

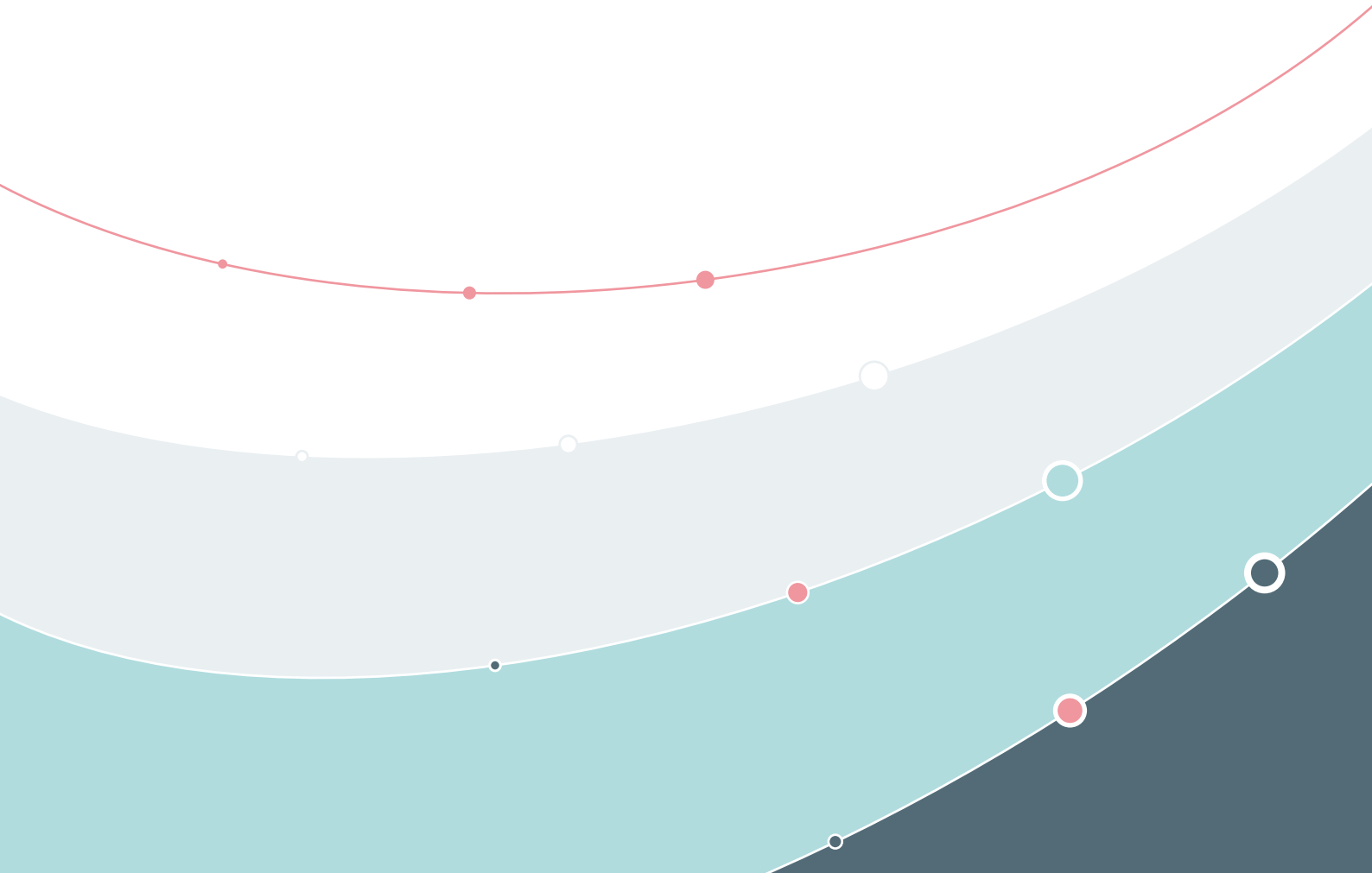


SIAFInternational - Edition 2016

A DYNAMIC ACTION LEARNING PROGRAMME FOR FUTURE ORIENTED RAILWAY PROFESSIONALS
WITH AN INTEREST IN INTERNATIONAL COOPERATION



SESSION 1: 9-13 May 2016 — **SESSION 2:** 21-25 November 2016



WELCOME TO UIC

One of the three key pillars of sustainability, along with environmental and economic issues, is **the social dimension**. Training, education and workforce development are essential to anticipate the current transformations that are taking place in many industries, including rail.

