



MIND4
CHANGE



Mind4Change Manifesto

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INTERNATIONAL UNION
OF RAILWAYS

KEY CONTRIBUTORS

Name	Company
Stefano Noce	RFI

Mind4Change is the new way to think in the future. It's a collective commitment to prepare the railway sector for The Digital Revolution. Its purpose is to help the railway industry stay safe, competitive, and future-ready through a coordinated transformation of skills, mindsets, and operational practices.

VISION

To proactively transform the railway sector by embracing digital innovation and fostering a mindset that anticipates, absorbs, and guides change—while ensuring safety, reliability, and operational excellence remain uncompromised.

WHY MIND4CHANGE

The railway sector is facing unprecedented shifts driven by new technologies such as automation, AI, advanced analytics, and connected systems. These changes require not only new skills but a new way of thinking.

Without preparing people—leaders, managers, and operational staff alike—the sector risks:

- reduced safety margins
- difficulty adapting to new regulations and technologies
- loss of attractiveness and talent
- slower innovation and inconsistent transformation across countries
- experienced a substantial decline in passenger usage.

Mind4Change exists to avoid these risks and to support a safe and efficient digital transition.

OUR CORE OBJECTIVES

1. SAFETY IN A DIGITAL ERA

Support the workforce in integrating new technologies into daily operations and safety processes, ensuring that digital transformation strengthens railway safety.

2. INNOVATION AND NEW TECHNOLOGIES

Prepare organisations to adopt and operationalize emerging technologies, including AI, automation, IoT and data-driven systems, as key enablers of performance and resilience.

3. CULTURAL AND MINDSET TRANSFORMATION

Develop a shared culture that understands change, embraces learning, and is ready to evolve. A Mind4Change means moving from “adapting to change” to actively shaping it.

4. FUTURE-READY WORKFORCE

Equip every generation—current staff and upcoming ones—to navigate technological disruption. This includes updated training, new learning methods, and a deeper understanding of how people learn and stay motivated.

THE ROLE OF THE LEARNING LAB

The Mind4Change Learning Lab is the practical engine of this transformation. It will:

- Provide a European online space for sharing insights, developments and training innovations.
- Test and develop new training formats (immersive learning, scenario-based modules, virtual and interactive methods).
- Identify levers and barriers to cultural change across countries and organizations.
- Offer a structured roadmap for leaders to guide transformation with clarity and tangible actions.
- Build a network capable of monitoring how technological and cultural shifts unfold across Europe.
- Foster benchmarks between the different companies including the exchange of best practices, particularly in change management.

The Learning Lab is not only a training platform; it is a strategic tool to accelerate and harmonize transformation across the sector.

CALL TO ACTION

All railway staff, starting with the leaders, is invited to sponsor and support Mind4Change by providing time, resources and engagement.

By doing so, they directly contribute to:

- strengthening safety,
- accelerating innovation,
- building a future-ready workforce,
- ensuring the railway sector remains a cornerstone of sustainable and efficient mobility.

Mind4Change is our shared commitment to lead the future of rail safely, intelligently and together.