

# On-boarding program for new automotive engineers

## Challenge

An automotive supplier had very high, very specific technical requirements of its new staff. So stringent were these requirements that communication skills were given relatively low priority during the recruitment phase. The company believed that the soft skills could be more readily trained than advanced technical ones.

A key challenge of the project was to create an interlinked matrix of workshops which would support the development of individual staff members as they progressed through organization and their changing tasks and responsibilities called for increased levels of communicative competence. The skills and communications training had to be flexible, scalable and relevant.



## Training Targets

- ⊕ To develop a culture of open and effective communications

## Training Solution

**The program identified four levels, each level comprised of two 2-day intensive workshops:**

<i>on-boarding</i>	new recruits / level 1 engineers
<i>communicating for success</i>	level 2 engineers
<i>communicating for impact</i>	level 3 engineers, and
<i>communicating for results</i>	level 4 engineers

Essential communicative skills (spoken and written) were introduced at the earlier levels of the program and then expanded and developed as the engineers gained experience within the company and assumed non-technical responsibility for staff and client contacts.

Presenting a technical process thus developed into presenting a client solution, culminating in the skill of effectively exploiting the question session at the highest level.