



第二十四届中国学习与 发展年会

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2020 ABB HR TEAM LEARNING & DEVELOPMENT 许多

Accelerative Learning Program for Leaders of Next Generation (ALP)

向正在生成的未来学习

Program Objectives & Overview 项目目标与概览

Objectives 目标

To better prepare our leaders of next generation to be ready to face the challenges in the Energy & the Fourth Industrial Revolutions 让我们下一代的领导者更好的为能源行业以及第四次工业革命带来的挑战做好准备

To prepare a richer and stronger talent pipeline for ABB – a leader in digital industries 为ABB准备更加丰富以及强大的人才管道——数字化时代的领导者

Overview 概览

- 12-18 month learning journey offers leaders of next generation the opportunities to 针对下一代管理者的12-18个月学习之旅
 - Gain deeper insight of self awareness, personal leadership style and potential development needs 在自我觉知、个人领导力风格以及潜在发展需求上拥有更深层的洞察
 - Understand what competencies are required in the digital & VUCA age 理解数字化以及VUCA时代什么样的胜任力是被需要的
 - Learn how to adapt for and thrive in the ever-changing and unpredictable future 学习如何适应以及在多变以及不易预测的未来中持续发展
 - Explore how to become active change catalyst 探索如何成为积极变革的推动者
 - Interact and learn from rich pool of mentors and action learning coaches 与大量的导师以及行动学习教练互动及学习
 - *Individual Project Assignment* 个人项目任务
 - Sharpen personal leadership and individual growth 强化领导力与个人成长
 - **Group Project Assignment (Real Business Project)** 团队项目任务 (实际业务项目)
 - **Master teamwork and problem-solving skills in real business projects by action learning**
 - **Adapt creative thinking and innovative approach into their work**
 - **Build business & collaboration networks**
 - **Broaden knowledge of business and portfolio**
 - **Cross pollinate best business practices**
 - *SWAP or STA Assignment recommended SWAP或STA任务*
- And many more....

Target Group of ALP

ALP目标人群



Age年龄: around 30

Current Role目前角色:

line manager直线经理, team leader团队领导者

high potential individual高潜力个人贡献者

Potential Rating潜在评分: A or B

Special traits特质:

self driven自我驱动; ambitious有雄心; result

oriented结果导向; interpersonally skilled and

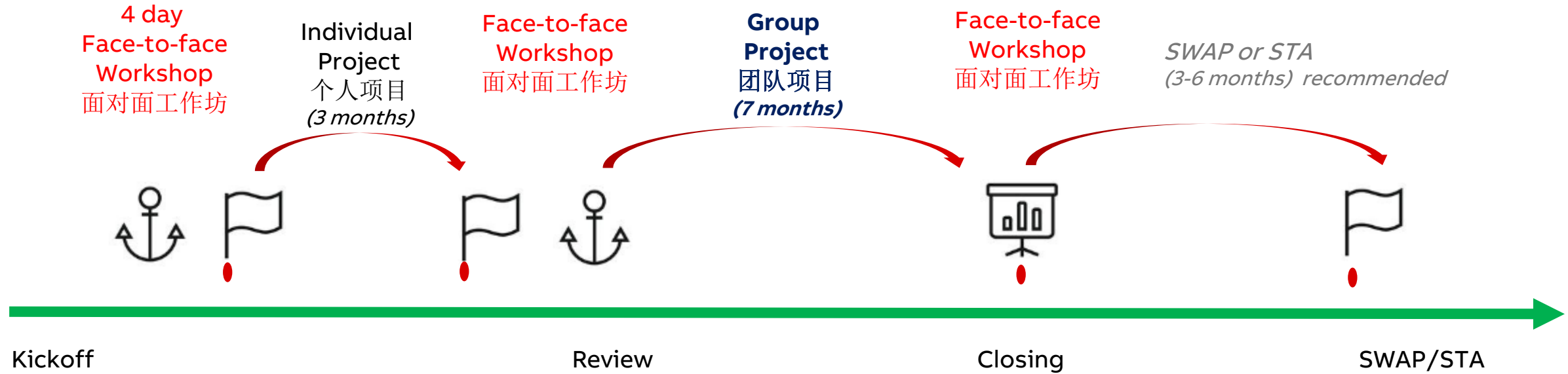
trusted较好人际交往技巧且被信任; high self

awareness and capacity for change高度自我觉

知与变革准备度. Eager & willing to learn渴望学

The program journey 项目旅程

15-18 months



Senior Leader Engagement Session 资深管理者激励项目

Group Presentation 团队汇报 + Jeopardy Game “危险边缘”游戏

Two ways communication in 150 mins 150分钟双向交流

Group Presentation 团队汇报

- Team members introduction 团队成员介绍
- Business project presentation 业务项目汇报
- Get feedback from Senior Leaders on business projects 获得资深管理者对业务项目的反馈
 - Smart product development 品评产品发展
 - Utilization of SBP to improve production quality 利用SBP提升产品质量
 - Achieve win-win for SMART business 为SMART业务获得双赢
 - Increasing the efficiency of on site service 提升现场服务的效率
 - Channel development strategy 渠道发展策略
 - Analyze, define and develop business strategies and opportunities for business 分析、定义以及发展业务策略和业务机会

Jeopardy Game with senior leaders 与资深管理者的“危险边缘”游戏

- Introduce the rules of Jeopardy game 介绍“危险边缘”游戏的规则
- Group competition on Jeopardy game 团队角逐“危险边缘”游戏





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