

February 24TH / **TURIN**

July 28TH / **DETROIT**

September 22ND / **SHANGHAI**



PROJECT & PEOPLE MANAGEMENT SCHOOL 2014

In collaboration with



UNIVERSITÀ
CATTOLICA
del Sacro Cuore



POLITECNICO
DI TORINO



Technische Universität München



同濟大學
TONGJI UNIVERSITY

TURIN

FEBRUARY 24TH – MARCH 7TH 2014



Enrollment

From January 13th to February 2nd 2014

Cost of training experience

€ 800 instead of € 1.600 + travel and accommodation costs

(Comau will cover half of the cost with scholarships, which will be given to the most noteworthy Italian and non Italian students. The course is a unique opportunity to enter the Headquarters of a group that is growing in an international and multicultural setting).

SHANGHAI

SEPTEMBER 22ND – OCTOBER 3RD 2014



Enrollment

From January 13th to April 30th 2014

Cost of training experience

€ 1.600 + travel and accommodation costs

DETROIT

JULY 28TH – AUGUST 8TH 2014

Enrollment

From January 13th to April 30th 2014

Cost of training experience

€ 1.600 + travel and accommodation costs

PROJECT & PEOPLE MANAGEMENT SCHOOL 2014

ALL STUDENTS ALL CURRICULA ALL UNIVERSITIES

The School is open to students in the last 2 years of their curriculum in Engineering, Economics, Liberal Arts (Sociology, Psychology and more) etc.

Check with your University the possibility to earn credits through the participation to this program.



- Strengthen your own personal effectiveness and acquire **methodologies and tools for project and people management** within a multinational context;
- Identify a **career path** within the mechanics of a company that is coherent with your own aspirations, desires and passions;
- Be prepared and ready to **respond adequately** to the requirements of the future working environment;
- **Learn about** your own potential and put yourself to the test in protected situations in order to provide useful feedback for self-improvement;
- Enjoy **captivating experiences** such as:
 - travelling and exploration of new cultures;
 - meetings, socialization and networking;
 - entertainment and recreational opportunities.

PROJECT & PEOPLE MANAGEMENT SCHOOL

Presentation

To be successful in business and to work efficiently in the business world, it's no longer enough to attain excellence from a disciplined technical point of view. Today, global companies are constantly looking for young people who possess both the technical skills and the aptitude to become the leaders of tomorrow.

To confront the challenges of the increasingly competitive international market, the management of People and Projects is a fundamental skill for students who want to grow quickly, join the business world and achieve ambitious personal and professional results.

Ten days inside the Comau Management Academy, one of the most important training centers into the world of industrial automation, will deliver a unique opportunity to immerse yourself within the dynamics which characterize a global company. No matter which location you choose, the learning path offered by this innovative school, named «**Project & People Management**», starts with a brief introduction to **Business Evolution** and is then divided into two fundamental modules:

- Project management: focused on the main methodologies and tools needed to effectively manage a project. In this way, students will be able to experience, first-hand, the solutions used by companies to run their business projects.

Students will also be put to the test as they will be asked to develop and manage a project which will be presented to the management team.

- People management: focused on the main methodologies and tools needed to guide people towards business results. After the first section, which is dedicated to the improvement of personal effectiveness, this module concentrates on people management skills. Students will become familiar with the methods and tools used by companies to manage human resources. They will live alongside the best managers and put themselves to the test by managing an initiative directed at the company's personnel.

The learning path will be provided in English. It will alternate classroom training (interactive lectures, case studies, simulations), with everyday life within the company (visits, meetings with company protagonists, coaching and observation of professional dynamics), and will include dedicated work on a real project.

The learning path also includes off-site visits, moments of socialization and a compelling team building event to allow students to experience the importance of individual, corporate and collective responsibility towards the less fortunate. Finally, it includes one study-free weekend to discover the local territory and to spend time with friends.