Railways are facing numerous challenges: market liberalisation, internationalisation, global supply chains, new technologies, increased service expectations, new social frameworks, changing demographics with a loss of corporate knowledge, to name but a few.

To accompany these changes and support its members in their approaches and efforts, the UIC general assembly of december 2012 voted a global project **“Global Network of Railway Talents”**, which aims to create a strong and sustainable foundation for fostering international cooperation among ambitious and open minded railway professionals.

One important objective of the project is also **to facilitate the sharing of knowledge**, values and experience between different generations of railway people, as well as **to stimulate the active dialogue between cultures and generations** based on the principles of openness, respect and equality.

The project is based on a set of complementary activities targeted at the development of junior and senior TALENTS. One of them is the SIAFI training which has been for several decades the outstanding international railway training for managers from railway companies and other sector organisations.

The increasing connectedness of railways make it more and more important for companies to have international minded managers with a good understanding of the challenges and opportunities for Railways.

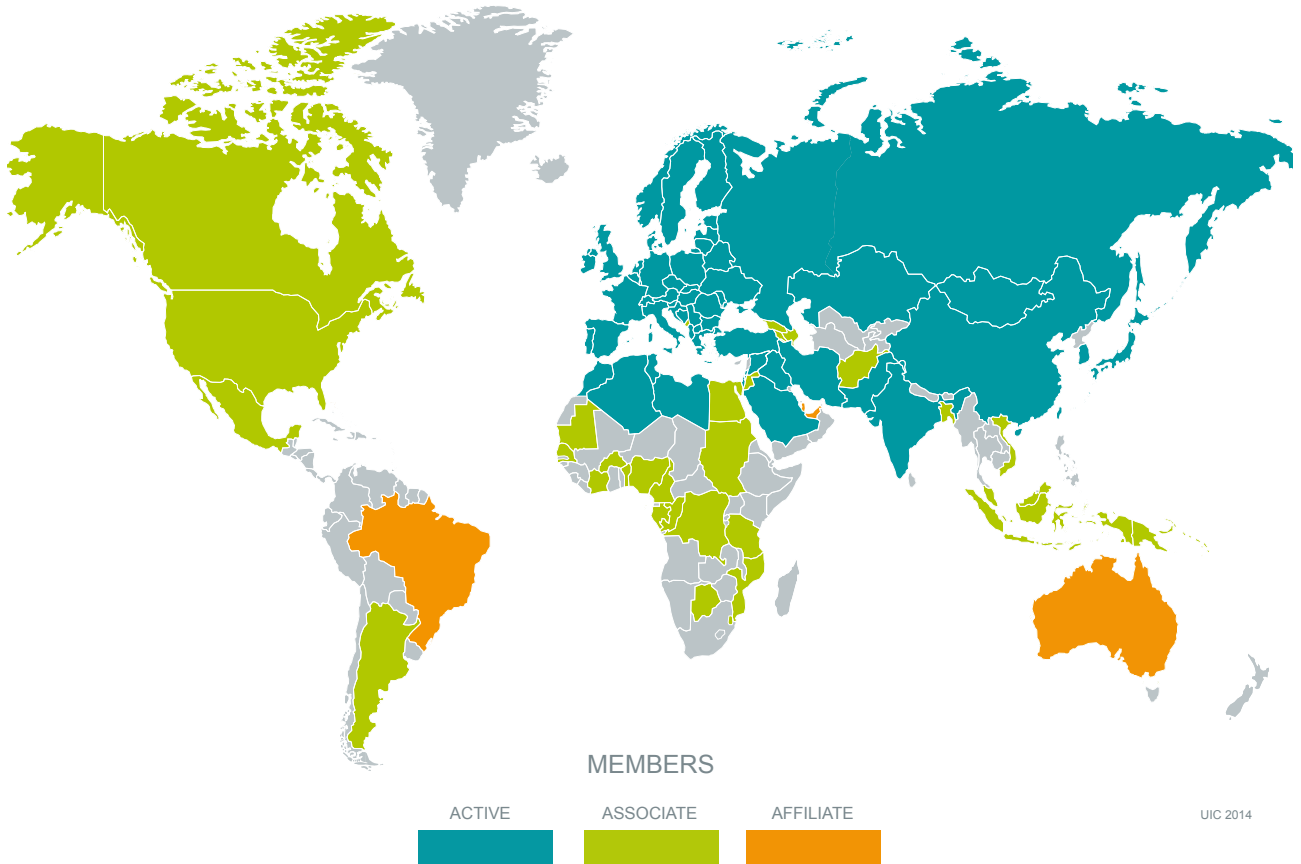
Both the important benchmarking opportunity within the railway industry that the program offers, and the active networking that fosters a truly global learning experience, give us confidence in the value that this program can bring to your organization.

