

CLB - PROGRAMME OF WORK - 2014

(UPDATE)

- **Training programmes / curricula**
 - L&D Group: reorganisation – 5 training curricula
- **Corporate training :**
 - Communication skills (core) : content development + tendering process to identify training providers
 - Language test after recruitment level
 - Leadership Coaching Programme implementation
- **Corporate learning pathways proposals**
 - Beginning of developmental learning pathways based on corporate training
- **Learning needs inventory across CERN**
 - Finalization of 2013 pilot exercise (Accelerator Sector)
 - Conclusions (lessons learnt + review & finetuning of processes + evaluation)
 - Deployment of LNI across the Organization
- **AC16 review**
 - Review of Staff Rules and Regulations, L&D Policy, Administrative e-guide
 - Suppression of AC16

L&D Training Programmes/Curricula

Pascale Goy - Head of L&D

Technical competencies

Behavioural competencies

Nathalie
Kerstin

LANGUAGE TRAINING
- French
- English
- other...

Valeria
Eva
Marie

TECHNICAL TRAINING

Pascale
Valeria
Nathalie

TECHNICAL Management
- Project
- Crisis Mgt

Pascale
Nathalie

LEADERSHIP
(mgt & supervisory skills)
- CDP
- Coaching
- Team cohesion

Pascale
Nathalie
Kerstin

PERSONAL DEVELOPMENT AND COMMUNICATION

Induction Programme

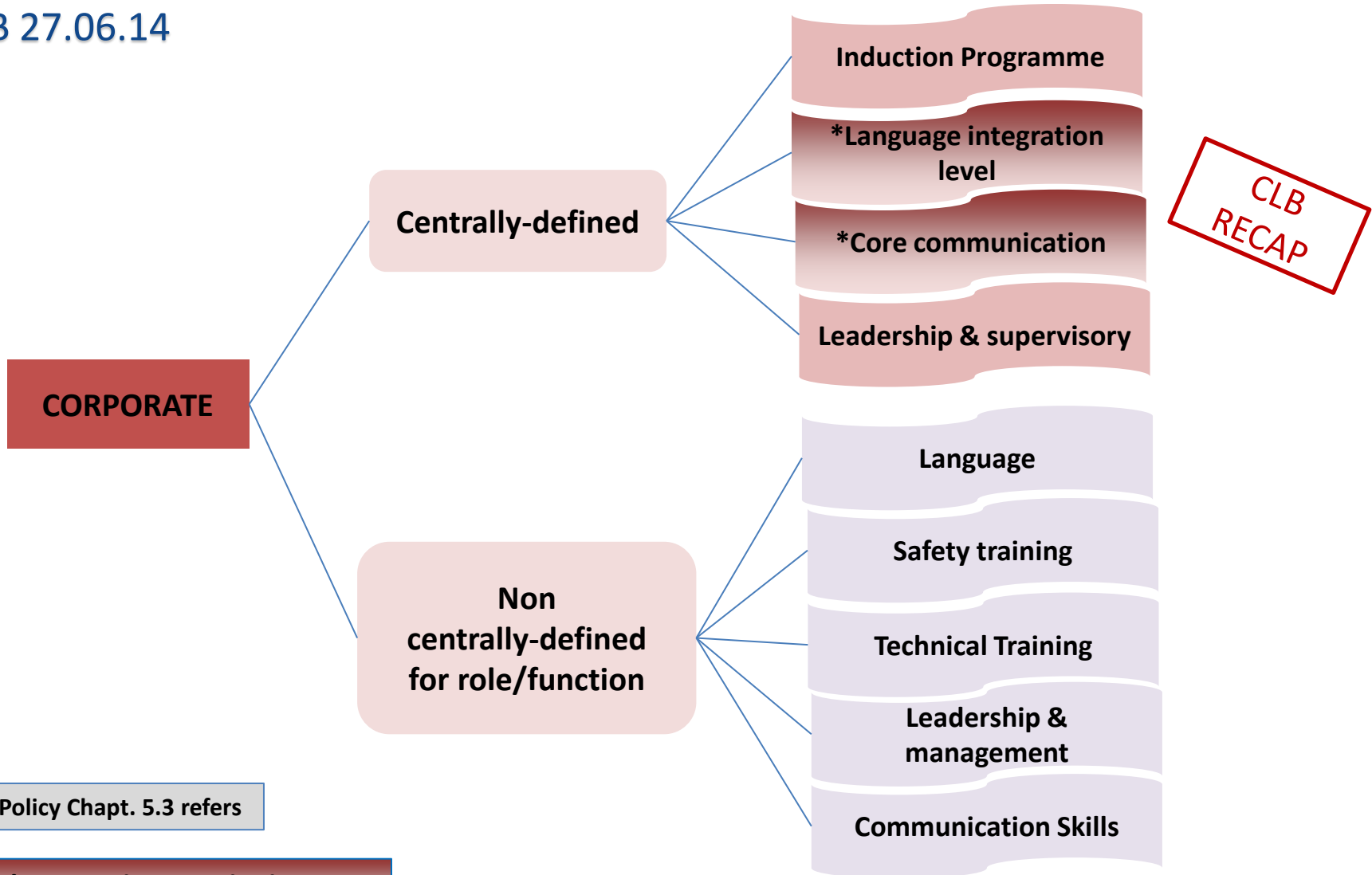
Erwin
Part 1 - Nathalie/Kerstin/Marie
Part 2 – Kerstin