COMAU

Comau (COnsorzio MACchine Utensili) is a proven worldwide leader in sustainable automation and service solutions with a forward focus. Our solutions range from **machining and assembly modules**, to **body welding systems, assembly lines** and **integrated robotics**.

Building on our strong history in the automotive industry and our centers of excellence we have developed solid experience, skills and know-how, and have pushed towards the future through a range of industries and applications. Today, Comau has a truly global presence with **24 locations in 13 countries**, which allow us to offer tailor-made solutions and localized support in a variety of fields.

Visit our web site:
www.comau.com



PROJECT & PEOPLE MANAGEMENT SCHOOL – COURSE STRUCTURE

		DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6	DAY 7	DAY 8	DAY 9	DAY 10	
		Introduction BUSINESS EVOLUTION		Module 1 PROJECT MANAGEMENT				Module 2 PEOPLE MANAGEMENT			Conclusion EVALUATION	
CLASSROOM Training		<div>UNIT 1</div> <div>BUSINESS EVOLUTION and winning organizations</div> <div>4 h</div>	<div>UNIT 2</div> <div>CORPORATE JOBS AND PROCESSES</div> <div>4 h</div>	<div>UNIT 1</div> <div>PROJECT MANAGEMENT to achieve business results</div> <div>16 h</div>				<div>UNIT 1</div> <div>PERSONAL EFFECTIVENESS orientation towards: customers, results, excellence and effective communications</div> <div>6 h</div>	<div>UNIT 2</div> <div>PEOPLE MANAGEMENT to guide people towards business results</div> <div>6 h</div>	<div>UNIT 1</div> <div>SELF IMPROVEMENT PLAN 2h</div> <div>UNIT 2</div> <div>FINAL EVALUATION 6h</div>		
		<div>UNIT 1</div> <div>VISIT to the company 2 h</div> <div>MEETING with the HR director 2 h</div>	<div>UNIT 2</div> <div>MEETINGS WITH THE OWNERS of the various processes in the company 4 h</div>	<div>UNIT 2</div> <div>PM FOR A DAY 8 h</div>				<div>UNIT 3</div> <div>MANAGER FOR A DAY 8 h</div>				
COMPANY PROJECT WORK Training				<div>PROJECT WORK</div> <div>PROJECT WORK ACTIVITY Designing, manufacturing and selling a product to the client</div> <div>8 h</div>				<div>PROJECT WORK</div> <div>PROJECT WORK ACTIVITY Designing, manufacturing and selling a product to the client</div> <div>4 h</div>				

PURPOSE

INTRODUCTION: BUSINESS EVOLUTION (2 days)

- To increase awareness of the main **features** of successful **organizations** operating in the competitive global market.
- To help create focus on the peculiarities and professional characteristics of each **business process** (marketing, product development, manufacturing and sales) and in doing so help promote individual consideration regarding a possible **career path** coherent with the student's own aspirations, desires and passions.

MODULE 1: PROJECT MANAGEMENT (4 days)

- To develop awareness regarding the peculiarities of the **project manager's role** in a project-based company.
- To facilitate the acquisition of practical **project management** tools, useful for the monitoring and management of a successful project.

MODULE 2: PEOPLE MANAGEMENT (3 days)

- To promote the identification and development of the key elements of **personal effectiveness** which are required by global organizations.
- To develop awareness of the peculiarities which characterize the **role of the manager** with particular attention to people management.
- To facilitate the acquisition of practical **people management** tools, useful to guide individuals and teams towards the achievement of business results.
- To increase awareness of the importance of **corporate values** and to encourage experimentation with real situations involving individual, corporate and social responsibility.

CONCLUSION: EVALUATION (1 day)

- To stimulate the development and implementation of an **improvement plan**, able to improve the student's personal effectiveness.

More generally, the experience offered by the Project & People Management School is intended to:

- raise **self-awareness** and help students discover their own potential; encourage them to experiment with professional situations from which to draw useful feedback for self-improvement;
- offer the opportunity to enjoy a **captivating experience** which includes confrontation with different cultures and situations, as well as socialization, networking and fun.



