

2023



INTERNATIONAL PROGRAMS



PROJECT & **P**EOPLE
MANAGEMENT **S**SCHOOL

AGENDA - First part -

DAY 1 Mon 19/08	DAY 2 Tue 20/08	DAY 3 Wen 21/08	DAY 4 Thu 22/08	DAY 5 Fri 23/08
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BUSINESS EVOLUTION

PROJECT MANAGEMENT

MORNING

WELCOME & OPENING
(PPM Coordinator + Executive team)

PARTICIPANTS PRESENTATION
(PPM Coordinator)

BUSINESS EVOLUTION & WINNING CHANGE
(Country Manager)

EXPECTATIONS & TRAINING CONTRACT
(PPM Coordinator)

OUR FEED-BACK ON FUNCTIONS MEETING
(Team work to prepare the presentation)

OUR FEEDBACK ON FUNCTIONS MEETING
(Presentation to panel)

TRAINING ON PROJECT MANAGEMENT
(PMO)

PM FOR A DAY
(In team)

TOOLS & PM FOR A DAY FEED-BACK PRESENTATION
(Presentation in team to PPM panel)

LUNCH

AFTERNOON

MEETING WITH FUNCTIONS OWNERS
(In Team)
ENGINEERING, MANUFACTURING, SUPPLY CHAIN, SALES & MARKETING, HR, FINANCE

TRAINING ON PROJECT MANAGEMENT
(PMO)

PRESENTATION PREPARATION
(Team work to prepare the presentation)

MULTICULTURAL TRAINING
(PPM team)

MEETING WITH PM

DINNER WITH PM

EVALUATION

DINNER

AGENDA - Second part -

		DAY 6 Mon 26/08	DAY 7 Tue 27/08	DAY 8 Wen 28/08	DAY 9 Thu 29/08	DAY 10 Fri 30/08
		PEOPLE MANAGEMENT			EVALUATION	
MORNING		OPENING <i>(Rigamonti)</i>	MANAGER FOR A DAY <i>(In team)</i>	DISTRIBUTED LEADERSHIP <i>(PPM Coordinator)</i>	TOOLS & MANAGER FOR A DAY FEED-BACK PRESENTATION <i>(Presentation in team to PPM panel)</i>	The masterpiece BUSINESS GAME <i>(Customer)</i>
		LEADING CHANGE & PEOPLE MANAGEMENT <i>(HR team)</i>		PUBLIC SPEAKING SUGGESTIONS <i>(PPM Coordinator)</i>		
LUNCH						
AFTERNOON		DISTRIBUTED LEADERSHIP <i>(PPM Coordinator)</i>	MANAGER FOR A DAY <i>(In team)</i>	MODULES EVALUATION	The masterpiece BUSINESS GAME <i>(Customer)</i>	FEED BACK MEETING
		HOW TO OBSERVE A MANAGER <i>(PPM Coordinator)</i>		PRESENTATION PREPARATION ON TOOLS & MANAGER FOR A DAY <i>(Team work to prepare the presentation)</i>		
DINNER			DINNER - MANAGER			

Evaluation

DAY 5

**TOOLS
&
PM FOR A DAY
FEED-BACK
PRESENTATION**

(Presentation in team to PPM panel)

DAY 8

MODULES EVALUATION

DAY 9

**TOOLS
&
PM FOR A DAY
FEED-BACK
PRESENTATION**

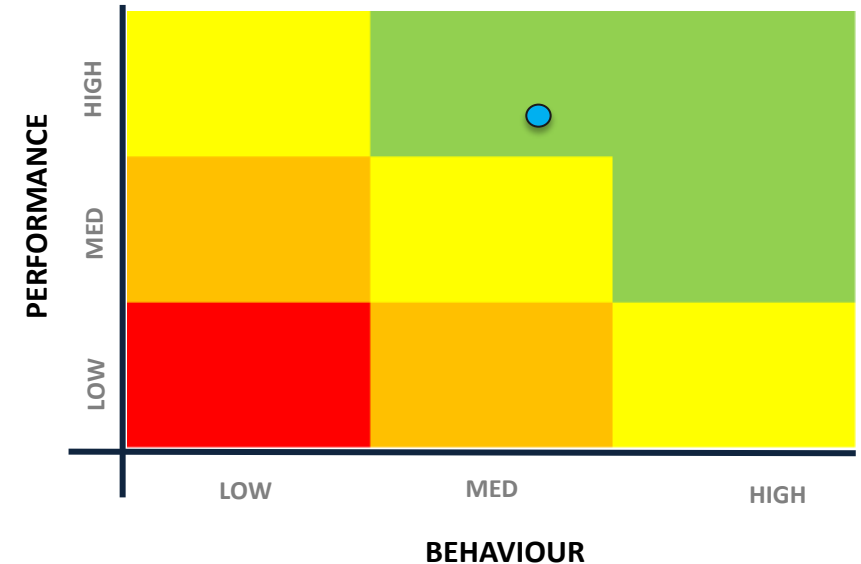
(Presentation in team to PPM panel)

Observation on **PUBLIC SPEAKING and TOOLS PRESENTATION** with individual scoring on Content (structure, clearness, consistency)
Esposition (selling skills, time management)

