



КОРПОРАТИВНАЯ
АКАДЕМИЯ
РОСАТОМА

ROSATOM CORPORATE ACADEMY overview

www.rosatom-academy.org



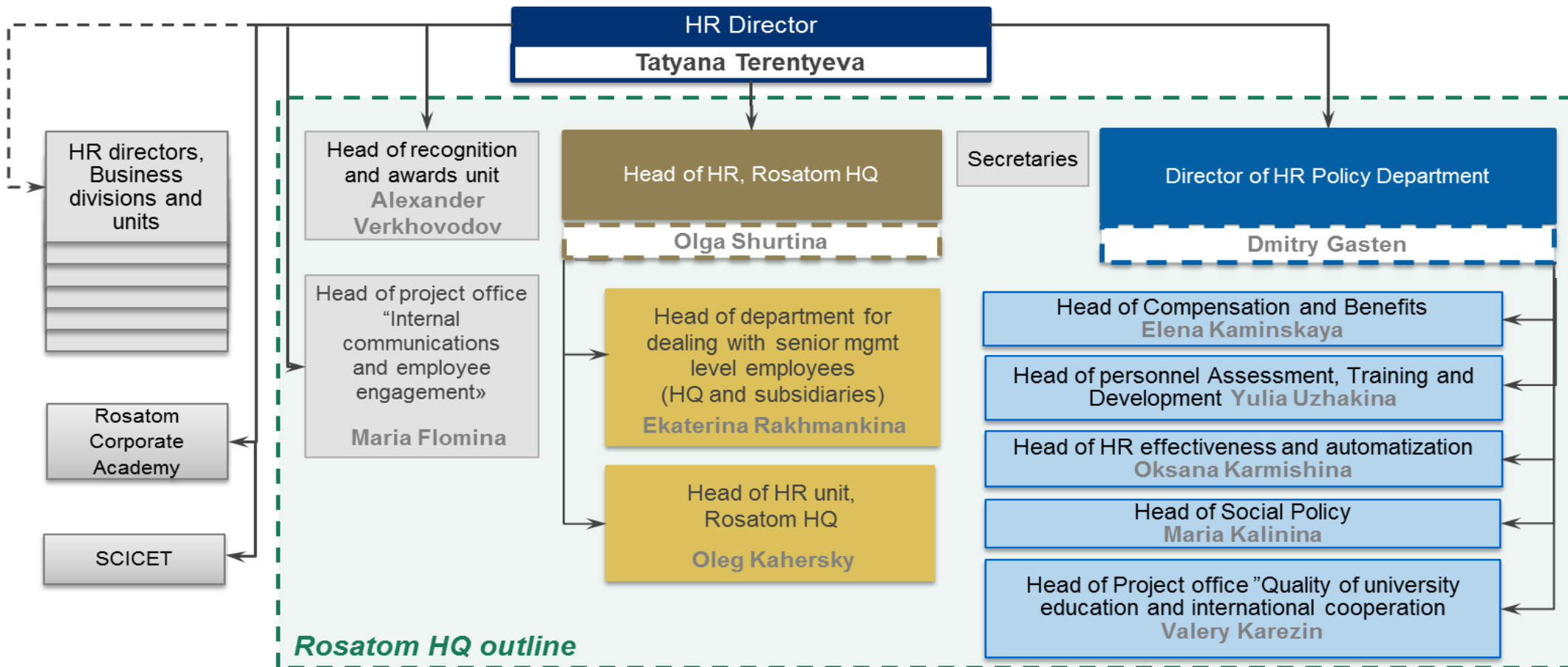


Outline

1. Organizational structure of HR-function in Rosatom
2. The structure and the key elements of the Training and Development system of ROSATOM
3. Rosatom Corporate Academy: key tasks & areas
4. The system of personnel development in ROSATOM
5. Training & development programmes for nuclear global market
6. Project office for international affairs & educational programmes



Organizational structure of HR-function in Rosatom





The structure and the key elements of the Training and Development system of ROSATOM



ROSATOM Training and development system

Universities

National Research Nuclear University (MEPhI) and the consortium of key universities