The participation in the SIAFI programme is a great opportunity to get your talents involved in this exciting and challenging project.



Jean-Pierre Loubinoux - UIC GENERAL DIRECTOR

The worldwide association of cooperation for railway companies



UIC roles



1

Interview with Nathalie Amirault, SIAFI programme director - UIC Expertise Development Unit

What is the purpose of the SIAFI Programme?

There is a broad consensus about the growing importance of railways in the upcoming years. In this 21st century, railways are increasingly recognized as the most sustainable mode of transport contributing to an improved mobility of goods and people. For railways to gain a competitive advantage in this context, the entire sector has **to attract and retain the best available talents in the job market** and make full use of their intellectual and innovative potential by relentlessly investing into their development.

Already today, and more so in the future, the rail sector will need the potential of internationally-minded managers, with a sharp awareness of the new business environment and the competencies and tools to address the key strategic challenges. The SIAFI programme addresses **railway people with a strong appetite for international collaboration** willing to extend their skills and competencies beyond their areas of technical expertise. Attending the SIAFI provides an opportunity for them to obtain a **comprehensive overview of strategic issues for railways** and put their learning into practice throughout the entire programme.



How has the training programme changed in 2014?

The SIAFI training which has indeed been redesigned in 2014 to respond to new requirements, puts the emphasis on the following dimensions:

Integration in a wider management development programme: SIAFI alumni network (“UIC Global Network of Railway Talents”), cooperation with a network of recognized universities offering railway training, introduction of transversal business skills, etc.

Innovation and better recognition is introduced through the practical work on SIAFI team projects provided by real “project clients” (UIC members, partner universities or UIC departments), including intensive inter-session team project coaching.

Performance: SIAFI is a complete training. The acquisition of both technical knowledge and business skills are acquired through different teaching methods, such as plenary sessions, workshops, team project work, technical visits, networking sessions, ...

What makes the programme unique?

Key topical issues for railways as well as **intercultural skills** and **project based learning** remain an essential part of the SIAFI training. The programme is a unique opportunity for getting in-depth insights into **international best practices**, for understanding the core issues for railways in an ever growing competitive environment, for developing intercultural skills, for creating a strong **international network** and for **cross functional collaboration**.

