

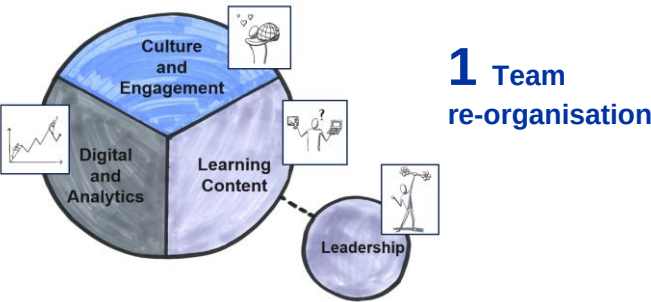


News from L&D

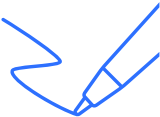
December 2023



NEWS FROM THE TEAM...a busy 2023 ++



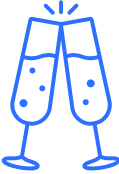
1 Team re-organisation



19,000 Learning Profiles – Mandatory for All



13 Targeted Team ‘Actions’



1 Revised Language Guidelines



7 Micro-Talks
790 Registrations



3 Online learning platforms launched (7-Speaking, Kallidus, Leadership Live)

1 Event for Internal Trainers



15 sessions Active Bystander



179 new Supervisors of Grads/Fellows trained via ‘Getting to Grips’



3 Online Learning polls

Flash Info from the Learning Programmes



TECHNICAL TRAINING



Session dates for 2024 are now published in the [L-Hub](#). Feel free to indicate interest or enrol for your course of interest 😊

New course on Overleaf and LaTeX coming up soon in our catalogue with beginner, intermediate and advanced sessions. Stay tuned for more updates!

LEADERSHIP



Want to refresh your leadership skills with our bite-size learning courses? Check out the offer from [Kallidus](#)... chf 20 per bundle of 5 courses.

New course coming in 2024 to hone your coaching skills as a Manager...more news to follow in the January edition.

Planning your MERIT conversations... 'Annual Interview: be prepared as a Supervisor' ... [indicate interest](#) now.

PERSONAL DEVELOPMENT & COMMUNICATION



****NEW TO THE PORTFOLIO****

[Blind Spots and Bias Busters](#)
2hr session online

This workshop will help shape your behaviour and practices to become even more inclusive

From January 2024: The [Power of Voice](#) course is considered an external training. Click [here](#) for more details

TECHNICAL MANAGEMENT



[Respecting Privacy in the processing of personal data at CERN](#)

Last session of the year: 13-14 Dec on Zoom (English) Register by 6 Dec

All procurement sessions will have lesser sessions in 2024 but with larger enrolment capacity. Register [here](#) to enrol for our 2024 sessions!

LANGUAGE TRAINING



[Learn English 1:1](#)...classes resume after the annual closure on **8 January 2024**.

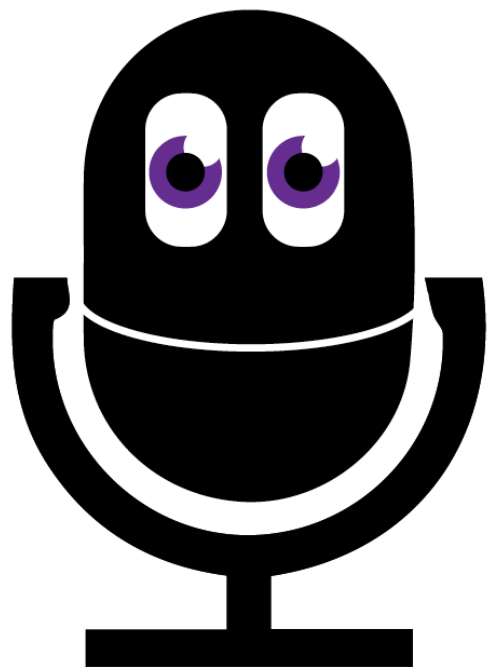
Looking for a partner to practice your language skills...try out our language [tandem](#) programme.

[Learn French for ALL](#)...classes resume on 16 January 2024.



Special Course Feature – Micro-Talk #8

Micro talk #8



HR Learning & Development vous invite à un huitième micro-talk, où nous examinerons, en nous appuyant sur les neurosciences cognitives, ce qu'est l'ego et en quoi il constitue une menace pour l'agilité de notre Organisation.

Nous nous pencherons en particulier sur l'interrelation entre l'ego et certains comportements qui empêchent l'apprentissage.



Human Resources
Learning and Development

Ego vs innovation : le regard des neurosciences cognitives

Micro-Talk 60 min + 15 min Q&A

Expert :
Marc Turiault, docteur en neurosciences,
responsable d'équipe, formateur et conférencier.

26 janvier 2024 - 14h - 15 h 15

En français et en présentiel au CERN dans l'Amphithéâtre IT 31/3-004
Zoom/webcast avec enregistrement (sauf la séance de questions et les échanges personnels)

<https://indico.cern.ch/event/1335703/>

[Indico](https://indico.cern.ch/event/1335703/)

A Learning Nugget from the team

Managing
Self*

Use the science of wellbeing to flourish at work

What is flourishing, really?

