

Fundamental basis of functional management: The strategy of forward planning of employment and competences

GENERAL AIM OF THE TRAINING

- To take part in the definition of strategical action plans
- To suggest and to implement orientations within different services
- To follow up on activities, to control results, to complete service activity reporting
- To supervise operational managers
- To manage human and financial means, and to optimise their use

PROGRAMME

Compulsory themes of the triennial negotiation

- GPEC (Gestion Prévisionnelle des Emplois et Compétences = forward looking employment and skills management programme) scheme, internal and external mobility of the company
- Main three-year training trends
- Conditions of use of subcontractors
- Conditions of use of special contracts
- Career path of union delegates

Analysis tools

- Age pyramid, gender distribution, disabled employees, number of work-study contracts, social audit of the company, talent review

Positioning tools

- Activity interview, professional interview, interview after a prolonged leave of absence
- Career progression consulting, skills assessment

Security tools

- Mapping of activities, job repositories, skill repositories, certification, qualification

Evaluation tools

- of satisfaction, achievements, skills

Validation tools

- Validation of acquired experience, 6-year assessment

The competency development plan and formulation the GPEC strategy

TARGET AUDIENCE

Functional managers, executive management, senior executives, management committee, steering committee

PREREQUISITE

No degree or certificate required.

MODALITIES

Inter-company training:

Organisation: 4 to 8 participants.
Modality: online training.
Language: French.
Duration: 7 hours (1 day)
Dates: contact us.
Inter-company fees: €900 VAT not incl. per person.
Accessibility: online training, accessible to people with disabilities.
Access time after registration: 1 month.
Educational means: Alternative theoretical and practical means with case studies and analysis tools.
Assessment: tests and quizzes throughout the training

Intra-company training:

Organisation: private or group course.
Modality: online training or on site of your company.
Language: French.
Duration: 7 hours (1 day)
Intra-company fees: contact us for a quote.
Accessibility: online training or on site in your company.
Accessible to people with disabilities. Please let us know.
Access time after registration: 1 month.
Educational means: Alternative theoretical and practical means with case studies and analysis tools.
Assessment: tests and quizzes throughout the training