BENEFITS OF THE PROGRAMME

FOR THE PARTICIPANT

- Develop know-how through an experimental learning approach
- Gain in-depth insights into the international cooperation environment in the rail sector
- Develop intercultural skills and competencies
- Build-up an international network of peers
- Apply learnings from day 1 through practical action learning approaches

FOR THE COMPANY

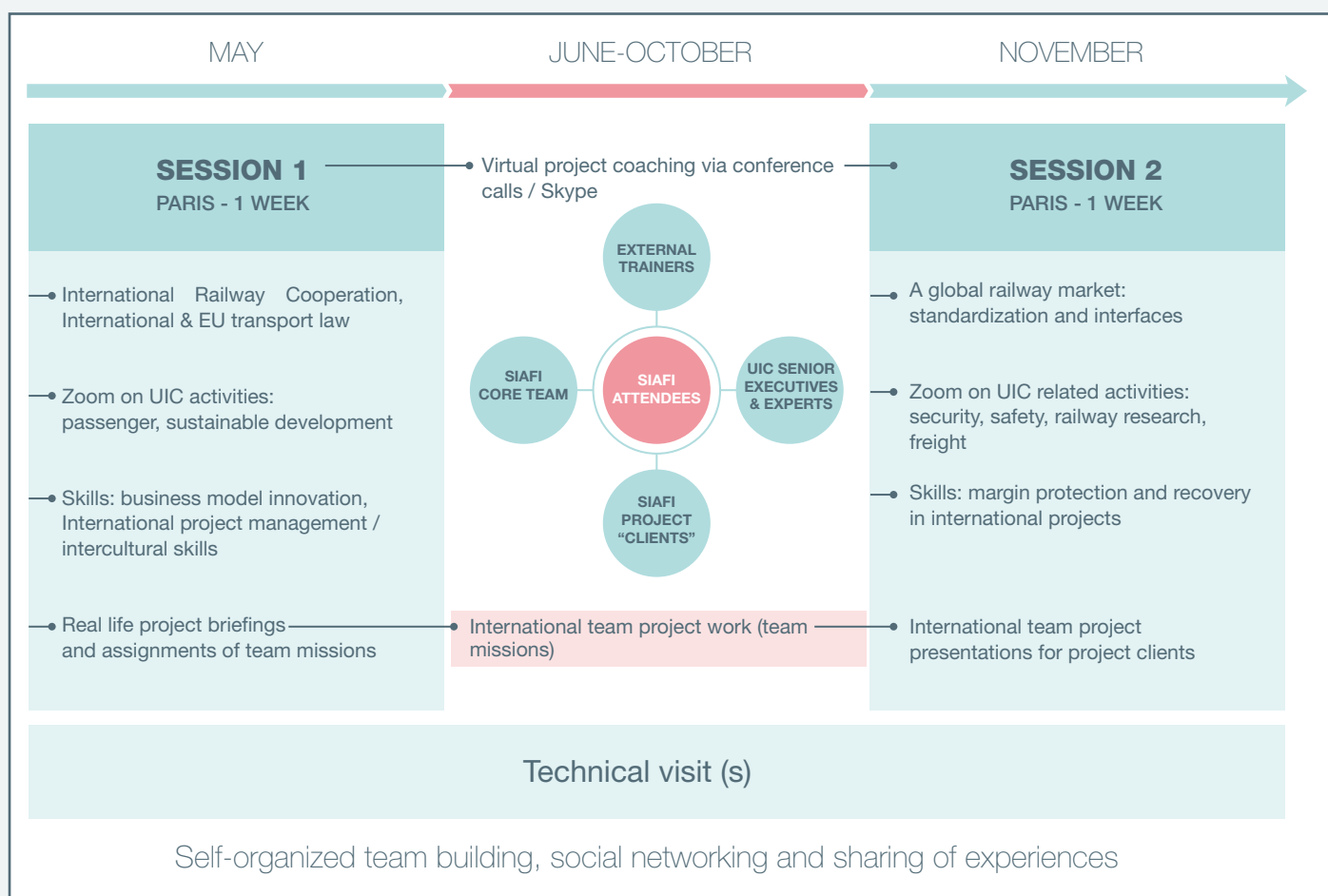
- Develop a new generation of internationally oriented, open minded business leaders
- Get access to an international network of railway professionals
- Incentivize young potentials with participation in a recognized international training programme
- Build-up of new skills and competencies within the organization



SIAInternational participants discussing new emerging business models in the railway sector.