Individual **QUESTIONNAIRE** with scoring

Observation on **PUBLIC SPEAKING and TOOLS PRESENTATION** with individual scoring on Content (structure, clearness, consistency)
Esposition (selling skills, time management)

FINAL OUTPUT



Assessment observation from the Comau staff

Program description

Ten Days inside the Comau Academy, one of the leading training centers in the world of industrial automation, will deliver a unique opportunity to immerse yourself in the dynamics of a global company. No matter which location you choose, the learning path offered by this innovative school starts with a brief introduction to **Business Evolution** and is then divided into two fundamental modules:

- **PROJECT MANAGEMENT:** focused on the main methodologies and tools needed to effectively manage a project. In this way, students will be able to experience, first-hand, the solutions used by companies to run their business projects. Students will also be put to the test as they will be asked to develop and manage a project which will be presented to the management team.

- **PEOPLE MANAGEMENT:** focused on the main methodologies and tools needed to guide people towards business results. After the first section, which is dedicated to the improvement of personal effectiveness, this module concentrates on people management skills. Students will be taught methods and tools used by companies to manage human resources. They will live alongside the best managers and put themselves to the test by managing an initiative directed at the company's personnel.

The learning path will be provided in English. It will include classroom training (interactive lectures, case studies, simulations), everyday life within the company (visits, meetings with company leaders, coaching and observation of professional dynamics), and will include work on a real project.

The learning path also includes off-site visits, socialization and a compelling team building event to allow students to experience the importance of individual, corporate and community leadership responsibility. Finally, it includes one study-free weekend to discover the local city and spend time with friends.

FULL IMMERSION TRIP

AGENDA



teoria



Public speaking



Company moment



team work



weekend

DAY 1

DAY 2

DAY 3

DAY 4

DAY 5

WEEKEND

COMPANY INDUCTION

MULTICULTURAL FOCUS & COMPANY ORIENTEERING

COMPANY BEHAVIOR

COMPANY PERFORMANCE

WEEKEND ACTIVITIES

MORNING

WELCOME & OPENING

(Coordinator)

PARTICIPANTS PRESENTATION

(Coordinator)

INDUCTION IN A COMPANY SCENARIO

Company presentation
(Country Manager)

INDUCTION IN A COMPANY SCENARIO

Business evolution & winning change
(Country Manager)

PECULIARITY OF THE COUNTRY

(Manager)

PECULIARITY OF THE COUNTRY

External testimonials (University)

SHADOWING

(manager)

PRESENTATION

(team)

BUSINESS GAME

(Team work)

WEEKEND ACTIVITIES

*Visit ancien town
River boat tour
dinner*

LUNCH

AFTERNOON

EXPLORING COMPANY

meeting with functions owners
(In Team)

ENGINEERING, MANUFACTURING, SUPPLY CHAIN, SALES & MARKETING, HR, FINANCE

FEEDBACK ON FUNCTIONS MEETING

(Team present to Country manager)

SHADOWING

(manager)

MULTICULTURAL

The morenians game

COMMUNICATION CONTEXT

Exercice on the communication context

MULTICULTURAL DRIVER

Culotural differences

ACTING COMPANY SKILLS

(Coordinator & Manager)

DINNER WITH MANAGERS

DINNER

APPROACH & METHODOLOGY

Approach & Methodology



D.A.R. (Discover, Apply, Reflect)

Has the purpose of encouraging the acquisition of specific knowledge and skills with respect to a defined disciplinary area.

The format consists of a mix of alternating tools/theory according to an inductive approach and concluded with a moment of feedback and reflection to learn from experience.

Specifically, Comau trainers offer students some operational tools that help participants get to the heart of the Company. In fact, the tools must be put into practice on specific projects assigned to the various working groups. Based on the work done, each group receives a feedback from the University & Company trainers which allows them to consolidate learning.

Meeting with Managers

Has the purpose of facilitating the understanding of the main dynamics that characterize the real world and the characteristics of the main corporate functions, to facilitate the choice of the future profession.

The students have the unique opportunity to spend a whole day with a company manager, accompanying him in his activities and sharing his day-by-day.

The format includes a moment of "post experience" reflection together with the University and the Company to discuss what has been experienced together.

Customer Experience

Aims to promote the understanding of the complex dynamics that characterize the execution of real challenging tasks.

It consists in putting into practice the knowledge learned through the realization of a concrete task in a team. At the end of the project, the working groups share a moment of final reflection, conducted by the University and the Company together.

X factor session

To encourage the acquisition of interaction and exposure skills in a challenging context.

The students must prepare a presentation relating to the experience lived with the Managers. The presentation takes place in front of a jury that provides detailed feedback on the contents of the presentation and on the aspects of public speaking.

24/7 challenge

To encourage the development of relational, managerial & organizational skills that promote personal development and autonomy.

The format is so called because it contains all the experiences, formal and informal, which are an integral part of the FIT and which are designed with the aim of offering "strong" learning opportunities: dinners, scheduled visits, moments of aggregation, continuous use of the language English, living away from home for a week etc.