- Traditional higher education degree programmes in nuclear sector
- Non-degree programmes for Rosatom employees
- Degree programmes in nuclear sector for international students (Vietnam, Turkey, Jordan, Bangladesh etc)

Other universities

- Traditional higher education degree programmes for students in non-nuclear sector (e.g. construction, machinery)
- Specific non-degree programmes for Rosatom employees

In-company training

ROSATOM Corporate Academy

- Leadership, Hi-Po and management development programmes
- Functional non-technical training in nuclear sector, e.g. finance, supply chain, HR, IT etc
- Customized programmes for different businesses and corporate functions

Central Institute for continuing education and training (SICET)

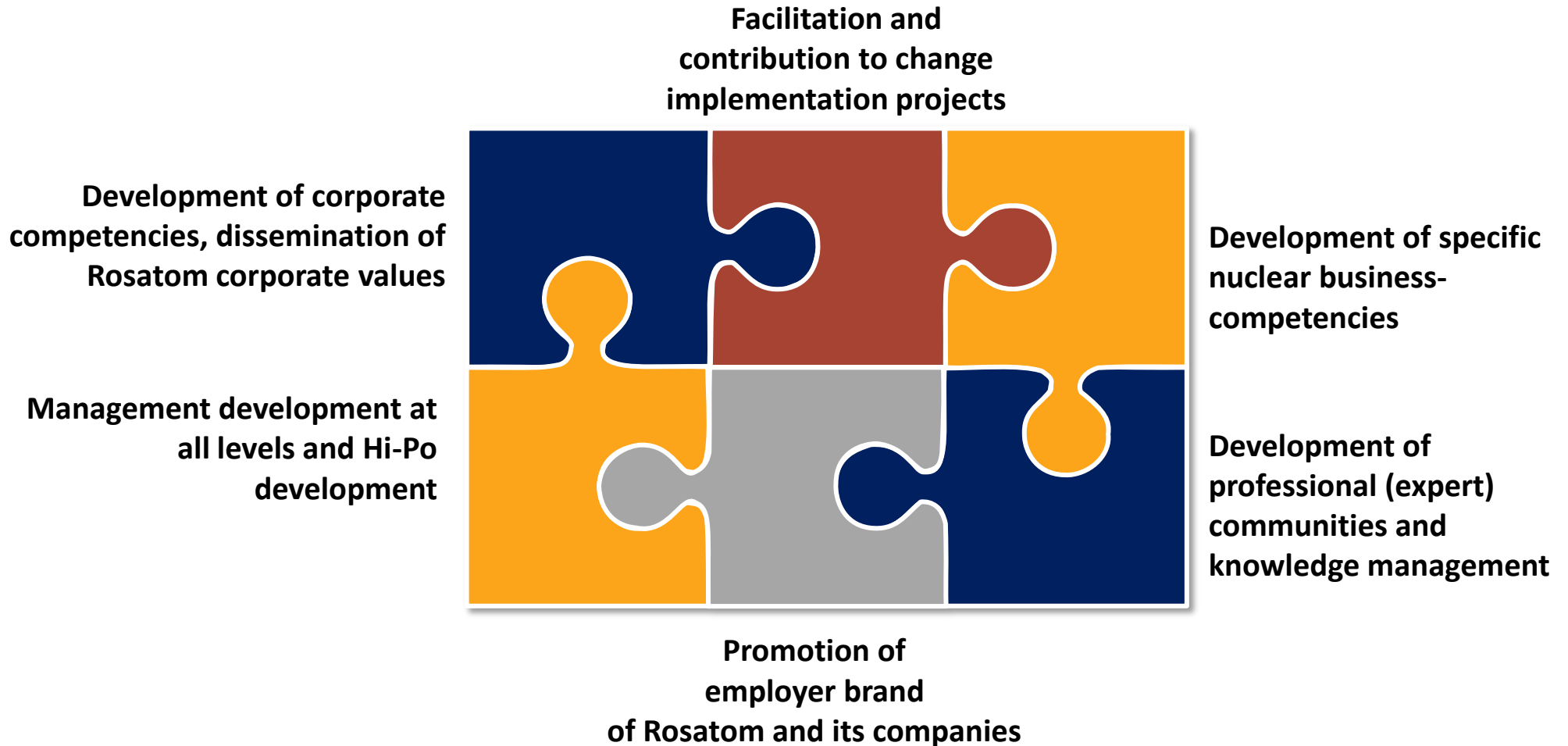
- Professional training programmes in specific technical nuclear areas (e.g. nuclear safety)
- Special programmes for NPPs staff
- Customized programmes for different businesses