An innovative action-learning programme

The SIAFI programme is designed around a highly practical and collaborative learning approach. Built on the conviction that a professional training programme can only provide a strong impact for both the involved companies and the attending individuals if new learning can be applied in real situations, SIAFI contains a high level of individual and group-based active participation.





KEY BENEFITS

1 - UNDERSTANDING THE INTERNATIONAL RAILWAY COOPERATION ENVIRONMENT

Attending the SIAFI is an excellent opportunity to obtain a comprehensive overview of strategic issues for railways at an international level and also an ideal platform for promising young managers to discuss the “hot topics” of their area of work with colleagues from all over the world. The SIAFI programme provides a broad introduction of the relevant stakeholders and their respective roles in the international railway community as well as presentations of UIC activities.

2 - DEVELOPING A SET OF SKILLS TO DRIVE COLLABORATIVE INNOVATION IN THE RAIL SECTOR

With the increasing connectedness of railways driven by the European rail market liberalization as well as the on-going efforts regarding the establishment of transcontinental rail corridors, a number of “transversal” competencies have become crucial to complete the skill sets of railway managers. For this purpose , a large part of the programme is dedicated to more transversal features, such as: international/intercultural project management approach, a structured yet highly creative tool for business model innovation, an introduction to Margin Protection & recovery in international industrial projects, inter-session team coaching by external training professionals, consultants or academics.

3 - ACTION-LEARNING THROUGH LIVE CASES AND THE EXCHANGE OF REAL WORLD EXPERIENCES

The SIAFI programme encourages practical learning related to clearly identified innovation priorities expressed in real project challenges by either a UIC Member, one of the UIC departments or an academic partner organization (‘project clients’). At the first session of the programme, each project client will present a briefing to a SIAFI project team who will work on an innovative solution to the challenge in the period between the two programme sessions. The teams will be coached by an experienced external consultant or academic with a background in the rail sector. The results will be presented to the project clients at the second programme session.

REAL LIFE PROJECTS SIAFI

Please refer to pre selection SIAFI projects 2015 at the following link:

 www.uic.org/siafi

The projects eventually selected by SIAFI 2015 cohort were:

- **Rail4Freight**
- **Justification for High Speed Rail Decision**
- **More Intelligent Infrastructure Trough Monitoring Systems**

Is this the right programme for you?

Yes

- If you are a railway professional with an appetite for international collaboration.
- If you have recently made a career move to the railway sector.
- If you are a university graduate with a specialization in engineering, transport economics, or any other relevant background and if you are considering a career in railways.

Participants should have a good command of English.

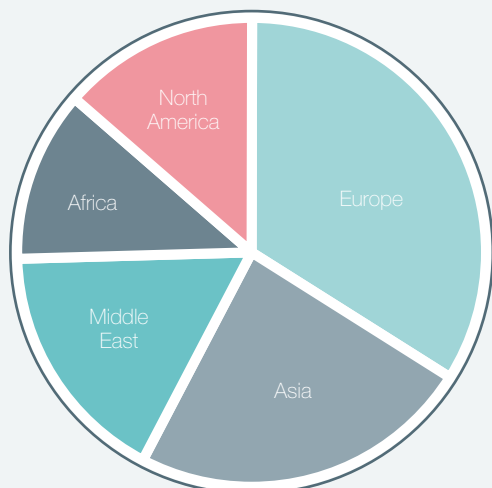
Who teaches the SIAFI programme?

The SIAFI programme brings together a teaching team of recognized railway experts. They are leaders in their field, engaged in enhancing the attractiveness and competitiveness of the rail sector.

