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

Declining jobs

Emerging/growing jobs

Transferable competences

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

How?

NEW FUTURE FOR THE SITE

Anticipation, promotion and redevelopment of collective competencies

Collective competencies

Economic analysis

Social dialogue
THE COLLECTIVE COMPETENCIES APPROACH

Collective Competencies

Skills, abilities, behaviours, knowledge

Developed through experience

Built by a group as a group

FOCUS
FROM RESTRUCTURING TO ONGOING TRANSFORMATION?

- Work on alternatives to restructuring
- Promote non financial assets
- Trigger business diversification
- Prepare for transformation?
Questions
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