

CASE STUDIE ALSTOM Switzerland AG

GOAL:

- Career advancement of high potentials for young professionals (YP) and department leaders (DL) and retention

SOLUTION:

- Alignment of staff development activities with corporate strategy
- Specific need analysis (critical incidents technique)
- Establishing of a 2-year development program including a Learning Center for YP
- Development of tailor-made, business related simulations
- Detailed analysis of individual competencies and aspirations including video feedback
- Elaboration of exemplary internal career paths and tracks
- Systematic interchange across various functions and hierarchies
- Design of an internal data bank and network to foster internal mobility
- Development Centers and complementary individual development plans for DL

ENGAGEMENT

11-year engagement of Joachim Hübner as management development consultant

BRANCH

Energy, Engineering

REGION

Switzerland

"In the cooperation with Joachim it was his intuition that impressed me, with which he steered us and focused on the important issues for all involved - more than the roles and hierarchies - creating an inspiring learning experience. Within the context of his workshops, we brought together our young motivated talents with experienced managers and experts from different departments. Alongside individual coaching on career development, we could consolidate our values and leadership culture through this practical approach. Listening to each other, recognizing and defining differences, and strengthening the common ground. I could immediately apply much of this in the next team meeting, and, in the long term, a recognizable mutual trust developed within the company."

Armin Jansen, Manager International Assignments, ALSTOM Switzerland AG