



ROSATOM

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Collaboration: power for success

Presented by Julia Uzhakina,
General Director, Rosatom Corporate Academy



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Collaboration is
the 21st century
value



“
By any available means we should get out of our holes on the fertile soil of common interests and information exchange

Jocelyn Goldfein, ex-director of engineering at Facebook



Collaboration is among our business priorities



... and Rosatom values

We conduct corporate culture studies to reveal collaboration barriers

Not
invented
here

people are unwilling to go outside their own unit to seek input from others

Search

people are unable to find the information or people that could help them.

Transfer

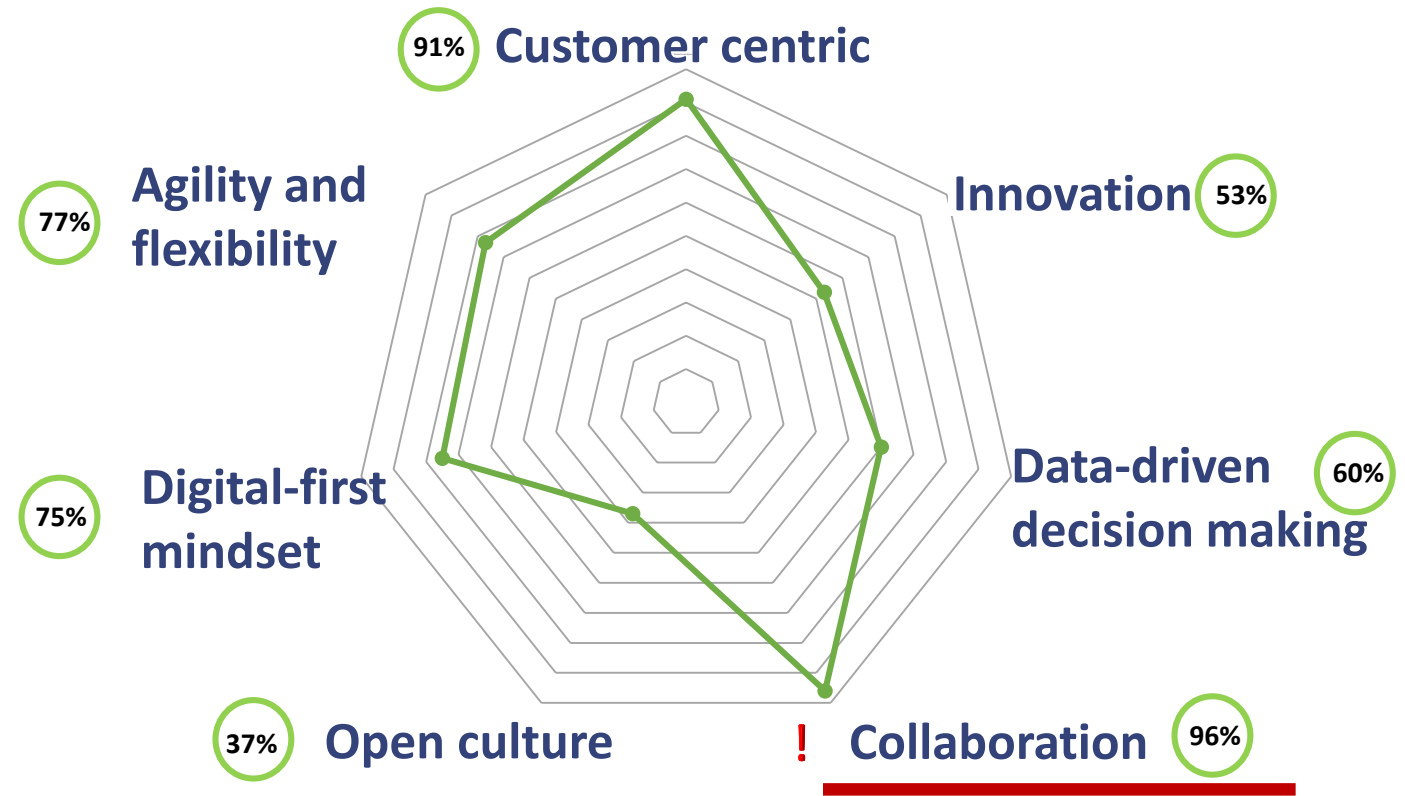
people are unable to transfer the knowledge necessary to work together

Hoarding

- **People are in competition with their colleagues**
- **There are no incentives for joint initiatives**
- **Everyone is too busy to help others**
- **People lose power by sharing information**

... and to be aligned with best practices

Capgemini model.
7 attributes of digital culture



— Digital culture leaders



Say «Hi!» to collaboration generation

Globally, Millennials and Gen Z identify the most effective communication methods as



39% in person



11% phone



16% email



10% instant message

How Gen Z and Millennials want their managers to engage with them to do their best work



46% By mentoring and giving quality feedback regularly



51% By listening to and valuing their ideas and opinions

We use collaboration tools to fulfill the expectations of young generation



Atomskills



Team projects of talent pool participants



Change support teams



Youth council





“*Coming together is a beginning;
keeping together is progress;
working together is success.*”

Henry Ford