

SID 2024

Sibiu Innovation Days

24-25 October, Sibiu - RO



Learning AT AW AD

@Continental Sibiu

Maria Barna



Location
Mission

We turn ideas into impactful products and services by fostering global collaboration and innovation.

Continental SIBIU

THE PLACE **TO BE!**

... since 2004

Continental
The Future in Motion

Strategic Fields of Action

Continental
The Future in Motion

Continental SIBIU

THE PLACE **TO BE!**

Maximize value through key expertise, top technology and the drive for competitiveness, leveraging synergies and opportunities.

COMPETITIVENESS

Continental
The Future in Motion

Continental SIBIU

THE PLACE **TO BE!**

Shape the future through innovation, automation and cutting-edge technologies.

TECHNOLOGY

Continental
The Future in Motion

Continental SIBIU

THE PLACE **TO BE!**

Empower ownership and collaboration, enable people growth and enhance a sense of belonging.

PEOPLE

Continental
The Future in Motion

Continental SIBIU

THE PLACE **TO BE!**

Embrace a proactive quality mindset and a customer-centric culture.

QUALITY

Continental
The Future in Motion

Continental SIBIU

THE PLACE **TO BE!**

Build together a sustainable and green future.

SUSTAINABILITY

Continental Sibiu – People Strategy 2024+4

What and How we want to achieve?



Industrializing Best Fit

Ensuring competitiveness and viability by having the right people with right competence in place

Be the most desired employer



Attractive Employer

Guide career paths, grow potential, and develop leadership



Talent Development

Promote self-learning and develop competencies



Learning Culture

Enabling Transformation

Supporting Future Business Success by empowering transformation through ownership and learning

Employee Engagement



Engage and energize our employees, rewarding the Drive for Results

Change Agent



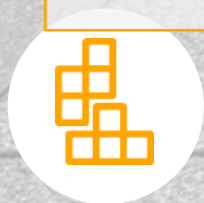
Lead, Focus & Perform, facilitate Organizational Transformation

