



Set up and launch the R&I Academy of a Multinational corporation

#Learning Lab #Innovation capability #Talent Management



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Context

In 2017 Valeo Group has identified some motivation levers as well as the competence development needs of its R&I population. To develop these R&I competences worldwide (and to attract/motivate & retain the R&I talents), the R-I-D Group Direction (Research, Innovation, Developpement) together with the Human Resources Direction, have decided to create the R&I Academy. The project has just been launched.

One of the first challenges is to build impactful R&I training paths that will efficiently contribute to develop the required competences among the R&I population, taking into account the specificity of local contexts.

Mission

3 main axes for this mission:

- ❖ Develop R&I training paths for the 3 main job categories:
 - R&I directors and managers
 - R&I project managers
 - R&I technical team members
- ❖ Identify best practices in terms of R&I training paths, both via the literature and via corporate benchmark (example: Veolia, Thalès, Decathlon, Schneider Electric, Arcelor Mittal,...)
- ❖ Take into account the local specificities (Germany, USA, Egypt, China, Japan,...)

Candidate profile

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For this mission we are looking for 1 or 2 candidates passionate about Research & Innovation activities, who will be happy 1/ to go on the field to better understand the essential competences developed in the different R&I jobs 2/to build R&I training paths accordingly 3/ to experiment and test these innovative training paths on the field with the participants to challenge them, get feedback and iterate

We need our candidate(s) to approach Innovation as a collective & holistic process that implies the development of various competences, including:

- multi-disciplinary knowledge (techno/usage/business model,...),
- transversal know-hows (how to manage creativity, protect ideas, finance projects, pilot POCs, sell innovative concepts internally and externally, etc..)
- mindset (agility, cooperation, intrapreneurship,..)

Ideally the candidate(s) will be available as of beginning of April 2018.