Local training centres

- Professional qualification courses for blue collars and line managers (technical skills)
- Regulatory training courses and exams
- Full-scale simulator training courses (for NPPs)



Rosatom Corporate Academy: key tasks





Rosatom Corporate Academy: Key areas

1. Training and development

- Management development programmes, Executive development programmes, Hi-Po development projects
- Functional training in nuclear industry (supply chain, finance, HR management, legal etc.)
- Training within the framework of implementation of new systems and corporate standards (SAP SRM, SAP HCM, corporate DocFlow system etc).

2. Personnel assessment

- Delivery of assessment procedures (corporate & managerial competencies).
- Development of assessment tools and methods (assessment centres, tests, business-games etc).
- Development of competency frameworks (managerial, professional).
- Executive Assessment

3. Consulting services

- Development of new training programmes, training materials (for face-to-face and distance learning)
- Research activities, delivery of focus-groups and strategic sessions
- Development of white papers, methodological materials, guidelines and recommendations.
- Co-ordination of professional (expert) communities

4. Organisational services

- Conference management
- Professional skills competitions
- Development and delivery of team-building events
- Study-visits, international Olympiads for students.



ROSATOM CORPORATE ACADEMY

Infrastructure

Modern infrastructure for training and assessment activities as well as for conferences:

- 13 training rooms
- 1 conference hall
- 2 computer labs
- Dining room
- Proximity to hotels
- Modern presentation equipment, Wi-Fi
- Metro Paveletskaya
- Railway station
- Express train to Domodedovo airport

Location

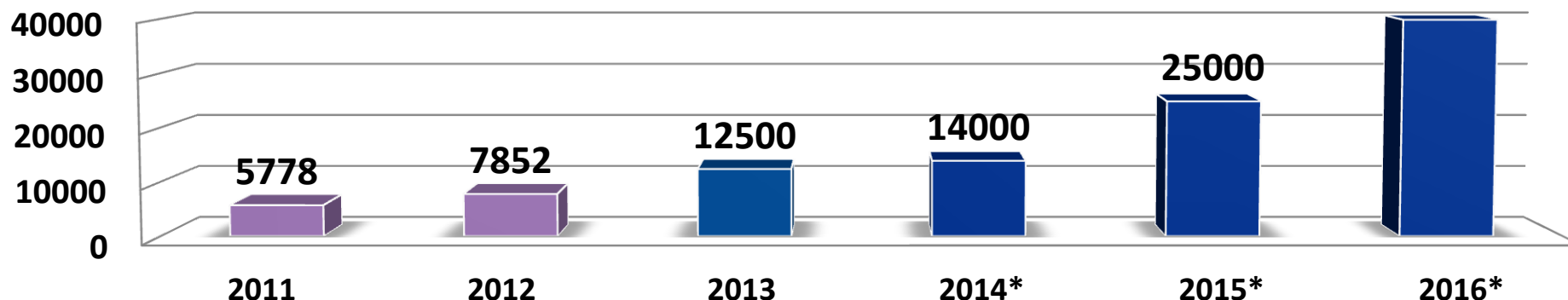
1, Kozhevnicheskii proezd,
Moscow, Russia, 115114