Digital Transformation



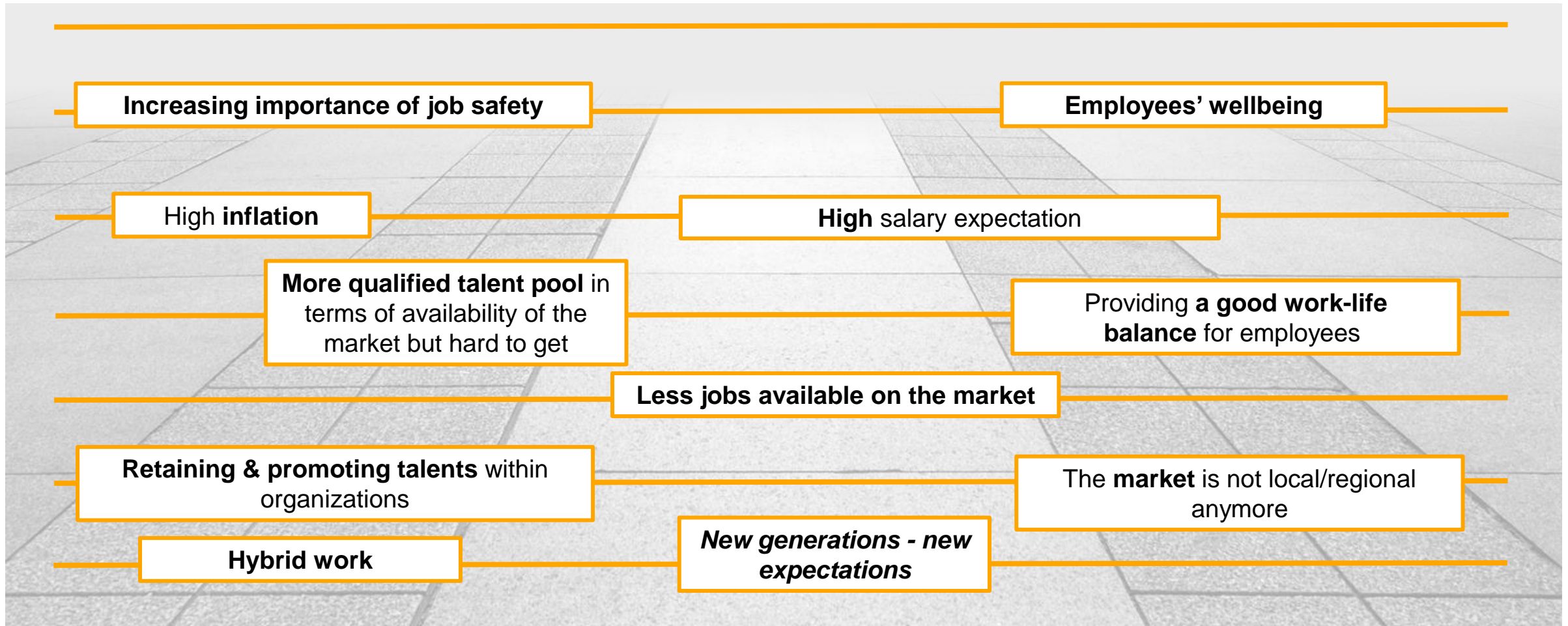
Further digitalize our HR processes

Empowered. Proactive. Decisive

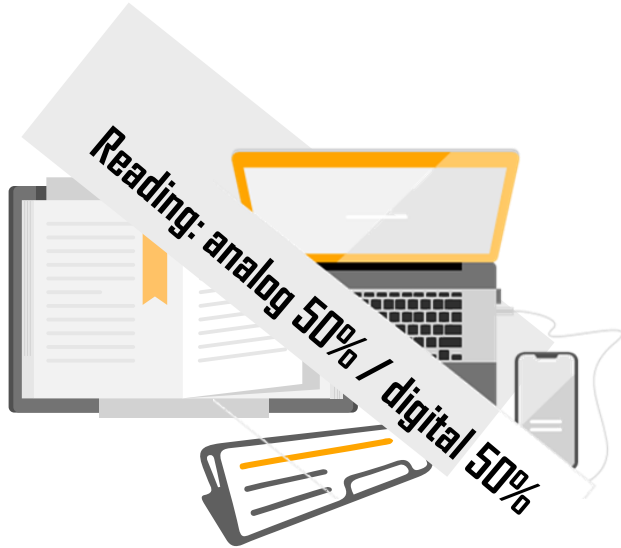


Sibiu – People Strategy 2024+4

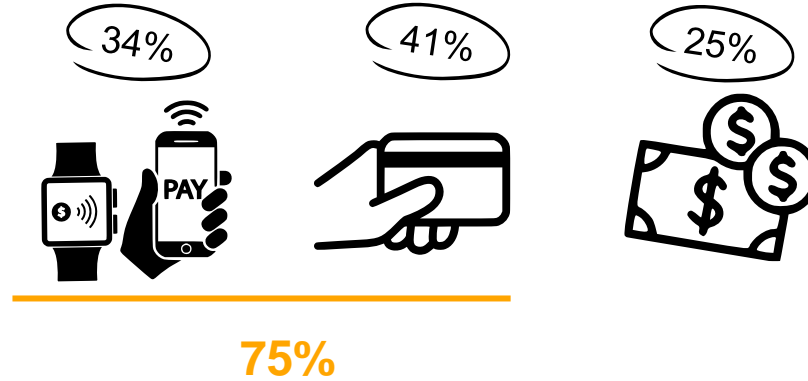
Market Factors & Challenges



To what extent prefer Continental employees **technology** in...



preferred payment method



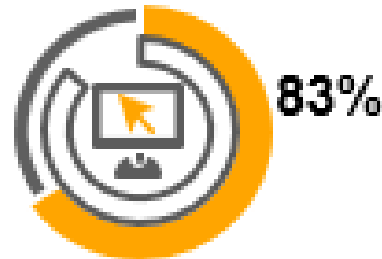
Daily activities

>73% overall

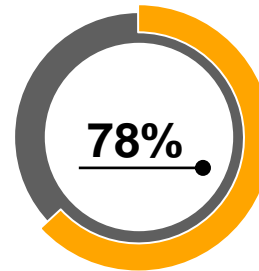
Are using social media



Overall



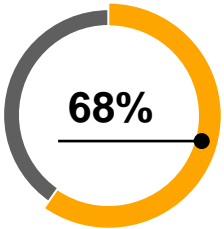
>83% are using their computer, email address, smartphones both in their personal & professional lives



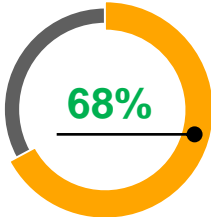
78% are using automatization in their daily work

Digital Experience @Continental

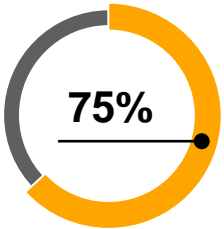
If I look at my workplace, it should be...