PROGRAM

INTRODUCTION: BUSINESS EVOLUTION (2 days)

UNIT 1: BUSINESS EVOLUTION AND WINNING ORGANIZATIONS (1 day)

Journey inside the competitive market, visit the company and meet with the HR Director.

This unit is designed around the following key elements:

- A competitive and rapidly evolving environment.
- Adaptive corporate strategies with a global footprint: mission, guidelines and common values to cope with change while maintaining a distinct identity.
- Integration as a paradigm: listening and action, centralized decision-making, participatory leadership, technical and managerial skills.
- Personal effectiveness and Project & People Management to achieve business results.

UNIT 2: CORPORATE JOBS AND PROCESSES (1 day)

Journey inside the profession and meet with the principal business owners.

This unit enables you to experience:

- Matrix organizations: key hubs, rules and objectives.
- The governance of global processes.
- Roles and responsibilities in the various business processes: business development, sales & proposal, engineering, supply chain and manufacturing.
- Roles and responsibilities of support functions: Finance, HR, ICT.

MODULE 1: PROJECT MANAGEMENT (4 days)

UNIT 1: PROJECT MANAGEMENT to achieve business results (about 2 days)

Analysis of a business case.

- The definition of a PMO: establishing the network, collecting best practices and defining the processes.
- “Horizontal” benchmarking with organizational realities in different sectors.
- The use of policies and their monitoring.
- Project Management methodologies and tools.

UNIT 2: PROJECT MANAGER FOR A DAY and PROJECT WORKING (about 3 days)

Coaching, interview with a PM and work on a project.

- Daily monitoring and management activities of a complex project.
- Interview with a PM to highlight the opportunities and challenges that characterize the role.
- Operational work in the management of a project.

MODULE 2: PEOPLE MANAGEMENT (3 days)

UNIT 1: PERSONAL EFFECTIVENESS (about 1 day)

Work on projects and experiential learning in the classroom.

- Project work: designing, manufacturing and selling a product to the customer.
- Personal effectiveness: Customer orientation.
- Personal effectiveness: Results orientation.
- Personal effectiveness: Excellence and accuracy.
- Personal effectiveness: Interpersonal communications.
- Corporate values.

UNIT 2: PEOPLE MANAGEMENT to guide people towards business results (1 day)

Analysis of a business case.

- Lead to profit.
- People Management methodologies and tools.

UNIT 3: MANAGER FOR A DAY and PROJECT WORK (about 1 day)

Coaching, interview with a manager and work on project.

- Daily activities in team management and the management of individuals.
- Interview with a Manager to highlight the opportunities and challenges that characterize the role.
- Operational work within initiatives related to People Management.

CONCLUSION: EVALUATION (1 day)

