



GenisLab Final Conference

Dresden || December 12, 2014

A successful activity implemented from INFN

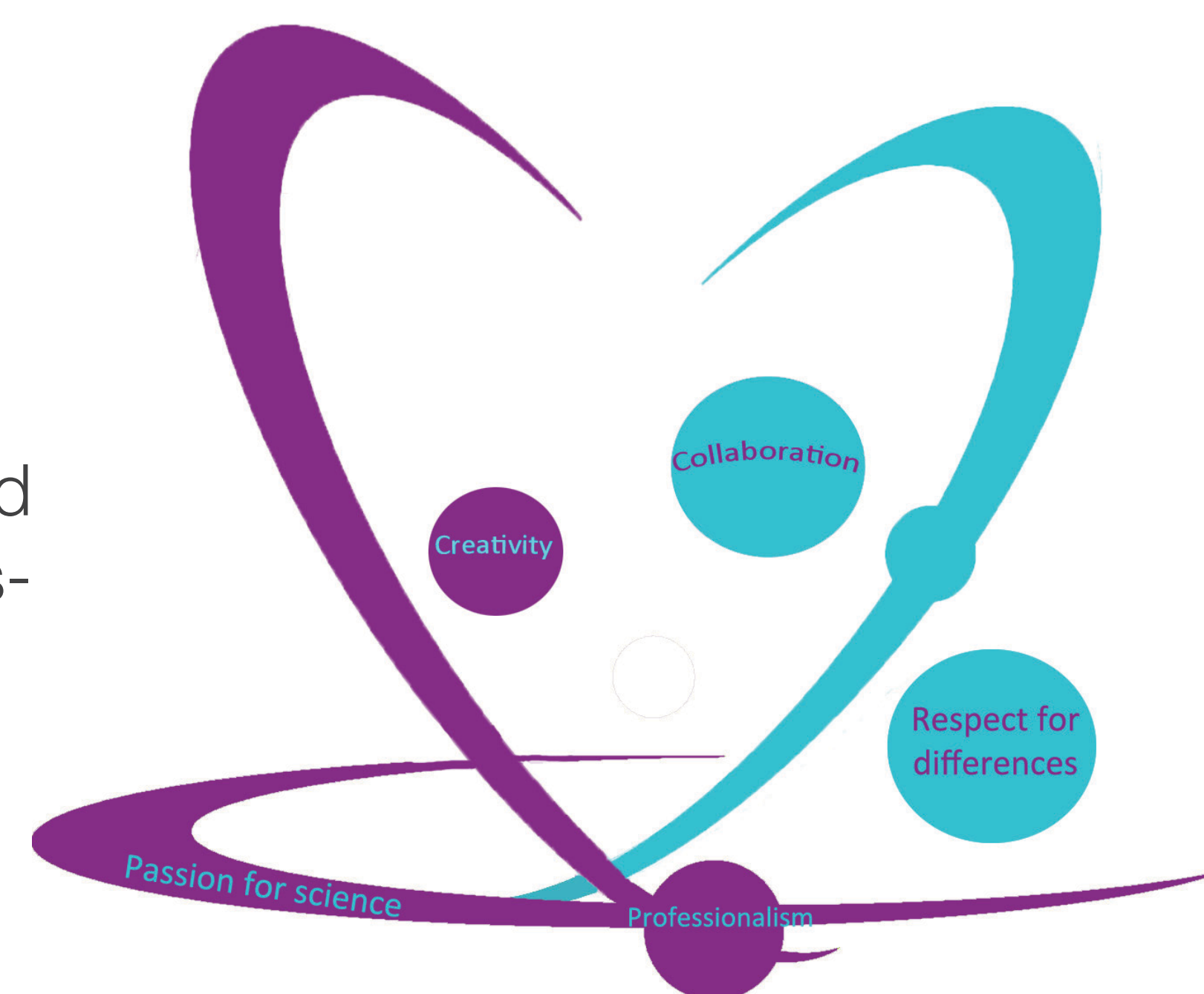
Our Objective

To Introduce *structural changes* that facilitate a fair approach to talent, based on the recognition of personnel's *skills* and *competencies* to overcome discrimination in scientific organizations and to promote *transparency*

What have we done?

Based on the *analysis* and *confrontation* with CERN Competency Model we started a construction of *INFN Competency model* through:

- *Meeting* with the *CERN HR Department* about the CCM
- *Interviews* about the CCM to the Director of Research and Scientific Computing at CERN and to the major woman researcher, now CERN General Manager
- *Interviews* with INFN' senior staff about technical competencies and institutes' core values
- *Working groups* and *On-line survey* about technical competencies on two pilot INFN structures
- *3 Focus groups* about behavioral competencies coherent with INFN's core values *Data analysis* of the survey and focus groups results



Sensitization activities during 3 National Training Committees (CNF) with staff training representatives, during 3 seminars (Roma 1, Trieste, Gran Sasso National Laboratory) and 2 during Board of LNF Directors meetings

2 Training courses for senior staff and facilitators:

- The Competency Model and Organisational Change Management
- Gender Balance: The Development and Management of HR through the promotion of gender equity

What have we achieved?

A proposal of Values and a competency-based HRM model for INFN

What's next?



Technical competency *survey to be filled by all remaining INFN structures* to create final INFN's database of technical competencies

Application of survey results in *education and training program planning* and establishment of INFN's *lecturers register* for training activities

Organization of a permanent *observatory* on the evolution, in the years, of the institution's gender phenomenology to reach equal opportunities and a true gender equity



GENDER IN SCIENCE AND TECHNOLOGY LAB



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*Implementing structural change in research organisations/universities