CTM Programme

Pascale
Nathalie
As of 01/01/2015

CORPORATE PRIORITIES : INSTITUTIONAL DECISION

CLB 27.06.14

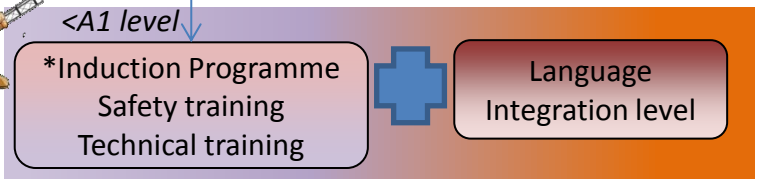


L&D Policy Chapt. 5.3 refers

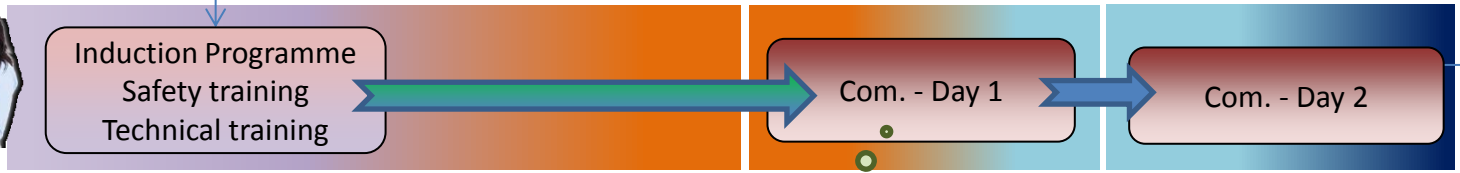
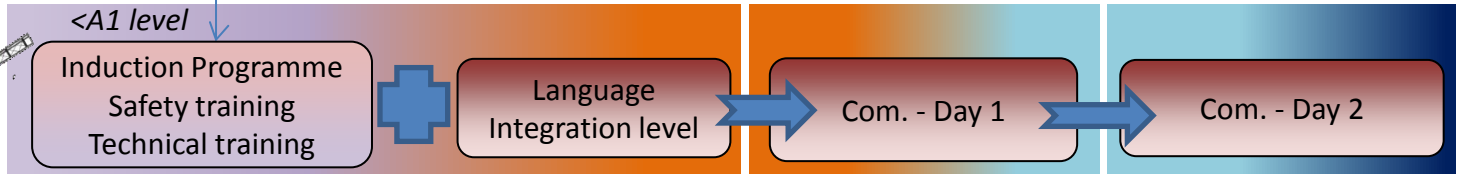
*Implementation : Beginning 2015