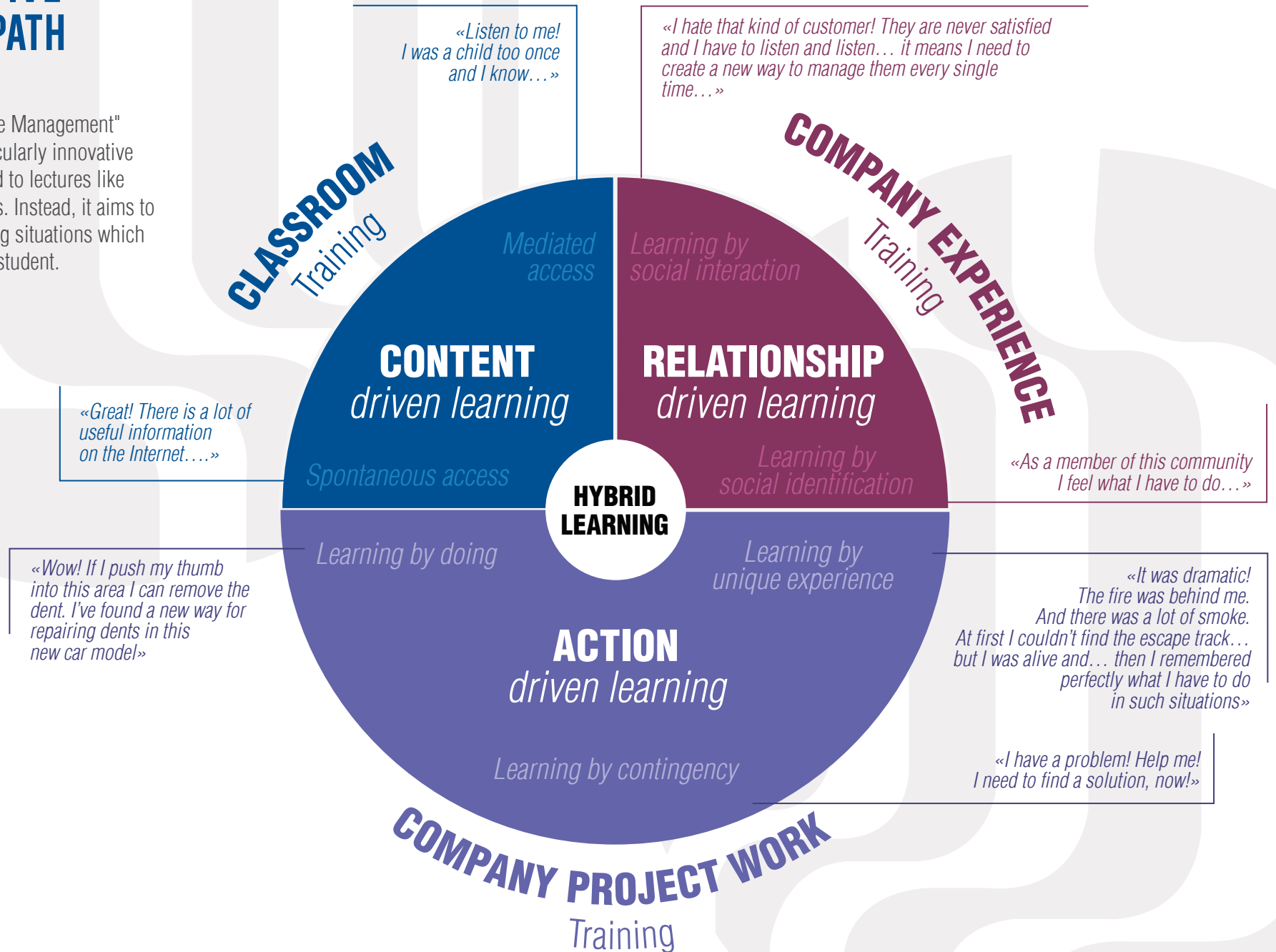
UNIT 1: PERSONAL IMPROVEMENT AND FINAL EVALUATION (1 day)

Feedback, cross-cultural assessment and measurement of learning outcomes.

- Individual strengths and areas for improvement.
- Assessment on the aptitude to work in a multicultural environment.
- Formative assessment.

AN INNOVATIVE LEARNING PATH

The "Project and People Management" training course is particularly innovative because it is not limited to lectures like most university courses. Instead, it aims to leverage natural learning situations which are typical for a young student.





TURIN / ROYAL AND INDUSTRIAL

Turin is a city caught between the past and the future, with a present that is constantly in motion. It was the first capital of Italy and from this strategic capital the Savoy's conquest of the entire peninsula commenced, which concluded with the unification of the country in 1861.

Still today it is the splendor of royal Turin that distinguishes the atmosphere of a city well known for its elegance.

Turin has always boasted enviable achievements: in industrialization, with the birth of Fiat in 1899; in art, with foundation of the first museum of contemporary art; in cinema, as the first Italian Hollywood during the time of silent cinema.

Turin is also a city set at the foot of the Alps and has a spectacular natural setting, surrounded by the snowy capped mountains in winter, and against which the symbol of the city, the Mole Antonelliana, stands out.



