



SITE CV : COLLECTIVE COMPETENCIES AS A RESSOURCE FOR POSITIVE ALTERNATIVES TO RESTRUCTURING

CONFRONTATIONS EUROPE

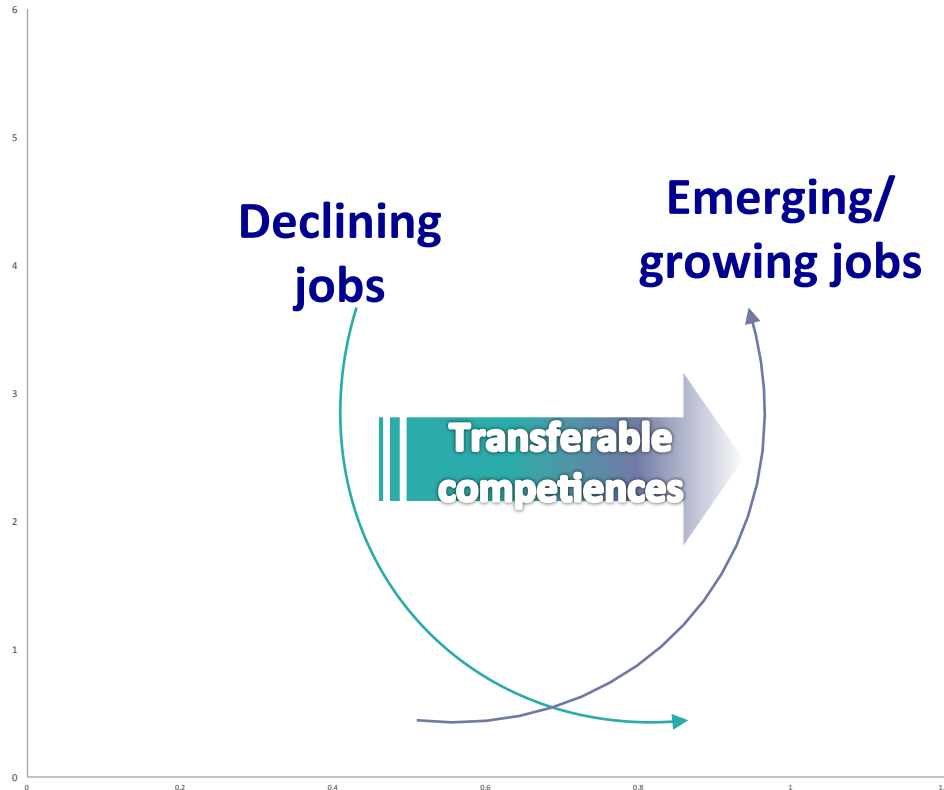
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FROM DOWNSIZING TO REDEVELOPMENT: THE CASE OF AN AUTOMOTIVE PLANT

- # # An automotive plant in Normandy (France), internal supplier of a German based multinational company, specialised in electronic components
- # # 1 000 employees in 2000, 650 in 2012, downward trend
- # # 2012 the site sets up a working group to find alternative solutions to further downsizing, with the support of the group and the European Works Council
- # # 2015 : the plant starts a new activity as EMS and supports start-ups in industrialising their products
- # # An innovative tool supporting the plant to find a new future : the Site CV

WHAT ?

APPLY THE CONCEPT OF AN INDIVIDUAL C.V. TO AN ENTIRE WORKFORCE



A focus on collective competencies to shed light on future employment opportunities



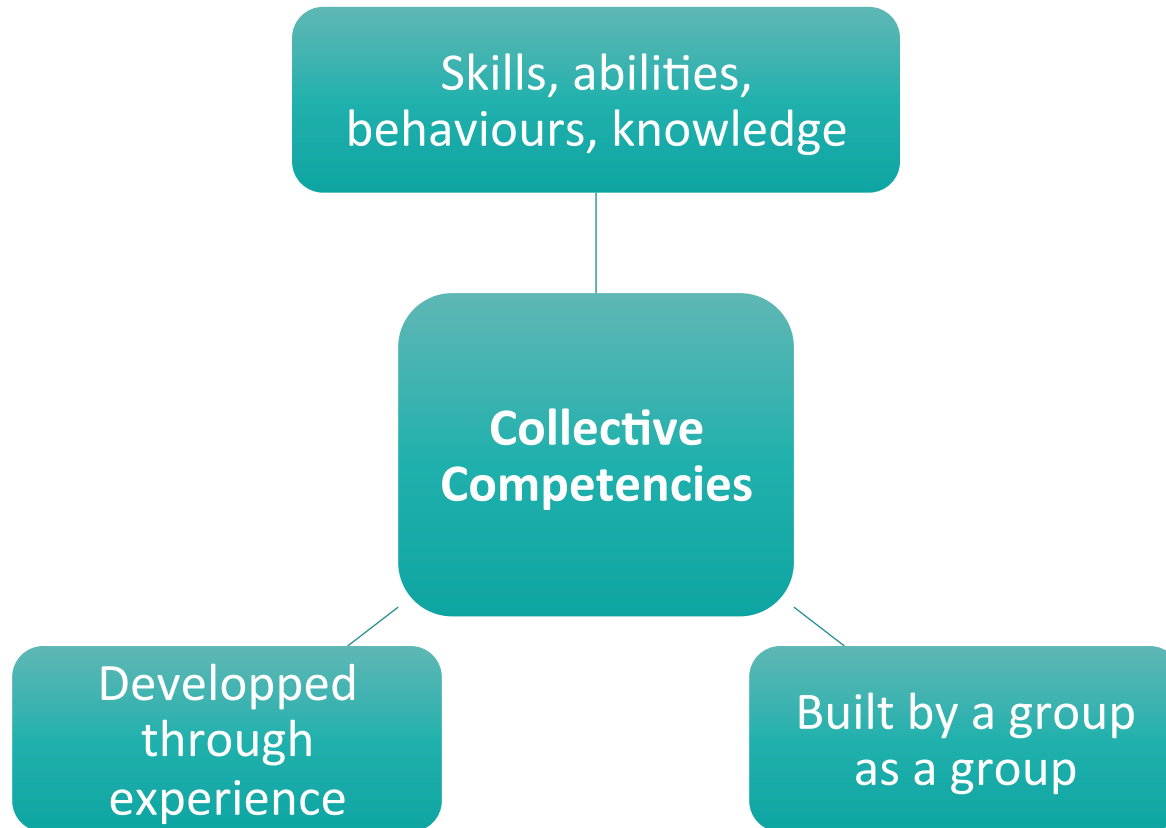
HOW ?

A THREEFOLD PROCESS



**Anticipation,
promotion and
redevelopment of
collective
competencies**

THE COLLECTIVE COMPETENCIES APPROACH



WHEN ?

FROM RESTRUCTURING TO ONGOING TRANSFORMATION ?



Work on
alternatives to
restructuring



Promote non
financial assets



Trigger business
diversification



Prepare for
transformation ?







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