AREVA CHANGE MAKER PROGRAM

October 2015 – June 2017

DIAGNOSTIC

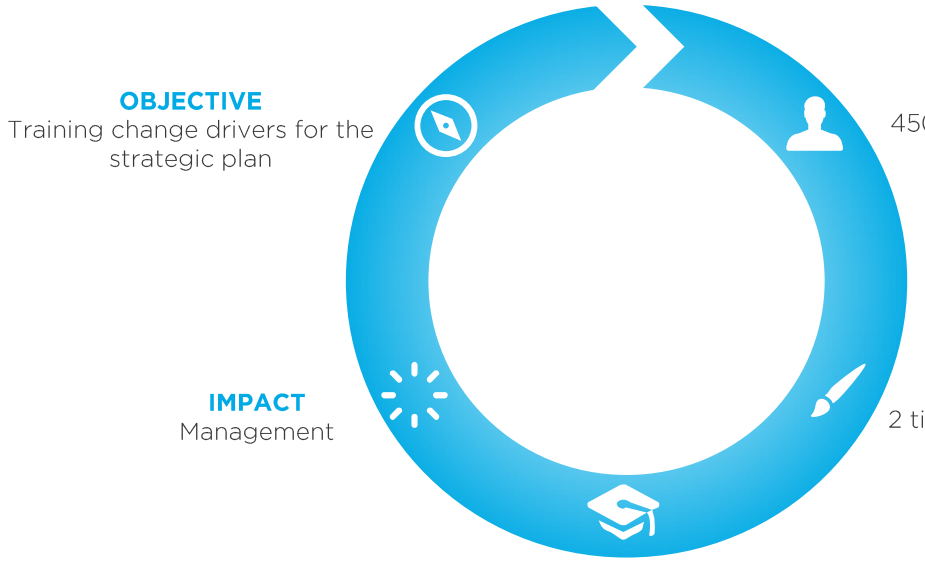
The **nuclear industry** is today at a turning point in its history with the development of renewable energies.

Areva has launched in 2015 a strategic transformation plan in a context of crisis and restructuring.

This program "**Change maker**" was conceived with the HR department and Areva University.

The main objective was to provide tools and methods in change management.

The second objective was to create a network of relays.



OBJECTIVE
Training change drivers for the strategic plan

TARGET
450 managers at Areva France location

IMPACT
Management

PROGRAMME DESIGN
2 times 2 days over a period of one month
40 per group

CERTIFICATION

All participants received C2C certification in change management

1 **ACADEMIC INPUTS**
Expert conferences

2 **COMEX INPUT**
Areva COMEX members conferences

3 **CASE STUDY**
4 business cases and 2 Areva case studies

4 **CO-DEVELOPMENT**
Define the best practices in change management

5 **EXPERIMENTATION**
Between the two modules, participants had to experiment with best practices in change management