Date of course

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Enrollment

From January 13th to February 2nd 2014



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The Egyptian Museum

It would be difficult to overstate the significance of this museum, which is thought to be the most important in the world after the one in Cairo, and which was created before any other Egyptian museum. Within the museum there are close to 30,000 exhibits covering the Paleolithic to the Coptic periods. Of special interest, the impressive hall of statues was designed by the Oscar winning scenographer Dante Ferretti.

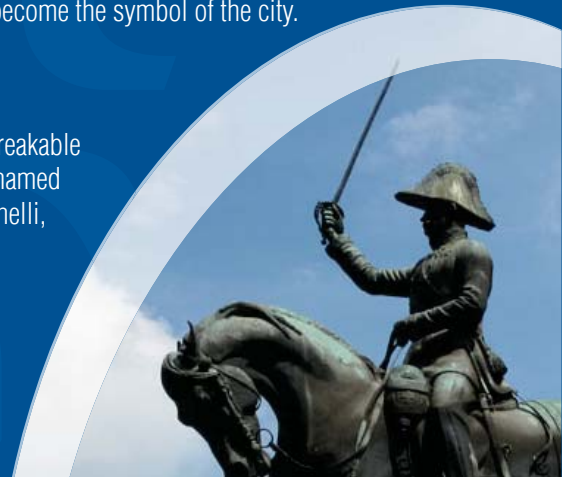
National Cinema Museum

Turin was the cradle of Italian cinema. The Cinema Museum celebrates the importance of cinema around the world with a permanent exhibition exploring the history of the cinema, in addition to periodic shows dedicated to the great names of the seventh art. What's more, the museum is hosted within the Mole Antonelliana, an architectural masterpiece and a building that has become the symbol of the city.

Automobile Museum

Turin and Fiat, Fiat and Turin: an unbreakable relationship. The Museum, which is named after the founder of Fiat, Giovanni Agnelli, is considered to be one of the most important and oldest automobile museums in the world.

The permanent collection includes more than 200 cars in addition to a number of chassis.





DETROIT / THE CRADLE OF MODERNITY

The largest city within the State of Michigan, Detroit is the capital of the United States' automotive industry as well as the cradle of the modern work organization. It was here in fact, that the idea of Henry Ford's assembly line was born and applied in the first part of the twentieth century. In recent years with the extraordinary revival of Chrysler, Detroit has shown the true depth of its ties with the automotive world. The city is located within a zone know as the American Great Lakes and is connected to the Detroit river. It has the typical climate of the Midwest, which is greatly influenced by the Great Lakes.

The city's panorama is one of the most recognizable in the world, marked by the meeting of Art Deco skyscrapers in the city's center and the post-modernism of the Commercial Tower, which together with the Renaissance Center form the symbols of the city.

Since the 1940s Detroit has offered the world a steady stream of timeless musical successes. Every night, artists of yesterday, today and tomorrow perform in the city's many local clubs.



Date of course

From July 28th to August 8th 2014



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Detroit Historical Museum

A staple of the Cultural District, it tells the story of the city's past. The exhibits recreate the cobbled streets of Detroit, the shops in the 19th century, an assembly line of cars and even an emporium for the fur trade of the 17th century.

Detroit Institute of Arts

One of the largest art museums in America, the Detroit Institute of Arts hosts the famous mural *Detroit Industry* by Diego Rivera and Vincent van Gogh's self portrait. Graphic art, Oceanic, Islamic and Native American arts are all represented within its more than 100 galleries.

The Detroit Zoo

Located on 125 acres of land in Royal Oak, the Detroit Zoo exhibits animals from around the globe.

One of the main attractions is the Arctic Ring of Life featuring polar bears and seals within a 300,000 gallon aquarium that is visible above ground as well as through a 21 meter long underwater tunnel.