[Flourishing](#) — a holistic framework for well-being...flourishing means that we can connect to a sense of purpose in our lives, experience positive emotions, build relationships...

Here are things that you can do — that take five minutes or less — at work or at home to help cultivate your own flourishing.

[Read the HBR article](#)



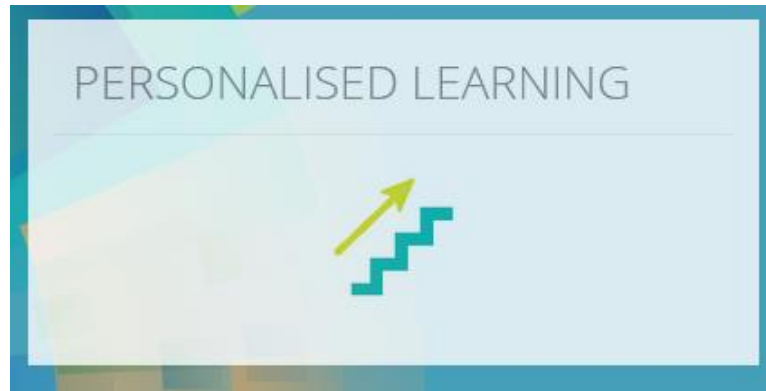
*CERN Competency Model

A Tip from the Learning Hub



Did you know that all learners have been assigned a Learning Profile for mandatory courses (Mandatory for all)?

Click on this Widget on the Learning Hub home page



Expand for more details

With 3 Learning Profile(s)	
Mandatory for all Completed	Computer Security Completed
Safety at CERN Completed	Safety at CERN / La Sécurité au CERN Completed
Emergency Evacuation Completed	Emergency Evacuation / Évacuation en cas... Completed
Radiation Protection - Awareness Completed	Radiation Protection - Awareness /... Completed
Data Privacy Completed	Data Privacy Basics - e-learning Completed

Summary

Emergency Evacuation - HL-LHC / Evacuation en... Not enrolled, Elective

Last call - don't miss out!

PERSONAL DEVELOPMENT & COMMUNICATION



COURSES	START DATE	ENROLMENT DEADLINE
From needs to solutions: Insights	13-Dec	6-Dec
Active Bystander	15-Jan	18-Dec
Diversité dans le langage: s'exprimer de façon inclusive du point de vue du genre	18-Jan	8-Jan
Effective communication with service users	8-Mar	1-Feb
Work Smarter not Harder - Making the most of your time	5-Mar	5-Feb
Coffee Machine : Who Rinses the Cups? Responding to gender-based discrimination at work	5-Mar	5-Feb
I FIND... a solution to my conflict	11-Mar	5-Feb
Convincing Scientific Presentations	13-Feb	7-Feb
Develop your Emotional Agility	14-Mar	8-Feb
Balancing Performance and Pressure	11-Mar	9-Feb

Check the
Learning Hub
for more
courses/sessions
in this period.

Courses will only take place if we reach a sufficient number of participants.



Last call - don't miss out!

TECHNICAL TRAINING



COURSES	Start Date	Enrolment Deadline
CIVIL ENGINEERING		
Design and Safety Verifications of Aluminium Structures	4-Dec	1-Dec
INFORMATION TECHNOLOGIE		
Introduction to programming for non-programmers (using Python)	6-Feb	22-Dec
MECHANICAL DESIGN		
Bases des Normes ISO de Spécification géométrique des produits (GPS)	17-Jan	15-Dec
Calcul de dimensionnement des assemblages soudés	23-Jan	20-Dec
Approfondissement des Normes ISO de Spécification géométrique des produits (GPS)	25-Jan	22-Dec
Introduction to ANSYS Maxwell	30-Jan	9-Jan
SOFTWARE PACKAGE		
CERN Service Management - Ticketing System for Functional Managers	12-Dec	5-Dec
CERN Service Management - Ticketing system (Advanced)	14-Dec 25-Jan	7-Dec
CERN Service Management - Ticketing system (Foundation)	18-Jan	11-Jan
CERN EDMS - Introduction (short version)	26-Jan	19-Jan
Introduction to EAM - Module 1 (Introduction and Asset Management)	6-Feb	23-Jan
Introduction to EAM - Module 2 (Work Management)	13-Feb	30-Jan

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Last call - don't miss out!

LEADERSHIP



COURSES	Start Date	Enrolment Deadline
Getting to Grips with Supervision	18-Apr, 30-Apr, 22-May	10-Jan
Driving for Impact and Influence	12-Mar	12-Feb
Avoir de l'impact et de l'influence	7-May	8-Apr
Essentials of People Management Programme	7-May	9-Apr
Communicating with Impact for People Managers	16-May	16-Apr

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*Wishing you
and your families
a peaceful
end of year break*

*and Thank You for your support !
the L&D Team*