

VOLGA-DNEPR
GROUP

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about & for **VD LEADERS**

MONTHLY CORPORATE MAGAZINE

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OF THE MONTH:**

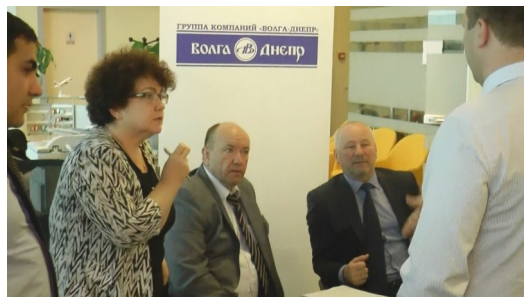
«Knowing is not enough;
we must apply. Willing is
not enough; we must do».

Johann Wolfgang von
Goethe

A seminar on the subject "Labor as the process of threats detection and prevention" was held within the TOP-Class school of the Corporate university on 22 July, Moscow. The "Volga-Dnepr" top executives and heads of line units gathered at the training, and a recognized security expert acted as a moderator.

The training subject was chosen for a reason. The world around us is full of threats – we have never denied it – but some of them turned out to be a lot more far-fetched than anyone could predict. Security expert highlighted that no one but the company staff could create new knowledge on prevention of increasing terrorist threats as even the most experienced external professionals are unaware of the in-company business processes. In this light the training was conducted in a form of a structured discussion.

The participants were united in 4 groups: HR and internal security, Flight accidents and incidents prevention, Information security and knowledge management, Security of operational processes. Within the groups they analyzed the threats and developed the list of competences required for their prevention.



Sergey Shklyanik, Senior Vice-President:

– That was really useful. The problems we discussed today concern every staff member of our company and everyone can contribute to their solution.

Konstantin Zorin, Director of economic affairs, VDM:

– Group work and system thinking often lead to new and even unexpected results. Within just two hours we have discovered lots of useful things that the company lack. Amazing! The form of structured discussion is very helpful and interesting.



Dmitry Obsharov, Vice-President, Organization Development:

– The subject of today's event is certainly a matter of HR and internal security. Firstly, we have a system of corporate values which encourages the employees to check themselves whether they fit the standards of this system and detect fluctuations. Secondly, we should never forget that the company staff work in different parts of the world including those with potential safety hazards. For that reason we must take care of various threats prevention. The group work at the event was quite productive – we managed to define the areas which require improvement in terms of safety and security and drafted initial actions.

Mikhail Smirnykh, General director, Volga-Dnepr airline:

– For me as an airline manager it was necessary to go through these issues. Together with the colleagues we managed to specify the details and additional features. It's what we deal with on a daily basis both in terms of the airline operations and the future system development.

The event attendees unanimously agreed that the training outcomes would become basement for the threats prevention action plan.

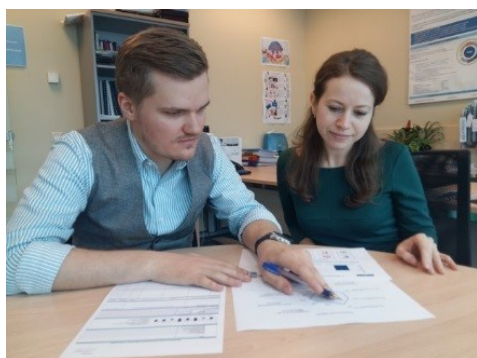
In conclusion, the company president **Alexey Isaykin** made a point that labor as a benefit-brining process also includes detection and prevention of threats to the company's, customers' and personal existence. «Information overflow is dangerous, – Alexey summed it up. – We need to focus on the knowledge search and acquisition that can save somebody's life here and now. This will enable us to detect threats and take measures not after something wrong happens but before it».

ON-THE-JOB TRAINING!

You are sure to know about such a document as Personal Development Plan (PDP). How to make it a bridge between assessment and development, who can help to work it out, why on-the-job training is the most important - these are the questions we discussed with Anastasia Seregina, head of the Corporate Education assessment department.

– Anastasia, would you tell us about the purpose of personal development planning? What does the company have it for?