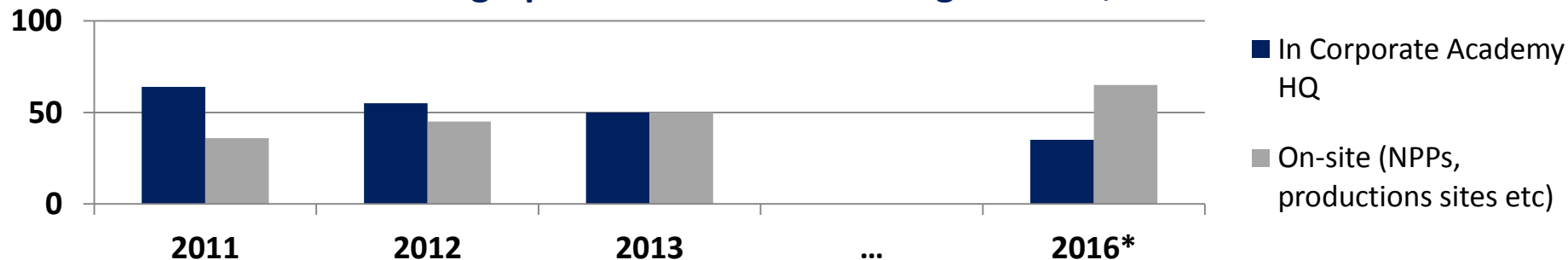


Training and development programmes

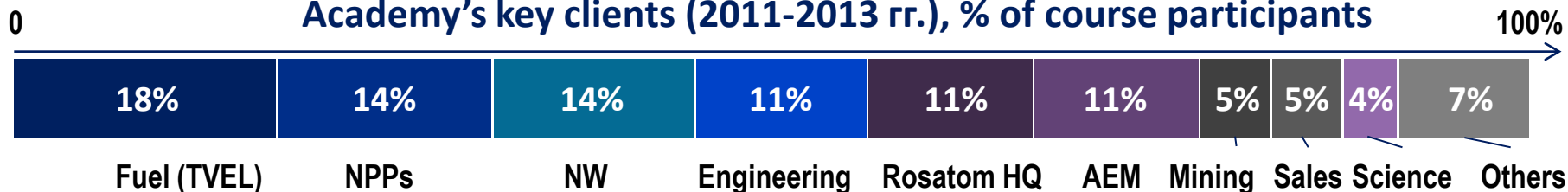
Number of people trained



Geographical location of training sessions, %



Academy's key clients (2011-2013 rr.), % of course participants

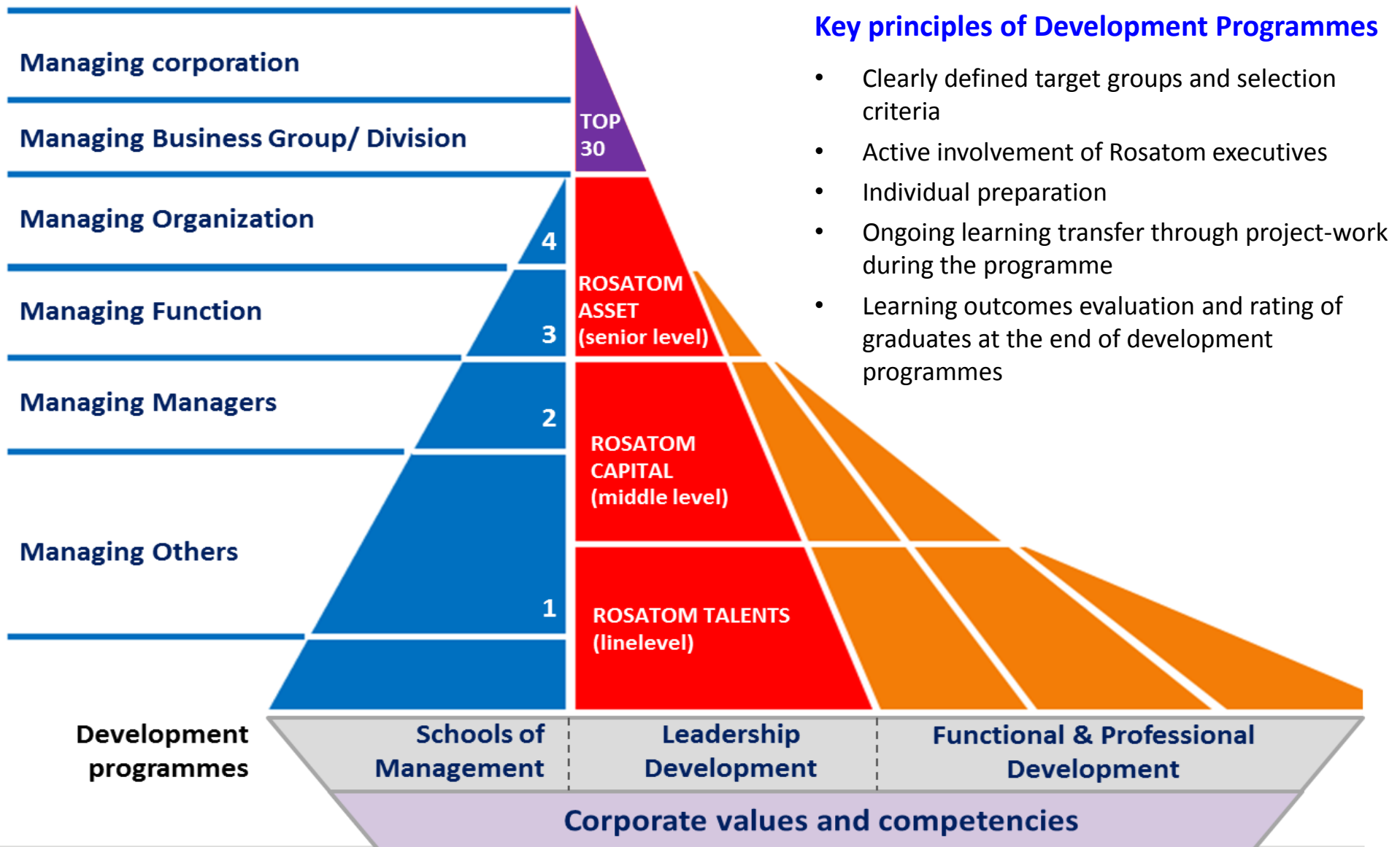


* - Plan



The system of personnel development in ROSATOM

Management Levels



Key principles of Development Programmes

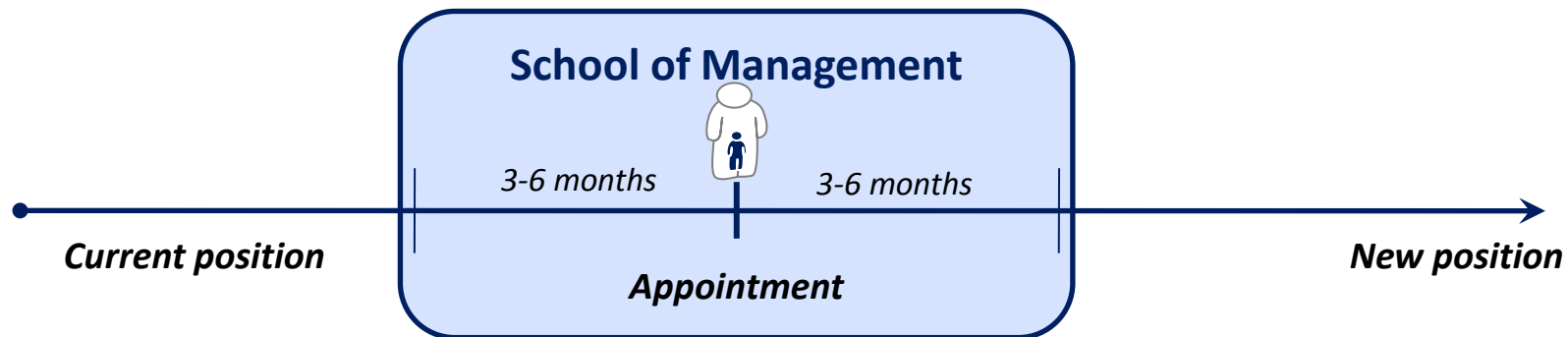
- Clearly defined target groups and selection criteria
- Active involvement of Rosatom executives
- Individual preparation
- Ongoing learning transfer through project-work during the programme
- Learning outcomes evaluation and rating of graduates at the end of development programmes



Schools of Management: Key principles

Schools of Management - special development programmes for managers that are appointed to the new level of management. The programmes provide the essential set of skills, management tools and business understanding needed by a manager in order to be effective at a certain level of management.