SHANGHAI/ THE QUEEN OF THE ORIENT

Shanghai is a Guinness prize winning megalopolis. It is the most populous city in the world and is thought of as the economic capital of China. Its port, the country's largest, is one of the busiest in the world. Shanghai is known as the "Paris of the Orient", the "Queen of the Orient", and the "Pearl of the Orient". It's a business, finance commercial and communications center for the People's Republic of China. The numerous modern skyscrapers of the Pudong financial center bear witness to its international vocation, an open door to China and its extraordinary economic development. In Shanghai there is much, very much, to be seen.



Date of course

From September 22nd to October 3rd 2014



Enrollment

From January 13th to April 30th 2014

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€ 1.600 + travel expenses and accommodation costs



The Yu garden

Ancient China is well represented by the Yu Garden district, which takes its name from the wonderful gardens with rivers, lakes and temples. The district includes two sites worth visiting; God's Temple and Old Street, with historical buildings that look out on to the narrow alleyways around them. Here there are more than 200 shops selling jade, silk and artwork. In the zone, almost any variety of tea can be tasted in one of the many traditional tea houses.

Pudong District

This district is a sort of Chinese Manhattan. The Oriental Pearl TV Tower rises here in the form of a lute with five spheres, within which there is a rotating restaurant, a museum and a hotel. In the Jin Mao Tower, which is an enormous pagoda, there is an elevator that carries you to the observation deck on the 53rd floor in less than a minute and from which you can see the city's breathtaking view. The World Financial Center, which is also called the corkscrew, is the latest addition to the family of skyscrapers and it can be climbed for an exciting "walk in the air".

Bund and Docks

Facing Pudong is the Bund district, with fifty or so historical buildings. It is a very fashionable area, and a breathtaking view of the Pudong skyline can be enjoyed along the pedestrian avenue. Close by there is the Docks zone, which is reminiscent of what was happening in London some years ago.



TEACHERS

Donatella Pinto

Head of Human Resources Comau

Mauro Fenzi

Head of Body Welding Business Unit Comau

Ezio Fregnan

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And a dedicated team of

Comau managers

University professors

PARTNERS

Comau Academy, Università Cattolica Milano (Catholic University Milan), Politecnico di Torino (Polytechnic University of Turin), TUM Technische Universität München (Technical University of Munich) and Tongji University (Shanghai)



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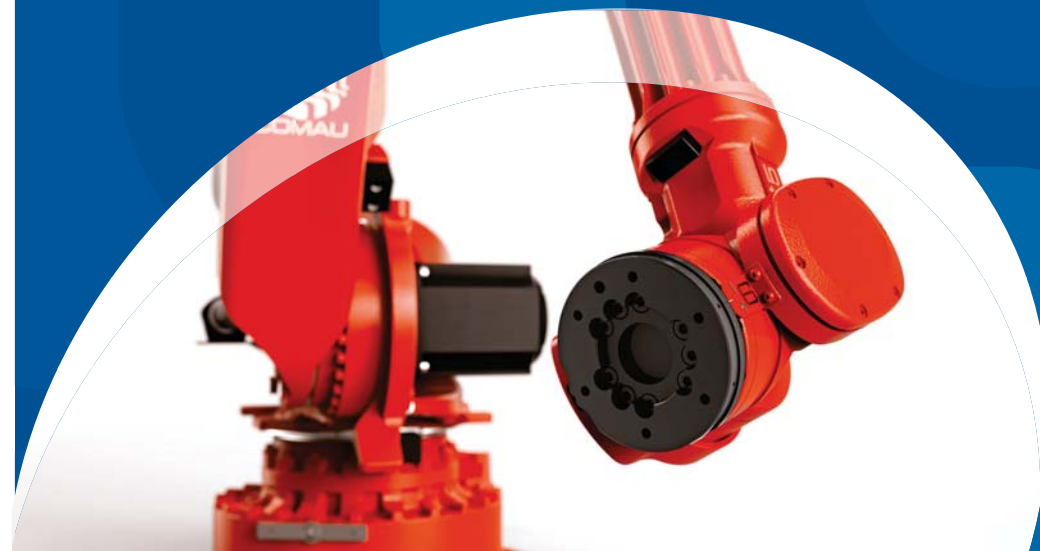
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