



ERAMET

ACHIEVING PROJECT SUCCESS

TRAIN MANAGERS IN EFFECTIVE PROJECT MANAGEMENT

TESTIMONIAL

“The Eramet Group is the product of successive acquisitions, which did not necessarily share the same values where projects are concerned.

It was vitally important, therefore, to develop a consistent project culture in China, Europe, the USA, Gabon and New Caledonia, and clearly define the key aspects of project management.

Examples include the pivotal role of the sponsor, the difference between business and technical project management, the key project phases and the essential milestone documents.”

Benoit Bied-Charreton, Director of the Leaders programme

As part of its 'Leaders' programme on sharing and improving management practices, in 2009 the Eramet Group developed a training programme to build and disseminate a common project-management culture.

Eramet chose Cegos for guidance and support, right from stage one of the project, which consisted in finalising a guide to project management best practices.

This new project guide then served as a basis for designing two training courses, which give the managers of group entities and subsidiaries a common core of project knowledge that guarantee the success of projects within the group.

- A one-day 'introduction to project culture' was designed for all managers, project managers and lead contributors. The aim was to harmonise the vocabulary, share the common-core basics of working in project mode, and encourage adoption of the main best practices.
- A 'Project Management - Level 2' course focuses on using the project toolkit, in order to consolidate the level of maturity of all project managers and project leads.

Around 1,100 people have been trained since 2010, mainly in France but also in the USA, Africa and New Caledonia.



BENEFITS

- All group managers are trained in the project culture
- The one-day 'Introduction to Project Management' course is now part of the newcomers' induction programme, regardless of their division
- The 'Project Management - Level 2' programme is included in the managers' course set up by IMaGE (the Eramet Group's management institute)



KEY SUCCESS FACTORS

- A common programme for all group project managers and project leads
- Groups of course participants are a mix of businesses, divisions and sites
- The learning methods combine simulation-based learning about the project process, Eramet case studies, e-learning modules, podcasts and webinars.

CONSEIL ET FORMATION EN ENTREPRISE

* Bien plus que des savoirs



BEYOND KNOWLEDGE*