

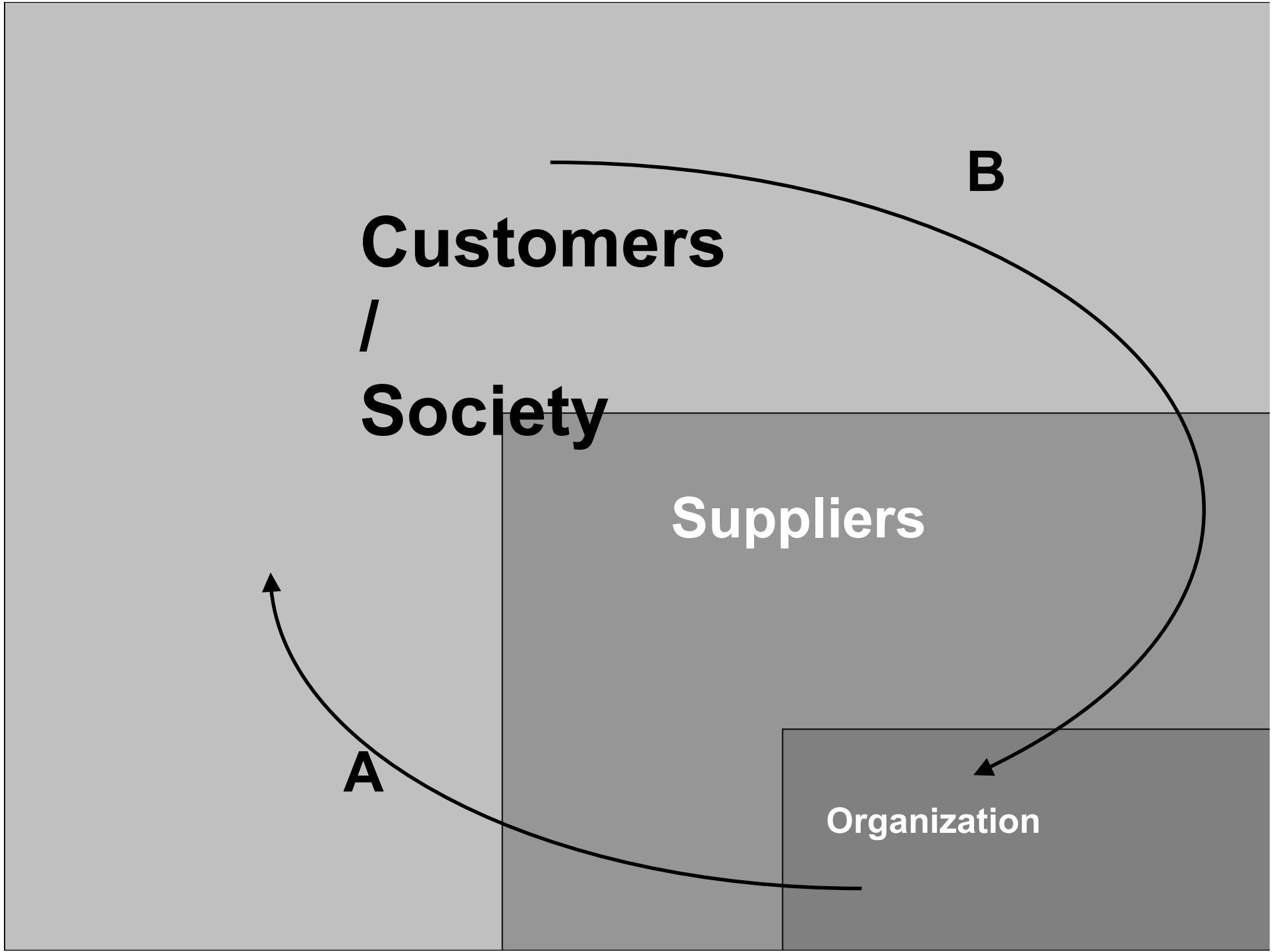
Workshop on
Human Resources
Management

Scene of ‘Budapest’

- 11 experts out of 10 countries
- Roundtable discussion
- 4 topics with introductions
 - Customer orientation
 - Technology changes
 - Partnering between Human Resources Management and operating managers
 - Recruitment

**Customers/
Society**

Organization



Customers

/

Society

Suppliers

Organization

B

A

Challenges

- Form strategic alliances with externally suppliers in overcoming your weak points
- A debate on what competences are necessary to be act as a professional client
- Coaching in:
 - Communications
 - Oversight skills