Is Continental a digital company?



More digital



Conti is supporting me in my digital journey

Preferences of our employees to develop...



In this context, what does Continental do to sustain
LEARNING AT AW AD?

Training Offerings @ Continental Sibiu



Formal Learning



Digital Learning



Informal Learning

DIGITAL TRANSFORMATION LEARNING TO LEARN

**E-Learning
platforms**

**Free e-
Learning
Curriculum** for
all employees

**Internal
Technical
Training
Programs**

**Specific
Qualification
Training
Programs**

**Blended
Learning
Induction
Training**
for all new entries

**Training
Catalogues**
as support for
development



Sustainable Learning @ Continental Sibiu

Increasing Advancement Opportunities

“Moving over” could lead to “moving up.” You may currently be in a situation with your team / department where the prospects for a promotion in the foreseeable future don’t look good. So, making a lateral move to another team / department may open new doors for career advancement.

Reigniting Your Passion / Seeking New Challenges

If you’ve been in your position for a number of years, routine and boredom may have started to settle in. The position may not present the opportunity for new tasks, responsibilities or projects. A lateral career move may help reignite your passion by presenting you with new projects to be completed, problems to be solved and challenges to be confronted.

Expanding Your Network

Networking, by far, is recognized as the most effective career advancement strategy. Making a lateral career move can help you make new contacts and expand your network. In addition, the best time to network is when you don’t need it.

Finding a New Environment

A lateral career move may provide an opportunity to find a new environment (new supervisor, new team, new projects and tasks).

On-the-Job Growth Opportunities: Lateral Development Initiatives

Area Scouting

★ Investigating new area in the company – different department, business unit etc, by working in this area for short period of time (less than 1 month or remaining in his main role but few hours working in other areas).

Temporary Cross-move

⚙️ Gaining broader business perspective by working for a short term in a new environment – new Job Profile, new Department, new Location.

Internal Promotion

🌟 Embrace a new opportunity in your career development by making a permanent change in your career – new Department, new Job Profile, new Location.



Project Work

Participating in a new project, being responsible for some work packages, interacting and working closely with Project Manager and project’s team.

Peer Consulting

Meetings with colleagues at the same level or with similar interests to discuss about the current challenges and sharing and investigates different ideas and solution.

Job Enlargement

Getting additional, more challenging tasks in the current job.

Sustainable Learning @ Continental Sibiu

How we do it?

Competency Development

Learning AT AW AD

Learning is a journey, not a destination!

LEARNING 4.0 FRAMEWORK

People and Culture To evolve



Digital Leaders @Shopfloor
Smart Learning Zone @ Shopfloor
Learning Evolution Environment

New Tools To learn



VR/AR Glasses
SW for Learning Content Creation
LMS (principles) for Operators

New Content To work



Manufacturing World eLearnings
VR Standard Trainings

#DualSchool Training Room



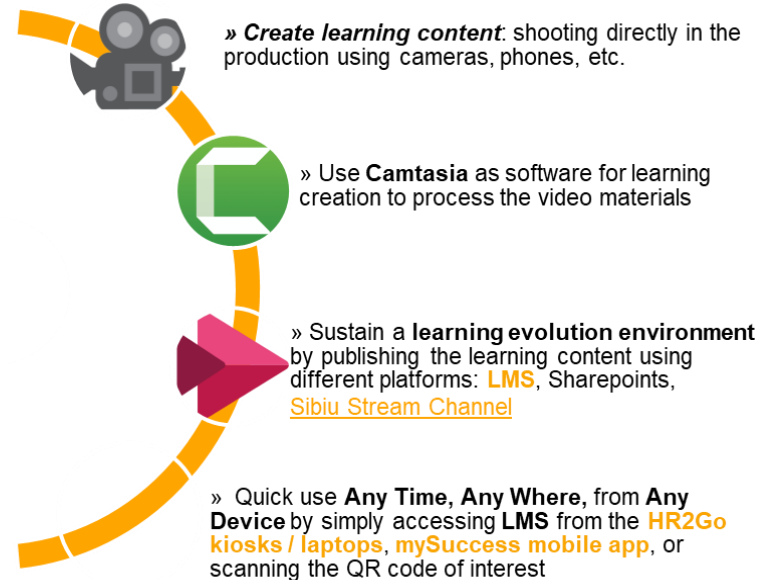
#Induction Training Room



#IPC Training Room



"I am prepared to work in an I4.0 Factory"



Work instructions in video format

Thank you!