

## BIM EMFAF Work Programme Project Report 2022

<b>BENEFICIARY:</b>	Bord Iascaigh Mhara
<b>PROJECT REFERENCE NUMBER:</b>	22/STS/SDS-BG008-BR044
<b>NAME OF PROJECT:</b>	<b>Emerging Talent Programme</b>
<b>IMPLEMENTATION PERIOD:</b>	1st January to 31st December 2022

### Project Scope

The Emerging Talent Programme identified participants to form a talent development group for emerging leaders in the seafood industry.

Many owners and CEOs from SME's in the catching, aquaculture and processing sectors have not undertaken upskilling in leading teams or providing leadership within their companies. There are also individuals transitioning into leadership positions within the industry that would benefit from refining their skillset.

### Objectives

The BIM Emerging Talent Programme was designed to deliver business and leadership training to professionals transitioning into leadership positions in the catching, aquaculture, and processing seafood sectors at all levels of scale.

The programme offered participants the opportunity to transform into an effective leader providing clear direction and avoiding the pitfalls new leaders commonly fall into, early in their leadership journey.

This included how to develop an understanding of leadership styles and understanding own strengths and weaknesses as a leader. It also included developing the capabilities to lead and provide direction for employees in an economic environment of change.

### Outcome

The two-day Emerging Talent Programme was launched in February 2022 and was delivered remotely in May and June. The Programme focused on Understanding Leadership and Leadership Styles and Developing Management Capability in a Change Management Environment.

Four participants from the whitefish, shellfish and aquaculture sectors completed the programme.



## Summary of Project Spend

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Total Approved Costs	€10,295.00
Total Eligible Expenditure	€10,295.00
EMFAF Eligible Expenditure	€5,147.50
Exchequer	€5,147.50

Report by: Pat O'Leary

Date: January 2023



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Government of Ireland



Arna chomhchistiú ag  
an Aontas Eorpach

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