

Learning Campus

Training brochure 2017 – Belgium



Horizon 2020 and Learning & Development

Every person has three basic psychological needs: the need for competence, for autonomy and for connection. Meeting these needs creates lasting commitment. That is what we need in order to reach our 'Horizon 2020' ambitions.

Regarding the need for competence, it comes down to possessing the capacities necessary to deliver an excellent job. A feeling of competency arises when you are confident in what you do. Positive feedback is an important factor in this. In addition learning opportunities are important, in order to be able to continue developing while knowing you can influence your sense of competence.

Did you know continuous learning keeps us young? Umicore offers many learning opportunities: classroom training, on-the-job training, e-learning, internships, seminars, or thinking through challenging problems with your colleagues.

This brochure is part of the learning culture at Umicore, and aims at bringing learning to your attention. You get a good overview of all the programs we organize in 2016. I wish you a lot of fun while learning!

Geert Walschap

Dear colleague,

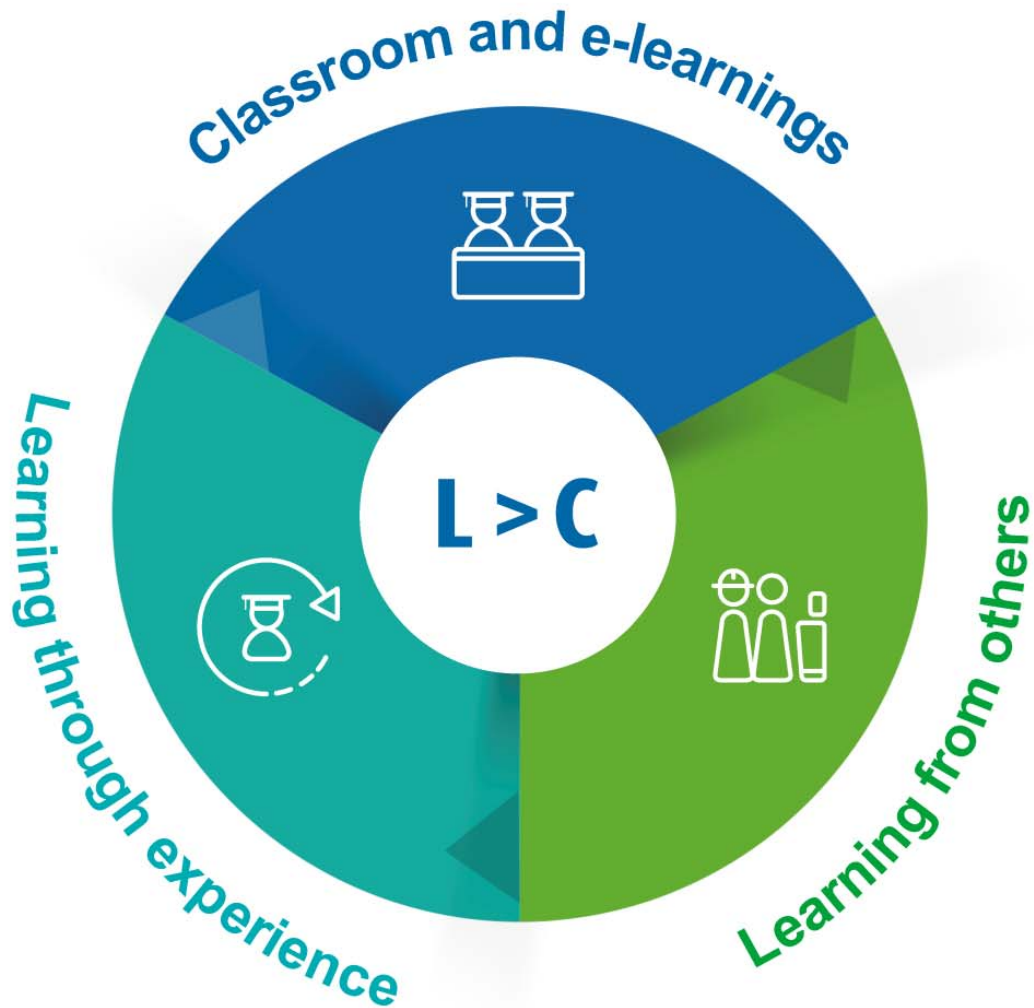
This brochure aims to put our training opportunities for 2016 in the spotlight. Every year Umicore organizes a large number of courses for all its employees. Using this booklet, you and your supervisor can determine the trainings that align the best with your current job and your personal ambition.

The programs you find in here are part of our core training curriculum offer – i.e. the trainings we offer on a regular basis. My Campus is still the place-to-be to register for the session(s) of your choice.

Do you have a learning need that's not met within these pages? Please feel free to contact the L&D team. We look forward to helping you find the right fit-for-you training.

The L&D Team

The Learning Campus



Learning > Change

Link to Horizon 2020

We are convinced that Umicore can only grow when our people grow. The professionalism, skills and commitment of each of us are important for the success of Umicore and its **Horizon 2020** growth ambitions.

