

Our first cross-location seminar week for trainees



PILOT PROJECT WITH PROSPECTS: LEARNING, NETWORKING, GROWING

Five days, four subject areas, one goal: our first cross-location seminar week for trainees promotes dialogue, team spirit and knowledge in a wide range of areas. Industrial clerks and an IT specialist from different locations learn together - and from each other. A pilot project in Düsseldorf with potential for repetition. Find out more..

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"With the first cross-location seminar week for our industrial clerk and IT trainees, we have broken new ground - and deliberately focussed on exchange, practical relevance and networking Exchange, practical relevance and networking."

Jaqueline Hold, Training Coordinator

The week is designed as a **pilot project** and - if the response is positive - will become a permanent part of the training programme in future. The aim is to teach key topics such as **project management, communication, sustainability** and **occupational safety** in a compact format, while at the same time encouraging people to think outside the box.

Strengthening skills - today for tomorrow

The content of the week is practical and tailored to the **needs of the trainees**. We were able to bring in internal experts for many important topics. The following points were already on the programme on the first day:

- **Employee-orientated improvement process ("MoVe")**

Speaker: Andreas Klaasen, Project Management

- **Sustainability**

Speaker: Katja Kubaschek, Head of Quality Management & Sustainability Management

- **Fire protection and occupational safety**

Speaker: Jörg Romahn, Occupational Safety Specialist

- **Cyber Security**

Speaker: Andreas Kölsch, Head of IT

The speakers - all of whom are in-house or have many years of expertise - not only impart knowledge, but

also an attitude. For the company, this means well-prepared junior staff who can think and act in a networked way.



Jörg Romahn during his presentation on fire protection and occupational safety (© Deutsche Tiernahrung Cremer).



Our budding young professionals listen intently (© Deutsche Tiernahrung Cremer).



Four days full of lectures and hands-on seminars - this trains concentration (© Deutsche Tiernahrung Cremer).

External experts impart project expertise, soft skills and business administration

External experts contributed their knowledge on four consecutive workshop days. **Martin Kriegel**, business coach, taught our prospective specialists the important **basics of project management** - from planning to

final evaluation. On the second day of training, the focus was then on teaching **interpersonal strengths** (soft skills) such as communication, feedback and conflict behaviour.

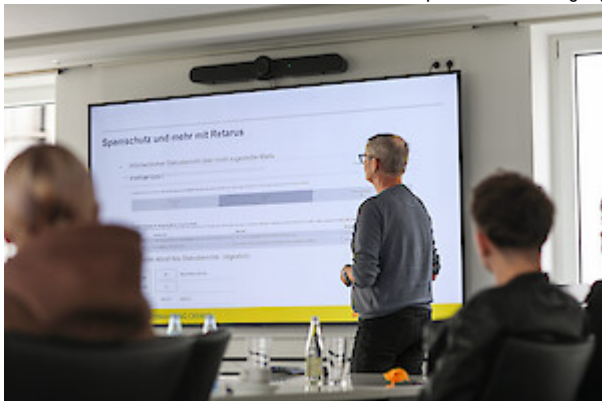
Dr Heike Scharff, an expert in corporate management, used a **business management game** to playfully convey business contexts. The participating trainees slipped into **the role of company management** and made strategic decisions - a practical introduction to entrepreneurial thinking and management.

Colleagues become networked teams

One of **the main aims of the seminar week** is to bring trainees from different locations together. In group work, simulation games and discussions, they learn to develop solutions together and support each other. **Personal contact** with the head office strengthens the sense of belonging and creates transparency. This creates a **network** that lasts beyond the training period.



Calm before the storm - Andreas Kölsch waits for his presentation to begin (© Deutsche Tiernahrung Cremer).



Cyber security - security in the digital space is more important today than ever (© Deutsche Tiernahrung Cremer).



Our budding young professionals listen intently (© Deutsche Tiernahrung Cremer).

The most important facts in brief

- **Pilot project:** First cross-location seminar week for industrial clerks and IT specialists.
- **Knowledge transfer:** Topics such as project management, communication, sustainability and occupational health and safety are presented in a practical way.
- **Networking:** Trainees learn together, exchange ideas and build up contacts across locations.
- **Company loyalty:** Direct contact with the head office strengthens the sense of belonging.
- **Future prospects:** If the response is positive, a repeat of the seminar week is planned.

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