneto Region in order to respond to the job needs of young people and to offer solutions for their employment
- Research upon the development scenarios of the North-East Public Utilities, commissioned by AMIA Verona, 2005.





STRATEGY

Since 2005, a *Special Project Department* of *Kairos S.p.A.* has been established in order to enhance the organizational commitment to EU funded projects. Its mission consists in facilitating the participation of *Kairos S.p.A.* in transnational projects at European level co-financed under EU grant schemes. Moreover, the Department assists external bodies, both public and private (for-profit and not-for-profit sector), providing Project Cycle Management specific skills and knowledge.

Main activities carried out by the Department are: i. to disseminate information about EU policies, programmes and funding opportunities; ii. to stimulate the participation of North-Eastern Italian public and private organization in EU financed transnational projects; iii. to offer a full range of consultancy services to support projects' development, management and administration; iv. to participate directly in transnational EU funded projects either as project partner or external expert or subcontractor.

Targeted grant schemes are: i. Progress; ii. Lifelong Learning; iii. Territorial Cooperation; iv. ESF-ERDF Regional Operative Programmes; v. Solidarity and Management of Migration Flows; vi. EuropeAid; vii. Intelligent Energy Europe; viii. Europe for Citizens.

Kairos S.p.A. is constantly looking for new cooperation opportunities at European level.

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