People Engagement is one of the sustainability targets of Horizon 2020. Especially the objective on “**employability**” aims to support continuous learning and development of all employees, regardless of their function, location and age.

Learning is not limited to the classroom

We are also convinced that Learning is not limited to the classroom. Although formal training, in the **classroom** or via **e-learning**, is very important to get introduced to a specific topic, or to get a deeper training, most of the true learning will happen when those new insights and skills are applied on the job.

Learning from others, while doing our actual job, is very important as well. Especially for operators where much of the learning is organized this way. But also for other employees through practices such as coaching and mentoring which are more and more used.

The most powerful learning happens **through experience**. It is not just about creating more routine in the job, but above all by actively asking questions and seeing opportunities for improvement: solving problems together with colleagues, investing in better teamwork and making sure Umicore becomes a smarter, better company.

L>C: Learn faster than the environment Changes

When all these three ways of learning happen together, Umicore will stay a successful company and will be able to adapt and anticipate to the changes that surround us.

Only companies who are able to “learn faster” than the environment changes will survive in the future. This is why we chose the symbol L>C for our new Learning Campus: **Learning > Change**.

How does the Learning Campus work?

This brochure focusses on the classroom trainings and e-learnings that are planned for 2017.

In case you would like to register for a particular training, which is relevant for you, you can apply for this training through My Campus. In most cases, the system will ask for an approval of your supervisor. In case you cannot find an appropriate training offer in My Campus, please write down your learning need in My Development. The follow-up of your request will be done by HR.

Good luck with your learning journey!

The L&D team



Helping colleagues grow, learn, develop and being creative: that is what drives us as a team. It is our contribution to reaching the Horizon 2020 goals, as well as the personal goals of every colleague.

It is all about developing talents and putting them to full use. This can be very targeted and focused by participating in a training, attending a seminar or at your own pace with an e-learning. Looking for answers together with your co-workers, trying a different approach or introducing new skills at work... These are all very powerful learning opportunities. As the L&D team, we support and encourage all these kinds of learning!

- Koen Van den Breen



I joined Umicore in 2006, and found my spot within L&D in 2010. The one thing I've learned in recent years (and luckily I did learn more than one thing): everything changes all the time. That is not always easy, for anyone, but it is a natural given. And I think that is exactly where we as L&D can make a difference. By supporting and advising our 'customers' (BUs, co-workers, managers ...). Please come and find me with your learning questions, especially regarding (inter)personal skills or leadership development. I would enjoy working with you!

- Wendy Neuts



The energy you get from a good training, the drive to bring yourself and your job to a higher level, the enthusiasm to really go for it... That's what we aim for at L&D. Taking the time for learning and development adds to your motivation and your happiness at work.

I joined Umicore in 2008, and transferred to the L&D team in 2015. As a team we help you with all your learning questions – contact me specifically for all training needs regarding languages, induction and company culture, finance, legal and marketing.

- Fien Vanden Bosch



'Developing your talent' is key to personal growth and being happy at work. As L&D team, we want to be the first point of reference regarding learning opportunities for our colleagues. It is our job and responsibility to convert your learning hunger into well-organized and coordinated learning activities.

I joined Umicore in 1986, and I am involved in training and development since 2006. Please contact me with all your questions, especially regarding training on technical and safety issues.

- Jan Verschueren



To me, Learning & Development is all about creating opportunities. Opportunities for people who want more: to learn more and to do more. Since 2008 I enjoy taking care of the trainings for our co-workers. And as of now more specifically on training opportunities regarding quality, HR and IT.

To me our biggest challenge is to promote learning and development in as many ways as possible. To make sure every co-worker can find his/her right fit.

- Mieke Hendriks


Details and Guidelines


- You can also find all these training courses listed in My Campus.
- Registering is only possible in My Campus.
- You need the approval of your supervisor to take a course.
- Cut-off date for all trainings is 2 weeks prior to the first day of the training.
- Cancellations within 2 weeks of the start date will be payable at full cost.
- Please consider in advance how you can put a training to use in your daily job and involve your supervisor in the process.
- This brochure is also available online at HR intranet.
- Sessions can be cancelled by L&D if we don't meet the required minimum number of participants 2 weeks prior to the start date.
- We try to keep all the scheduled sessions on the published dates. Should we nevertheless be forced to change anything, we will inform all registered participants ASAP.