Pitfalls

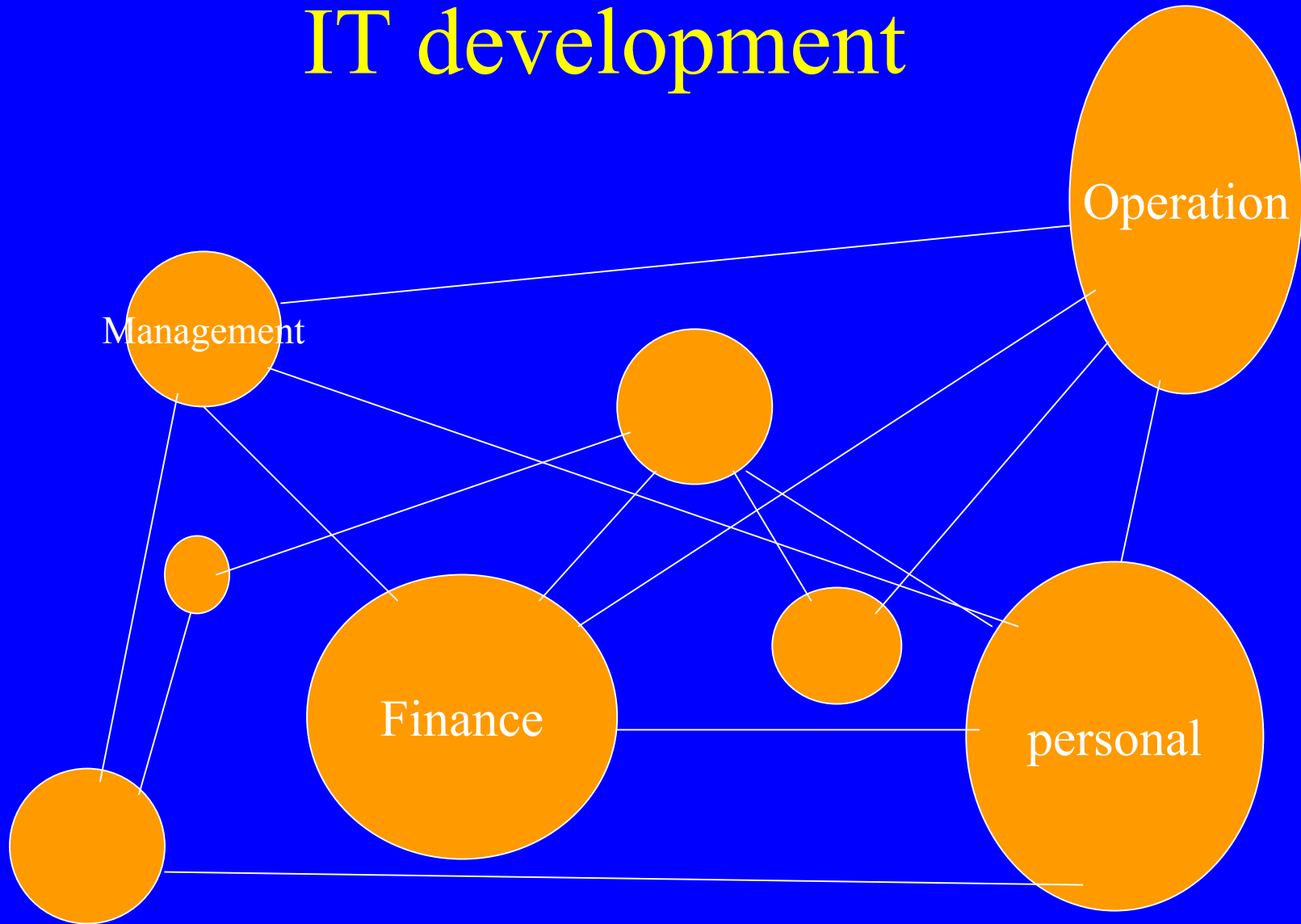
- Your own engineers knows better..
- You got different Customers...
- Core business < > outsourcing
- Suppliers knows better the business..
- Partnering
 - Competiveness
- If (internally) customer focus orientation is not set then it will reflect on external focus.