– The process of personnel development starts with assessment. It helps to identify areas which require development. In fact, PDP connects these two processes because it is based on the assessment results (360 assessment or the competency based interview) and a job performance review made by the line manager. PDP is the document which structures the development of particular areas with particular steps and actions. It's in some way a bridge between assessment and development.



– What is PDP based on?

– Earlier we focused mostly on theory – trainings, seminars, books, e-learning with no place for practice. Now we approach it differently, with

the focus on how to apply new knowledge at work, which practical skills to develop at work place. This is very important, as there's no development without practice. Today it's mostly about on-the-job training.

There are three main principles to base your PDP on:

1. Learn, apply, correct. This is how we acquire and master skills: firstly, we find out how to do things, learn best practices, approaches, strategies. Then, we start applying it at work, making changes. Subsequently we correct, request feedback, analyze changes.

2. 70/20/10. This is how development looks in percentage: 10% - formal courses: trainings, seminars, books; 20% - informal training by observation (we learn from people and adopt their behavior if it's what we feel right). This is all about theory. The rest 70% is practice, on-the-job training, particular behavior, actions being realized and analyzed at work place. This is how a new skill is acquired.

3. SMART goals. Actions stated in PDP should be specific, measurable, achievable, relevant, time-bound.

– Who controls PDP realization?

– It's a matter of employees' self-responsibility. This is very important. Development can be imposed, but if a person doesn't accept it, the goals may not be achieved. The person should take responsibility for all the initiatives he/she has planned and accepted in the PDP. HR managers and executives can consult, give recommendations, help in choice. A line manager can control the way the plan is realized. But the main responsibility is on a candidate.

– Is it mandatory for all the company employees to have personal development plans?



Anastasia Seregina

– It is mandatory for the candidates to the company management reserve, and those employees whose assessment results showed areas critical for realization of their job tasks. At the same time a personal development plan can be worked out for any employee, if he or his line manager finds it necessary. Everybody has strengths and areas to work on. If a person understands it and wants to evolve, it's the crucial step in personal development.

So, if you would like to work out your PDP, firstly, coordinate it with your line manager, then contact Anastasia Seregina in the assessment center: tel. 1724, anastasiya.seregina@volga-dnepr.com

CORPORATE UNIVERSITY IN INSTAGRAM

Sign up for the updates: **Univer_vdg** to stay informed. Look at the last pictures of Corporate University account. We welcome your likes and comments!



«I WANT TO BECOME A LEADER!»

The preliminary training program «I want to become a leader!» has started in a few global offices of our company - **Moscow, Ulyanovsk, Shanghai, Hong Kong**. This program is a compulsory evaluating stage for the candidates to the "Future leaders of Volga-Dnepr" - a strategic management reserve training program, implemented by the Corporate university within the strategic project "100 leaders".

"The program enables you to see your strengths and level up your weaknesses", shares his opinion **Aleksandr Chirkov**, head of technical support group on flight safety systems, VDA.



Training in Ulyanovsk



Training in Moscow



Training in VD offices in China



TALKING STRAIGHT WITH NO TIES AND SLIDES



The company leaders met on July 20 in Moscow. The meeting was held in a webinar format. Among its participants there were the company future leaders – the first enrolment of the training program "Volga-Dnepr future leaders" organized for the company management reserve within the strategic project "100 new generation executives to lead the strategy realization".

The company executives including the president, managing and vice presidents were honest and straightforward while answering future leaders' questions about

current situation and difficulties. The meeting agenda covered such questions as the strategy of the ABC fleet development, cost reduction, charter flight growth forecast, the company development vectors, and many others.

