



**MIND4
CHANGE**



INTERNATIONAL UNION
OF RAILWAYS

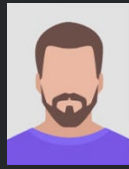
STAFF WORKSHEET

HOW-TO GUIDE

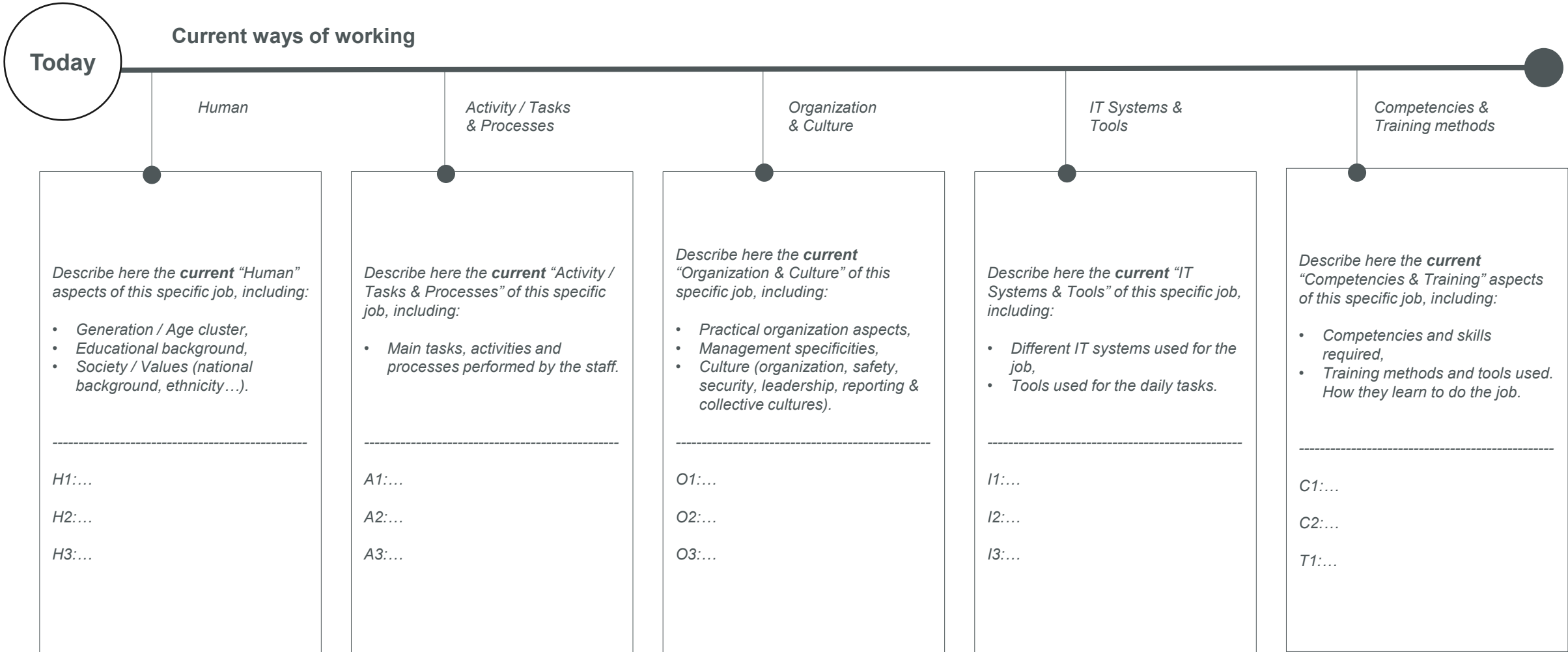


Staff category

Job

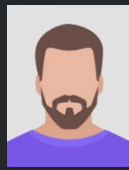


Describe here a small **definition** of the job.



Staff category

Job



Drivers of transformation: List here the different drivers of transformation (technological and/or societal & others) that will affect this staff.

- DT 1:...
- DT 2:...
- DT 1:...
- DT 2:...
- DT 1:...
- DT 2:...

New ways of working

Highlight in BLUE the changes that will have the biggest resistance to change

Future date

Human

Activity / Tasks & Processes

Organization & Culture

IT Systems & Tools

Competencies & Training methods

Learning Lab scope of study

Describe here the **new** "Human" aspects of this specific job, including:

- Generation / Age cluster,
- Educational background,
- Society / Values (national background, ethnicity...).

H1:...

H2:...

H3:...

Describe here the **new** "Activity / Tasks & Processes" of this specific job, including:

- Main tasks, activities and processes performed by the staff.

A1:...

A2:...

A3:...

Describe here the **new** "Organization & Culture" of this specific job, including:

- Practical organization aspects,
- Management specificities,
- Culture (organization, safety, security, leadership, reporting & collective cultures).

O1:...

O2:...

O3:...

Describe here the **new** "IT Systems & Tools" of this specific job, including:

- Different IT systems used for the job,
- Tools used for the daily tasks.

I1:...

I2:...

I3:...

Describe here the **new** "Competencies & Training" aspects of this specific job, including:

- Competencies and skills required,
- Training methods and tools used. How they learn to do the job.

C1:...

C2:...

T1:...

Based on what you highlighted in red, summarize here the **main challenges** to address for cultural change and the possible **enablers** to facilitate the change.

Main challenges for cultural change:

CH1:...

Enablers to facilitate the change:

E1:...



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Thank you for your attention



CONTACT

Name Surname

Title

Tel +33 (0)1 44 49 00 00

mail@uic.org

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