Technology changes

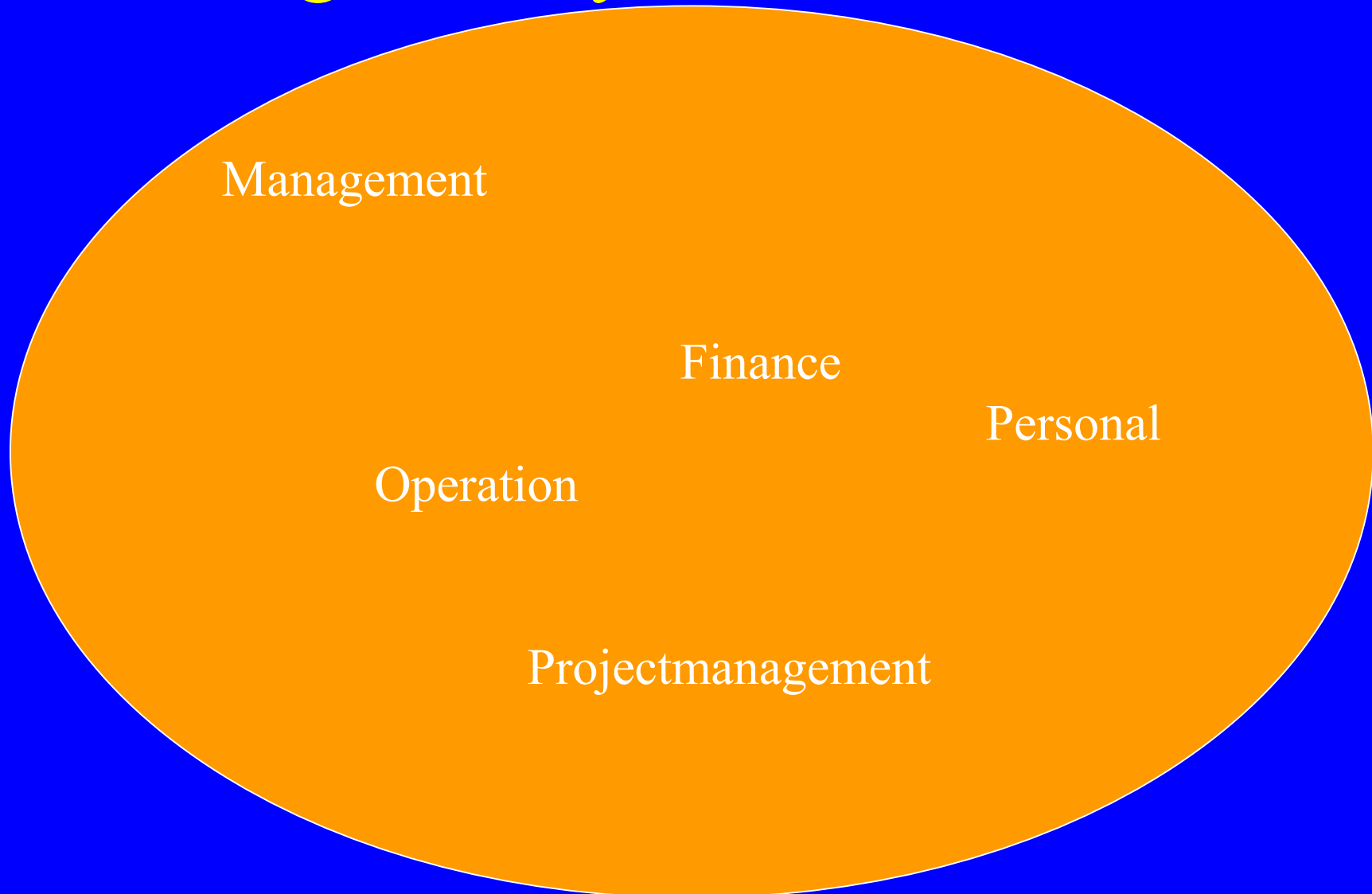
- Technology enables....
.....but people makes the difference
- Decisions mostly depend on information available
- Technology related to information plays a larger role then for efficiency reasons



IT development



An Integrated system from scratch



Pitfalls

- ‘hobby’ Isles
- Organisation has to rely on information
- System are nice but people..:
 - Double A 4 sheets
 - Other tricks..

Challenges

- Senior managers set the standards so adopt IT..
- Selling & coaching
- Personal values <> organisational values
- Secure values into the chain with suppliers

- Facilitate manager and employee
- Shift of responsibilities
- HRM can change to strategic advisor
- From output oriented to.....
.....process related

Stability of Policy/goals/objectives

- Clear consistent focus
- What do deliver
- Job security
- Loyalty

“If the organisation doesn’t look after me why should I look after them.....”



“I want a V-chip installed in every executive to block access to channels of negative thought.”

Line Manager

- Role HRM shifts
personal advisor/"law"follower <> Strategic
- Manager  €  Profession

Lack of staff

- Ageing of workforce (engineers)
- Not Sexy Engineering & government
- Changing role of Government

Number of staff/Recruitment

- Capturing maximum benefit of existing staff
 - Standardise engineering process
 - Down size activities to less qualified people
 - Functional specifications
 - Do you need engineers as managers?
- European(World) wide problem:
 - Exchange of knowledge & experiences
 - EU wide pools of retired/pension ??
 - EU support for training etc.???

Questions ?

End