

Building capacity through leadership development programmes in nuclear industry

Monday, 12 May 2014 17:10 (15 minutes)

The State Atomic Energy Corporation “Rosatom” has ambitious business objectives both on the local market and internationally. One of the key challenges that is being faced is related to the managerial skills. New approaches and new systems that have been implemented in nuclear industry in Russia over the last few years require new competencies for all levels of management, from top-managers responsible for traditional and newly created businesses, to line managers responsible for managing small units and working groups.

To meet this challenge Rosatom has launched a number of initiatives in human resource development area:

- new corporate values and new corporate competencies have been developed and disseminated within the industry,
- procedures for assessing key managerial competencies have been designed and integrated into the HR management system; industry-wide assessment centre has been created in Rosatom Corporate Academy
- methodologies for identifying talents and potentially successful managers have been developed and put into practice; three levels of hi-po pool have been created;
- new modular development programmes for all levels of management and hi-po development programmes have been developed and launched in Rosatom Corporate Academy.

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Session Classification: Session 1A - Human Resources and Capacity Building