MIND4 CHANGE

INTERNATIONAL UNION OF RAILWAYS

STAFF WORKSHEET

HOW-TO GUIDE

Staff category
Job

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

Today

Current ways of working

Human

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

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

H1:…

H2:…

H3:…

Activity / Tasks & Processes

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

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

A1:…

A2:…

A3:…

Organization & Culture

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

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

O1:…

O2:…

O3:…

IT Systems & Tools

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

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

I1:…

I2:…

I3:…

Competencies & Training methods

*Describe here the **current** "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:…

Interne

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:…*

Future date

New ways of working

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

Human

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

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

H1:…

H2:…

H3:…

Activity / Tasks & Processes

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

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

A1:…

A2:…

A3:…

Organization & Culture

*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:…

IT Systems & Tools

*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:…

Competencies & Training methods

*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:…

Learning Lab scope of study

*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:…

Interne

MIND4 CHANGE

Thank you for your attention

CONTACT

Name Surname
Title
Tel +33 (0)1 44 49 00 00
mail@uic.org

Stay in touch with UIC: #UICrail

shop.uic.org

WATCH NOW

uic.org