For production	For support functions	For intellectual and R&D sphere
Managers of production teams (plants, NPPs, production sites)	Managers of teams of support/corporate functions (finance, HR, IT, accounting etc)	Managers of teams doing research activities, NPP and equipment design etc



The format of training:

Self-study (distance learning)	Classroom-based learning (1 module , 5 days)	On-the-job development (mentoring)
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ROSATOM Leadership Development programmes

«ROSATOM ASSET» (Hi-Po senior management level)



«ROSATOM CAPITAL» (Hi-Po middle management level)



«ROSATOM TALENTS» (line management level)





TRAINING & DEVELOPMENT PROGRAMMES FOR NUCLEAR GLOBAL MARKET





INDUSTRIAL OVERVIEW

NUCLEAR GLOBAL PROFESSIONALS

1

Nuclear Principles
4 days

2

Basic Principles of
Nuclear Safety
3 days

3

Radiation Protection
4 days

4

Management of
Complex Engineering
Objects at All Stages
of the Lifecycle
4 days

1

Systems
Engineering
Thinking in
Lifecycle
Management
2 days

2

Lifecycle
practices of
Model-based
systems
Engineering
2 days

3

Contem-
porary
Global
Practices in
Engineering
2 days

4

Production
Systems:
Problems
and
Solutions
2 days

5

LEAN
Modern
Methodo-
logies in
Construction,
Globalization
and
Localization
3 days

6

Site
Selection,
Evaluation
and Environ-
mental
Impact
Assessment
3 days

7

Emergency
Preparedness
and
Response
5 days

8

Management
of Spent
Fuel and
Radioactive
Waste
5 days

9

Contem-
porary
Global
Practices
in RAW
Management
2 days

1

Business Acumen
2 days

2

How To Write
Winning Tenders
2 days

3

Commercial
Management
2 days

4

Process Mapping
Techniques
2 days

5

Project Management
Overview
2 days

6

Governmental,
Legal and Regulatory
Infrastructure
for Safety
2 days

INDUSTRIAL MANAGEMENT



PARTNERSHIP WITH EXTERNAL COMPANIES



Regulations and Legislation of Nuclear Field in Russia. Equipment for NPP
2 days



How to Become a Nuclear Industry Supplier
2 days



Introduction to Nuclear Industry
1 days





LANGUAGE COURSES

ENGLISH LANGUAGE PROGRAMMES

1

General English Programme

Level:
Beginner – Advanced
Each level:
100-120 ac/hours

2

Business English Programme

Level:
Elementary – Advanced
Each level:
100-120 ac/hours

3

English for Specific Purposes Programme

Level:
Pre-Intermediate – Advanced
Each level:
100-120 ac/hours

4

Nuclear English Programme

Level:
Intermediate – Advanced
100-120 ac/hours

5

Intensive Business English Training

Level:
Pre-Intermediate – Advanced
1 day

1

Turkish Language Programme

Level:
Beginner – Advanced
Each level:
100-120 ac/hours

1

Russian as a Foreign Language Programme

Level:
Beginner – Advanced
Each level:
100-120 ac/hours

RUSSIAN AS A FOREIGN LANGUAGE PROGRAMME





PERSONAL DEVELOPMENT PROGRAMMES

MANAGEMENT SKILLS DEVELOPMENT PROGRAMMES

1

Stress Management
2 days

2

Time Management
(based on request)
2 days

3

Communication &
Presentation Skills
4 days

SOFT SKILLS DEVELOPMENT PROGRAMMES

1

The 7 Habits of
Highly Effective
People®
2 days

2

People Management
Skills
2 days

3

Creating Effective
Team
2 days

4

Project Management
in Nuclear Industry
2 days

5

Industrial Investment
Project Development
2 days

6

Situational
Leadership
Development
2 days



Project office for international affairs & educational programmes:

Product development (based on request)

- Educational programs / Trainings / Business simulations
- Contests / Conferences / Seminars / Open lectures / Master classes
- Tests / Exams / Certification

Relationship management

- University network management / Educational localization support
- Student & Professors exchange programs / Student recruiting
- Double diploma programs development
- University research projects management & promotion

Sales / Marketing / PR activities development & participation

- Grants / Intellectual contests / International exhibitions / Webinars
- Conferences / Exhibitions
- Local , Regional & Global Industrial meetings

Study visits

- Industrial programs global market adaptation
- Staff adaptation programs development
- International industrial practical assessment / study visits & exchange programs



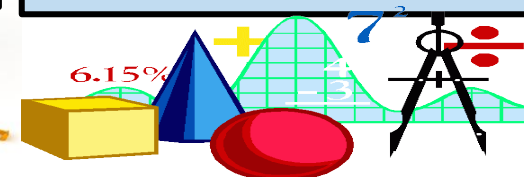
Embassy

Russian
Cultural Center

Nuclear education «on-line»



Local Round



1	1750 task on theoretical physics with translation & regional adaptation
2	IT controlling system
3	Big amount of test verification
4	Ability to work in local language interface
5	Detailed list of personal information
6	Big amount of possibilities for project promotion

1	Additional mathematics task
2	Control simplicity
3	Web page personal office data export \ import
4	Logical analysis ability

7 years projects
Local participants
2014
1132 persons

Visitors



Web page opening statistics



Exclusive visitors



ГЛАВНОЕ УПРАВЛЕНИЕ
ОБРАЗОВАНИЯ
И НАУКИ
РОССИЙСКОЙ
ФЕДЕРАЦИИ

Cut a thin slice of the potato and fry it in a pan.

- Cuộc thi "Giáo dục hạt nhân ở Nga":**
- Khả năng định hướng bản thân và tạo thành người tự tin nhất.
 - Bước đầu tiên của cuộc bản tự nghiệp trong tương lai.
 - Cuộc thi thi đánh cho những người làm kỹ thuật tự nhiên và kỹ thuật.
 - Có thể để được tiếp xúc với học viên mới và chuyên ngành, người làm các cuộc thi học tập chuyên ngành.
 - Thi nhân nhân định tương tự và bạn bè mới từ các cuộc thi khác nhau.
- Chinh là người chúng tôi học khoa học:**
- Qua phần đến các môn khoa học tự nhiên, bạn nhận thấy rằng các môn khoa học, công nghệ của Nga là một quốc gia, muốn làm nhà nghiên cứu, muốn làm kỹ sư tốt nghiệp và đưa ý tưởng về cuộc sống của người học phần và sự nghiệp phát triển được như mong muốn, bạn cần phải có kiến thức và kỹ năng để làm được điều đó.

Bạn chính là người chúng tôi tìm kiếm, nếu:

- Bạn quan tâm đến các môn khoa học tự nhiên
- Bạn nhìn thấy tương lai của mình trong lĩnh vực công nghệ
- Bạn là người tích cực, muốn hiểu biết nhiều thêm, muốn sáng tạo ý tưởng và đưa ý tưởng vào cuộc sống
- Bạn có ý nguyện góp phần vào sự nghiệp phát triển đất nước
- Bạn muốn có được học vấn kỹ thuật tài giỏi trong những trường đại học tốt nhất của Liên bang Nga

Để tham gia cuộc thi mời các học sinh trung học lớp cuối, có hứng thú với các môn khoa học tự nhiên và công nghệ.





Tournament of Emergent Professionals Description

➔ **Technical-oriented cases**

➔ **Selection of the best and brightest graduates from field-oriented universities based on industry criteria**

➔ **Competition of Ideas and solutions on nuclear industry-oriented cases**

➔ **Formation of graduate positions candidates**

Start of the tournament

Ideas
Selection

Solutions choices



Webinars for Tournament Participants

2000
people

1000 people

200 people

20 people



TeMP

THANK YOU FOR YOUR ATTENTION!

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