



ROSATOM

The State Atomic Energy Corporation “Rosatom”

Management Development in Rosatom

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Why Management Development has become so important for Rosatom?

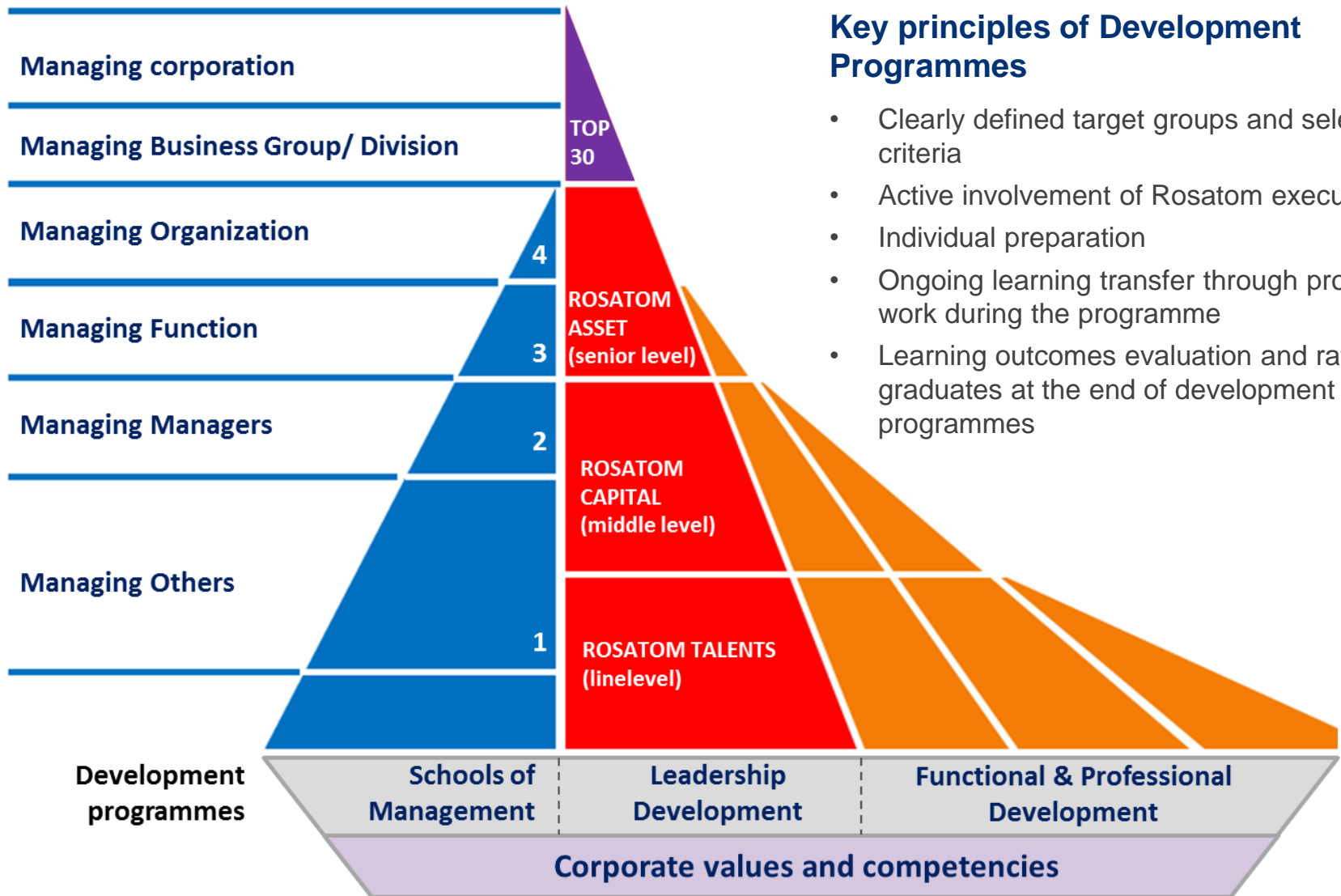


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- Business objectives and constantly changing environment have set up new requirements of managerial skills for all levels of management in nuclear industry
- Need to implement and disseminate new corporate values and corporate competencies
- Need to unify the system of management development across the businesses within Rosatom and to set up new standards for training programmes
- Strong need to create an effective and productive pipeline for identifying, developing and promoting leaders in Rosatom

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

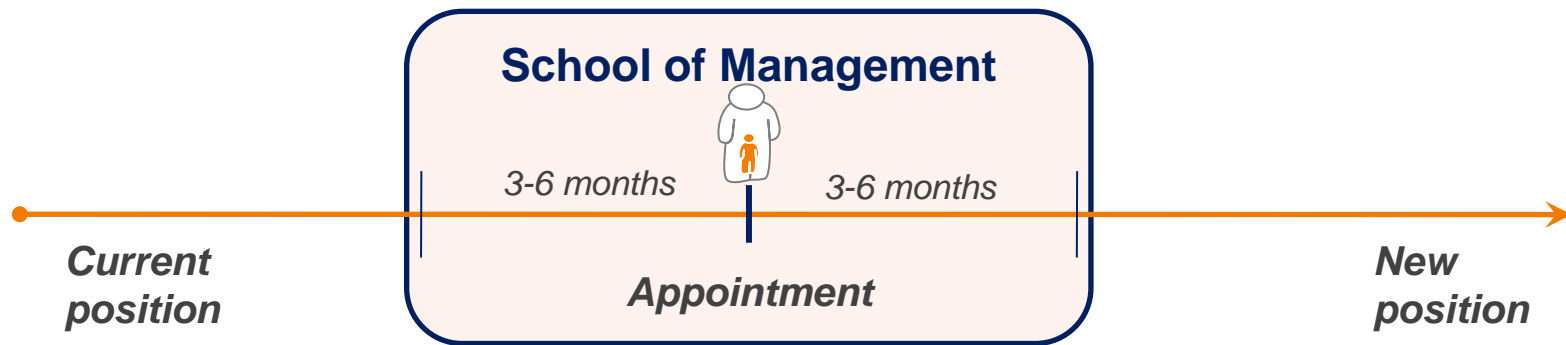
Schools of Management: Key principles



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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)

ROSATOM Leadership Development programmes



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



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



«ROSATOM TALENTS» (line management level)





Thank you for your attention!