CORPORATE LEARNING PATHWAYS PROPOSALS

New Fellows



New Staff



Current Staff

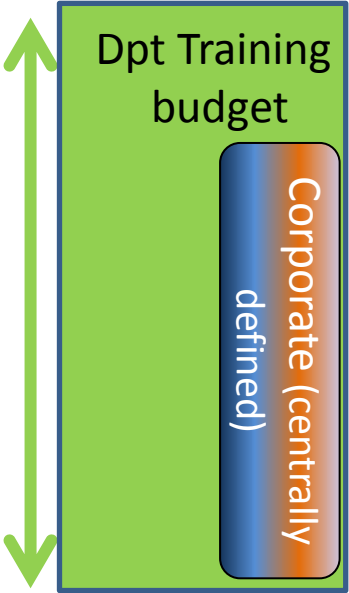
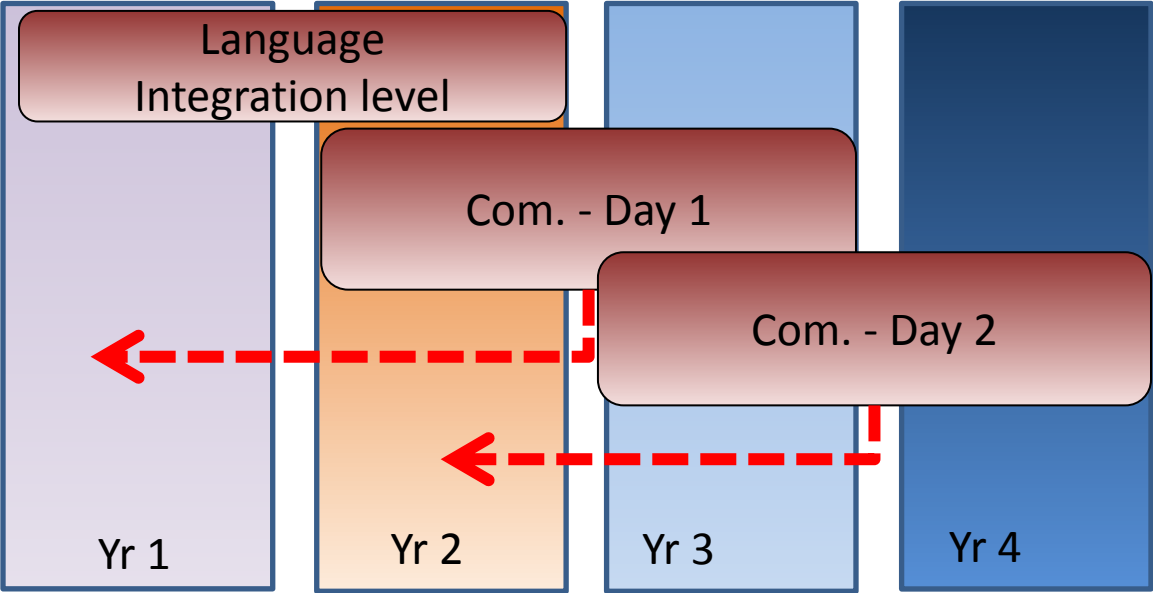
Prior or when supervisor



Com. Days - 3-4
CDPs

CORPORATE - DPT TRAINING BUDGET

variable



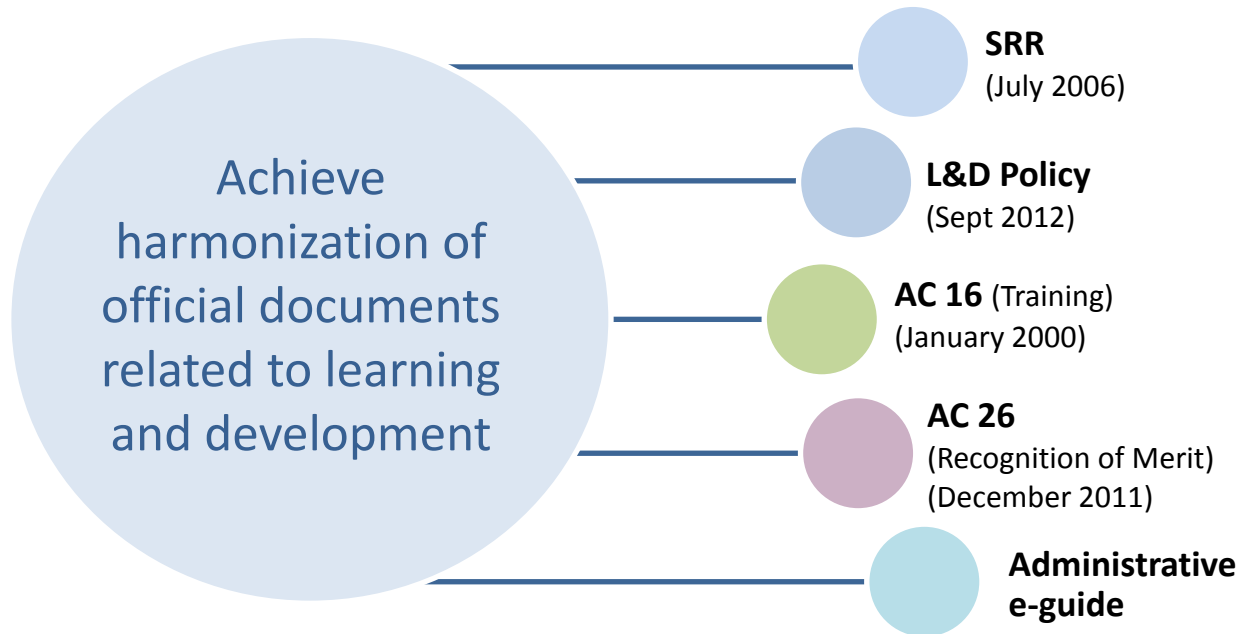
Learning & Development

Staff Rules and AC 16 Review

CLB – 20 May 2014

HR-L&D

WHY ?