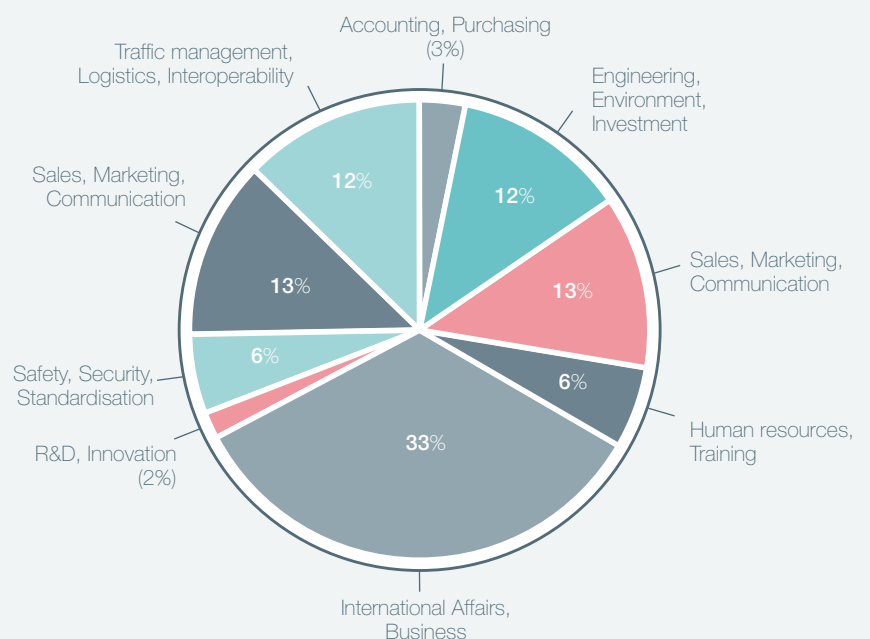
The team consists of a mix of:

- Department heads and expertise practice leaders of the UIC.
- Policy and strategic advisors from various international organizations in the rail sector (UNECE, UNIFE, CER, ERA, CIT, EIM, World Bank, etc.).
- Top executives, experienced professionals and experts from UIC Member organizations (railway companies, rail infrastructure managers).
- External consultants, Academics, Team coaches and Facilitators.

SIAFI PARTICIPANTS PER REGION



SIAFI PARTICIPANTS PER PROFILE



SIAFI and the UIC Global Network of Railway Talents

Railway talents – Why bother?

For the transport and logistics sector, **the talent crisis is no longer a problem of the future:**

- Around the world, populations are ageing: developed countries will face a smaller percentage of active working population and in developing countries economic growth is already outpacing talent development, leading to serious skills shortage.
- Transportation and logistics companies, including rail, will have a harder time employing workers with the needed skills, in the right place, at the right time.
- Strategies for managing talent are now on top of the CEO agenda: in a recent survey by PwC, 66% of CEOs say that a lack of the right skills is their biggest talent challenge.

At a time of high unemployment in many parts of the world, this might seem as a contradiction, but in many sectors, including transportation and logistics and rail, there exist worrisome skills mismatches.

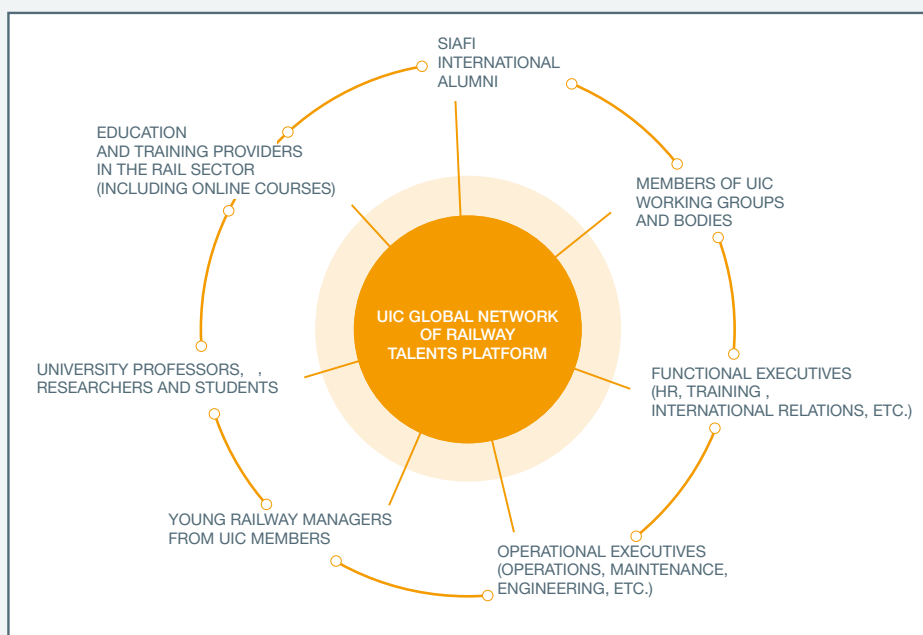
To address those challenges, **the UIC aims to set-up a 'Global Network of Railway Talents'**. Through the provision of a common platform, the UIC wishes **to extend the innovation capacity of the railway sector** and to improve the sector competitiveness by fully using **the potential of its talents**.

