

TESTIMONIAL

“It has been a positive experience to work with Cegos on the design and the launch of this new training. Leveraging our Faurecia Leadership Competency model, and providing participants with a preferred interviewing methodology, the result is a real success. It has answered to our need to better recruit people with potential who fit our culture.”

Anne Foubert, Group Talent Acquisition Manager

Having grown significantly over recent years, Faurecia is now of a size where the Group needs to professionally manage the hiring of several hundreds of engineers and professionals each year.

The quality of hires is a major stake for the Group, and they have decided that recruitment interviewing skills should be improved among HR and managers so that they can make sound recruitment decisions, hiring people with potential who fit the Faurecia culture.

Faurecia’s request was to rapidly set up a 1 day in-class training. They chose Cegos’ proposal: a simple design process using both Cegos’ robust training materials as well as inputs from several Faurecia contributors. Faurecia’s choice was also driven by the flexibility of the solution and their knowledge of Cegos’ ability to develop an international training programme.

Working closely with Faurecia, Cegos conceived training contents and pedagogy before ensuring the certification of 12 Master Trainers (Country Talent Acquisition Managers).

The roll out using internal and master trainers has contributed to the development of Faurecia’s Talent Acquisition network. It has been a unique opportunity to expose Talents Acquisition Managers as recruitment interview experts capable of supporting efficiently line managers.

BENEFITS

- programme rolled out by Master Trainers to 40 in-house trainers (Senior HR Managers).
- More than 800 engineers and managers trained internally in the 14 main countries in 2014.
- 100% of trainees recommend the programme.

KEY SUCCESS FACTORS

- The training was designed with several Faurecia Talent Acquisition Managers and therefore precisely matched with Company needs and culture.
- A training format mixing HR and managers that enabled common understanding about recruitment issues and respective roles and responsibilities.
- A roll-out through internal trainers that empowered Talent Acquisition Managers as « Interview Experts » and provided to Faurecia a total flexibility for the roll out.