Engineering & Vehicles 

Health, safety & environment 


Leadership 

Interpersonal effectiveness 

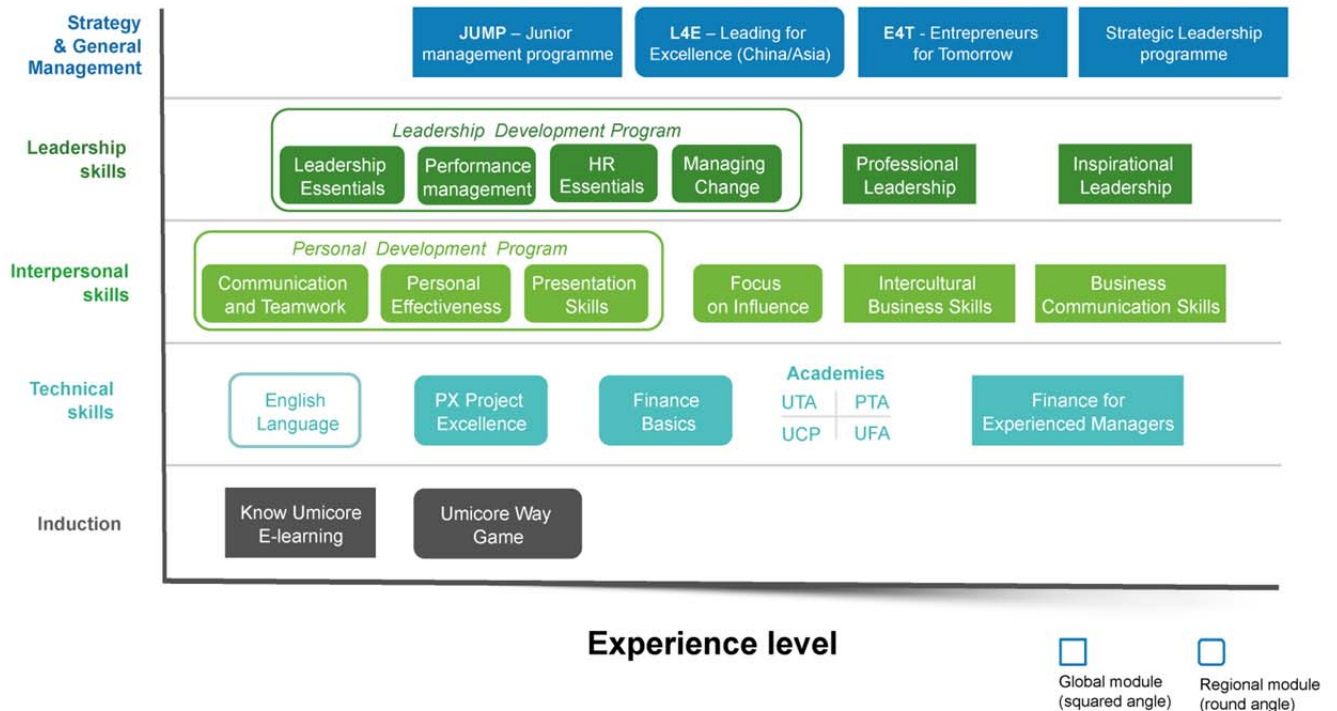
Reception & organizational culture 

Finance 

Informatica 

E-learnings 

Core Curriculum Managers



Leadership is much more than supervising and controlling a group of co-workers. That's why Umicore provides managers with a training curriculum aligned across all regions. Making sure every manager is well equipped to take on leadership with pleasure and confidence.

As a manager, you are not required to take all the modules of this curriculum. We can only strongly recommend you to do so. Moreover, it is always a good idea to engage your direct supervisor in the process of outlining your development during your IPA, Mid-Year or Talent Review.

Above you find an overview of the Umicore core curriculum for managers, both with the regional and global modules.

Participating in JUMP, E4T, Inspirational Leadership and the Strategic Leadership Program is by invitation only. You cannot register for these training programs yourself in My Campus.

More info is available on the HR intranet.



Engineering & Vehicles

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Designated contact person



Training description:

Jan Verschueren



Training description:

Olivier Spoelders & Oguz Kursun



Training description:

Mieke Hendriks



Health, safety & environment

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Leadership

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Professional leadership



Why participate in this training?

Do you want to maximize your further development as a leader? What is the impact of your own mindset? How to motivate your co-workers using coaching?



What's in it for me?

- Provide insight into the current personal leadership style of participants and into possible areas of improvement
- Give insights and tools to manage your mindset as a leader
- Broaden coaching and feedback skills, including dealing with difficult direct reports
- Provide you with tools to foster your continuous growth as a leader



What to expect?

Preparation: we use a 180° degree feedback questionnaire as input for the training.

This training covers a broad range of topics: from leadership styles and leadership behavior, over influencing safety awareness and stimulating involvement and engagement, to coaching your direct reports and managing difficult conversations.



Would you be the right participant?

All experienced leaders who want to reflect and improve their leadership approach are welcome. Participation on the regional leadership training prior to this training is needed.



Details

- Duration: 3 days
- Trainer: Jan Van der Vurst (Kenaz)
- Language: ENG
- Prerequisites: No



Cost?

€1300 per participant

Date	Location	Timing
30 May – 1 June	Germany	
28 - 30 November	Belgium	



Interpersonal effectiveness

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Reception & organizational culture

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E-learnings

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