Objectives, stakeholders and formats of the UIC Global Network of Railway Talents

Project objectives

- Development of a powerful management development programme to prepare a new generation of railway talents working on domestic and international challenges.
- Creation of a strong & sustainable foundation for fostering international cooperation amongst the young talents in the railway sector.

A global network of talents bringing together numerous stakeholders:



Forms of network engagement

- The network is supported by an online platform which was implemented second half 2014.
- An annual collaborative network event is planned to provide opportunities for networking, learning and collaboration;
- The network engages relations with related UIC initiatives, in particular the UIC Research and Innovation Awards (through its “young researchers” category).
- The network is an information hub for international railway events such as conferences, workshops, training sessions, seminars, etc.

SIAFI Alumni at the heart of the new UIC Network of Railway Talents

- The UIC invites all current and former SIAFI participants (SIAFI Alumni network) to play a central role in the development of this new global network. Dynamic, open minded, multilingual and with strong technical and social skills, SIAFI alumni carry the right DNA to plant the seeds of a collaborative, engaging and open global network and to make it flourish over the coming years.
- Be part of it!

 Join us at www.railtalent.org





SOME EXAMPLES OF PROFILES OF FORMER SIAFI PARTICIPANTS

- Project officer, European Railway Agency
- Executive Marketing & International Organizations, DB German Railways
- Head of International Cooperation, Kazakhstan Railways
- Head of International Affairs, Bosnia and Herzegovina
- Head of Human Resources and Administration, Latvian Railways
- Director of Legal and Organizational Department, PKP Polish Railways
- Sales and Network Manager, Italian Railways
- Organizational Development Programme Manager, Translink Northern Ireland
- Senior Legal Advisor, Jernbaneverket Danish Railways
- Head of International Sales and Distribution, RENFE Spanish Railways
- International Project Manager, Bombardier Transportation
- European Standardization Manager, Siemens
- Marketing Advisor, Infrabel Belgian Railways
- European Affairs Manager, NS Netherlands Railways
- International Business Manager, SNCF French Railways
- Transport Policy Advisor, Banverket Swedish Railways
- Coordinator Interoperability, ÖBB Austrian Railways
- Deputy Director for Restructuring, ZS Serbian Railways
- Head of Strategy Department, MAV Hungarian Railways
- Pricing & Services Manager, SBB Swiss Railways
- Manager International Department, JR East, Japan Railways
- Director SkillSmart, Australia
- General manager strategic planning, DMRC Delhi metro rail corporation, India



Testimonials – Tangible Benefits

Silvia NARDONI

Italferr Railway Operation Specialist

I attended the SIAFI programme in 2012. SIAFI brought me many benefits. First of all, I acquired essential technical knowledge which has been very useful for my job. I also improved my management skills as team coordinator, which I could immediately apply after the training. I worked on a project named "Talent Wars". This was the first time that I could work on a social issue, practicing the English language. I could benefit from it a few months later when I held a technical course in Serbia for young Italferr employees. Taking part in this training enables people to give their best. Moreover, it is a way to encourage and train young talents and to spread the core values of railways. It would be even better if in the future SIAFI could attract more colleagues from outside of Europe and if this kind of programme could already start at a younger age.



