
Objectives for competencies development

After conclusion of the analyses of educational needs, based on current and future target analyses, concrete competence development objectives for the individual operational fields can be drawn up in workshops. Executives and employees decide jointly which forms of further training measures are required for their field of work.

Selection of further training measures for the development of competencies apart from seminars:

1. Training on the job

- + Taking over responsibility by project cooperation/project management
- + Applications in other tasks
- + Expansion of the fields of activity i.e. taking over of management tasks
- + Traineeship in other fields
- + Job rotation
- + Coaching by internal/external experts
- + Participation in management conferences
- + Specific exchange/deployment in fields requiring intercultural competence
- + Other measures

2. Learning by teaching

- + Presentations, lectures (internal/external)
- + Introduction of new employees to new tasks
- + Preparation and management of events
- + Taking over of coaching functions on selected topics / working techniques
- + Taking over of executive duties in project topics
- + Other measures

3. Self-directed learning

- + Self-directed learning with media-supported programs
- + Information research on project topics, project assignments
- + Literature studies
- + Participation in specialist conferences, workshops, fairs
- + Other measures

4. Internal/external further education

- + Professional competence
- + Methodical competence
- + Behaviour competence
- + Leadership skills
- + Languages
- + Information technology
- + Other measures