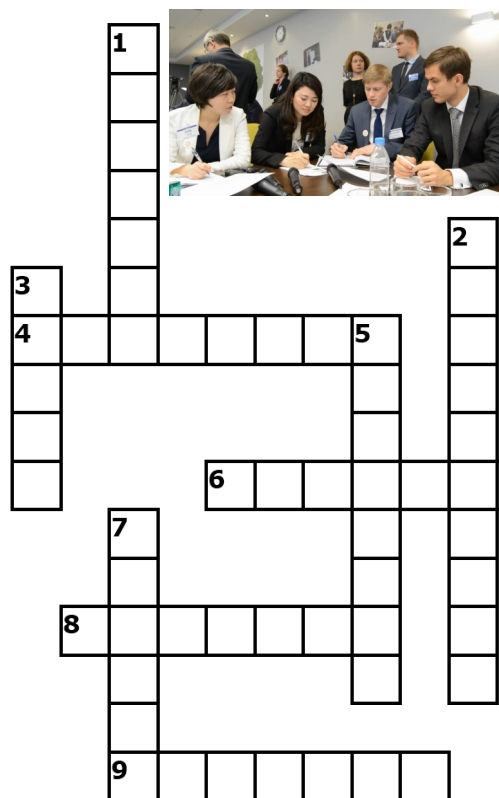
– *This meeting is very important for understanding the company strategic priorities,* – shared **Andrey Agulov**, head of the property management department, VDM. – *As the program participant I clarified my objectives with my mentor. And I agree with the president that all the problems are manageable and can be solved if we unite our efforts.*

– *I'd like to mention the appropriate format of this meeting, its transparency, straightforwardness, willingness of the executives to share the information,* – said **Fedor Novikov**, head of business innovations department, ABC.

As a reminder, the second year of the "Volga-Dnepr future leaders" training program includes performing individual

tasks, working with mentors, being acting executives for current executives' vacation period, personal coach sessions and training.





PRIZE CROSSWORD

Dear colleagues!

To participate in this prize crossword please send your answers to: aleksey.seryogin@volga-dnepr.com (Alexey Seryogin).

We wish you success!

Questions:

ACROSS:

4. The animal. Eight of them were transported from Thailand to Australia onboard a Volga-Dnepr Airlines' IL-76TD-90DV freighter.

6. On May 23 AirBridgeCargo Airlines extended its international freight network with regular flights between Abu-Dhabi (UAE) and this city.

8. The city where a turbine runner and tooling weighing 115 tons and destined for the Ust-Srednekanskaya hydro-electric power station was delivered to not long ago onboard a Volga-Dnepr Airlines'

An-124-100 'Ruslan' freighter.

9. The management reserve training program «Volga-Dnepr Future ...», being realized within the strategic project «100 new generation executives to lead the strategy realization».

DOWN:

1. The city where within the CU School of Global VD employee the fifth training session was conducted.

2. The aerodrome in the vicinity of Kiev famous for An-124-100 "Ruslan" maiden flight on 24.12.1982.

3. The leader of one of the Corporate Universi-

ty schools – School of the Economist.

5. The winner of The Festival of Talents in 2015.

7. A 35-metre telescopic crane bridge was delivered onboard a Volga-Dnepr Airlines' An-124-100 freighter from China to this country. A special loading system for transporting long-size cargo was developed by the specialists of Volga-Dnepr Cargo Planning Department.

«VOLGA-DNEPR FESTIVAL OF TALENTS» VOTING 2016 CONTINUES!



Dear colleagues!

We are glad to tell you that Volga-Dnepr Festival of Talents voting 2016 continues!

The Festival of talents is a creativity competition taking part in which every staff member can demonstrate their creative abilities.

You now have a chance to see the contestants and their performances with your own eyes and vote for those whose works you enjoy most of all.

You can vote until and including **29 August** (6 p.m., Moscow time)

How to do it? Easy enough!

1) Proceed to the "Festival of talents-2016" community on our corporate portal **my.volga-dnepr.com**.

You have to log-in to be able to vote. For that purpose click **"Log-in"** in the upper right corner.

In the user name field type your email address, ex.: john.smith@volga-dnepr.com; in the password field type your current corporate email password.

2) Click **"Like"** on the page of the

contestant whose performance you enjoy.

You can vote for as many contestants as you want!

Our talented participants really need your support! Your vote decides!

Still have questions to ask?

We'll gladly answer them!

- **Evgeniy Patrikhalka**, head of personnel development dept. (tel. 1087);

- **Aleksey Seryogin**, technologist, Knowledge center (tel. 1138).