Franz Lehr

ÖBB Austrian Railways Infrastructure Management

Why did you choose to participate in the SIAFI programme?

With SIAFI, UIC offers a wide range of subjects relevant to railways, as well as opportunities for discussions with international colleagues and industry experts. The programme provides an overview of global challenges and is a perfect supplement to national training programmes.

What did you think of the programme?

SIAFI brings together managers and experts from railway companies from all around the world for a deep exchange of information, experience and knowledge. In the course of the programme, the big issues and latest technological, economic, legal and political developments are addressed, discussed and debated.

What about the return on investment?

Sound training programmes at international level contribute to the competitiveness of the companies involved. Training at international level could not be more costefficient.

How do you think the programme has to evolve and adapt to meet the current needs of the railway sector?

A fundamental factor for the training will be for the railway companies to place even more emphasis on this programme in the career models of future leaders in order to ensure that the acquired knowledge will be used in strategic managerial positions within a company.



Dr. Bernd Kiessling

DB Mobility Logistics AG
DB Training, Learning & Consulting
International Business

Railway business is becoming more and more a globalised business. This means that railway managers as well as specialist railway staff must be familiar with the newest trends and «hot topics» of the railway business. UIC's SIAFI programme is an excellent learning and networking opportunity. SIAFI has provided me with the perfect knowledge for my job as the coordinator of DB Training's international contacts and projects. SIAFI is a must for younger (and experienced!) railway managers and specialist staff: preparing them properly for the international railway context in which they operate. Internationalization matters! And SIAFI as well!



Apply now

Registration

Participation for 2016 is open to all UIC Members and non-Members alike. The number of participants is limited to 25 attendees. Once the quote for 2016 is complete, subsequent applications will be kept on hold either for the following year or for short term replacement in terms of cancellation of registered participants.

REGISTRATION FEE (excl. VAT +20%)	
Members	Non-members
1.500 €	3.500 €

Please check here if your company is duly acknowledged as a member of the UIC: <http://vademecum.uic.org>

For BCC member railway undertakings, the registration fee will be debited automatically. For participants from railway undertakings that are not BCC members, they will be invoiced by the UIC and the total fee has to be settled at least 30 days before the start of the first session. Registrations are considered as final and binding only after reception of payment by the UIC. No refund will be accepted within 30 days before the start of the first session. Changes of names are accepted with prior notice to the SIAFI programme director.

Hotel accommodation and travel costs are not included.

Participants should register online at: www.uic.org/events/spip.php?article3454

If you experience any difficulties applying online please contact the SIAFI Programme Director, Mrs. Nathalie Amirault.



DATES

SESSION 1:
9-13 May 2016

SESSION 2:
21-25 November 2016

Deadline for registration
31 March 2016

CONTACT

For further information, please contact:

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and SIAFI PROGRAMME DIRECTOR

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www.railtraining.org

Further engagement with UIC

Active participation in the UIC working groups is a great opportunity to voice opinions and benefit from the weight of the railway sector at a coordinated worldwide level. If you would like to get involved with the work of the UIC, please contact either your International Relations department or get in touch with the UIC.

COORDINATES UIC

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UIC E-NEWS:

The UIC electronic newsletter UIC e-News, released each week, reports on the status of UIC projects and activities from one week to the next and is read by more than 2,500 railway professionals from UIC Members, institutional partners, transport sector organizations and players from the economic and financial sectors.

If you want to receive the UIC E-news on a weekly basis per e-mail, please register here:

 www.uic.org/www/subscribe/uic_enews

Open Courses:

The UIC provides a number of open courses to contribute development of the rail sector at an international level.

You can find a list of all open courses at:

 www.uic.org/spip.php?article2034





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