- To ensure accurate, updated and consistent information and documents

Principles guiding the proposal

- Apply the «hierarchy» of documents (SRR, L&D Policy, etc.)
- Ensure that the documents take into account the **evolutive process** in which L&D at CERN is engaged by :
 - Placing relevant information in the appropriate documents
 - Adapting existing content (SRR, etc.) as need be
 - Ensuring flexibility when referring to L&D processes and procedures to suit evolving CERN needs

DECISIONS

1. Is AC 16, at this stage, still needed ? **NO**

2. Should the review & approval process for :



SRR

YES



AC16

YES (FOR SUPPRESSION)

LANGUAGE LEVEL TESTING
CORPORATE LANGUAGE SKILLS
(implementation 2015)

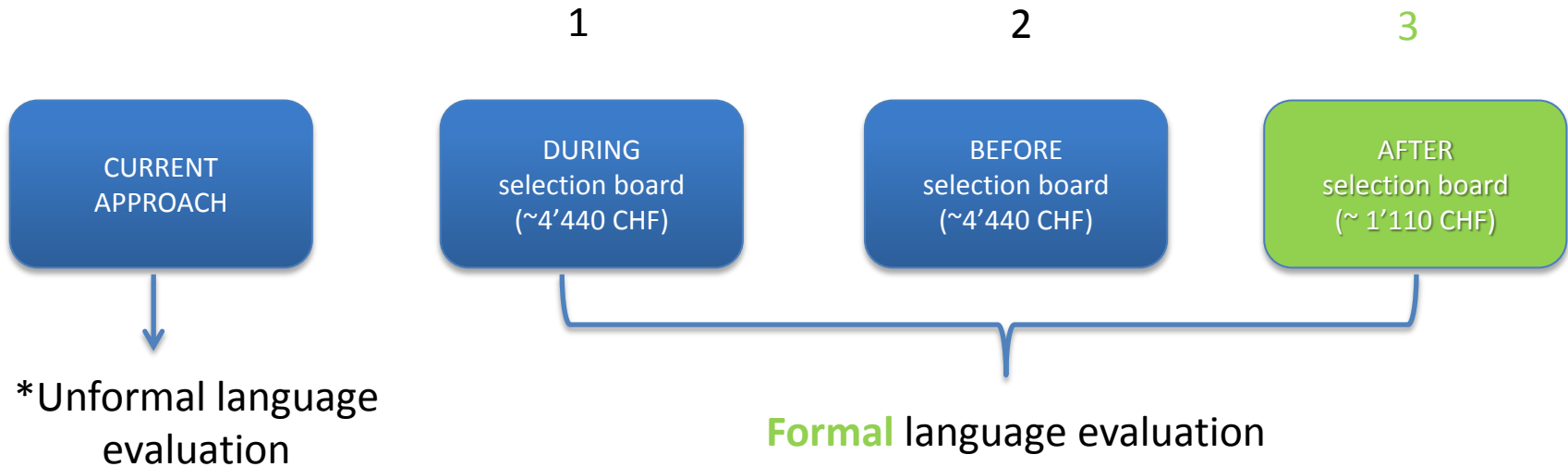
CLB – 31 October 2014

WHY?

INTRODUCE FORMAL LANGUAGE TESTING

- ❑ To align **strategic** (*identify scope of language training need for staff which may impact organizational effectiveness*) and **operational** (*realistic planning and administration of language courses & focus on necessary costs*) objectives at CERN
- ❑ To complete the framework for **corporate language** training at **recruitment level**
- ❑ To identify **accurately** language development needs for:
 - Integration level (A1)
 - Performance of a role or function in the Organization

RECOMMENDATIONS



Decision/Population:

- Formal evaluation **AFTER Selection Board for STAFF**
- Unformal language evaluation (CURRENT APPROACH maintained) for **Fellows and Docts**