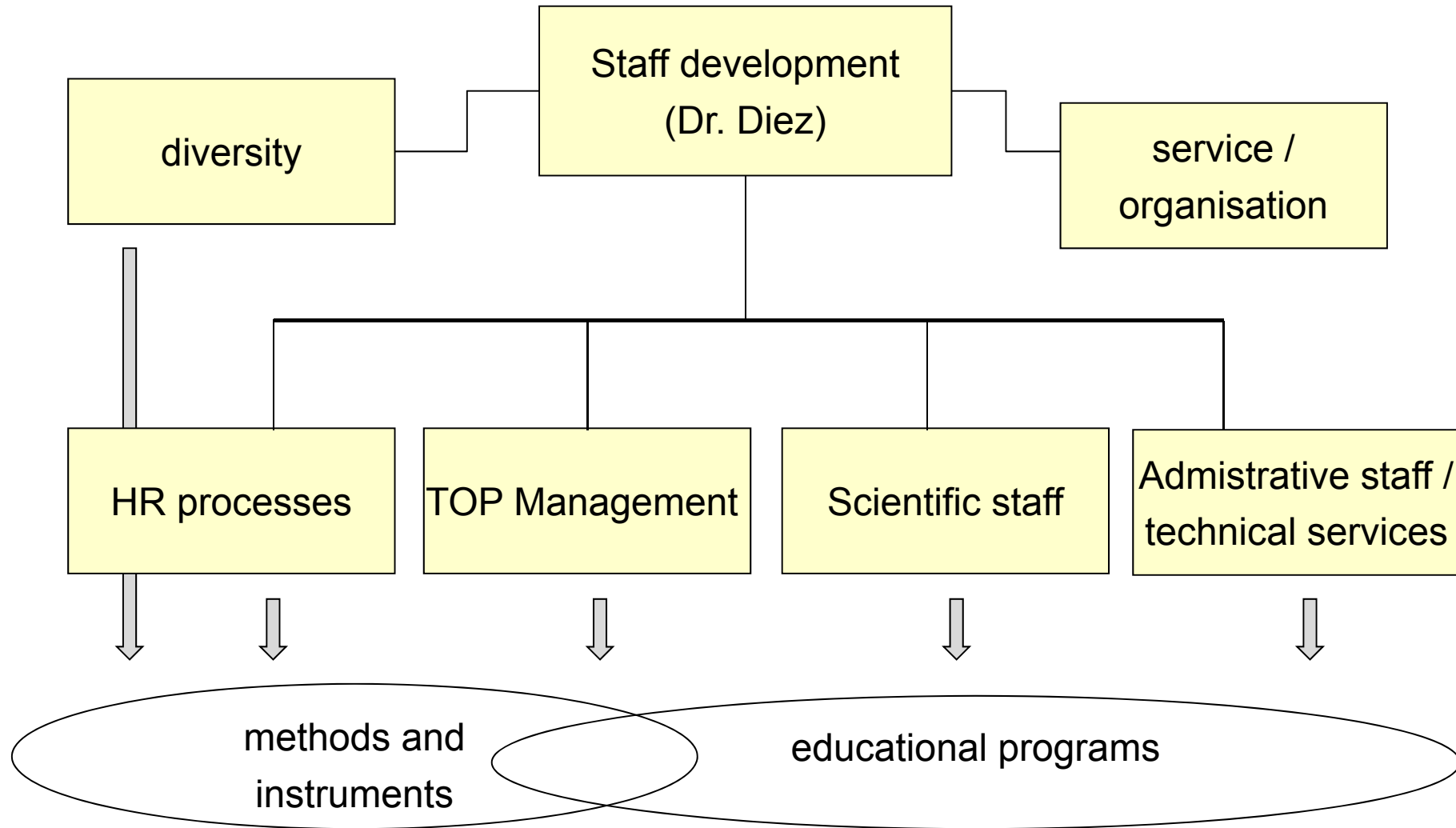


staff development at KIT

Personalentwicklung - kww

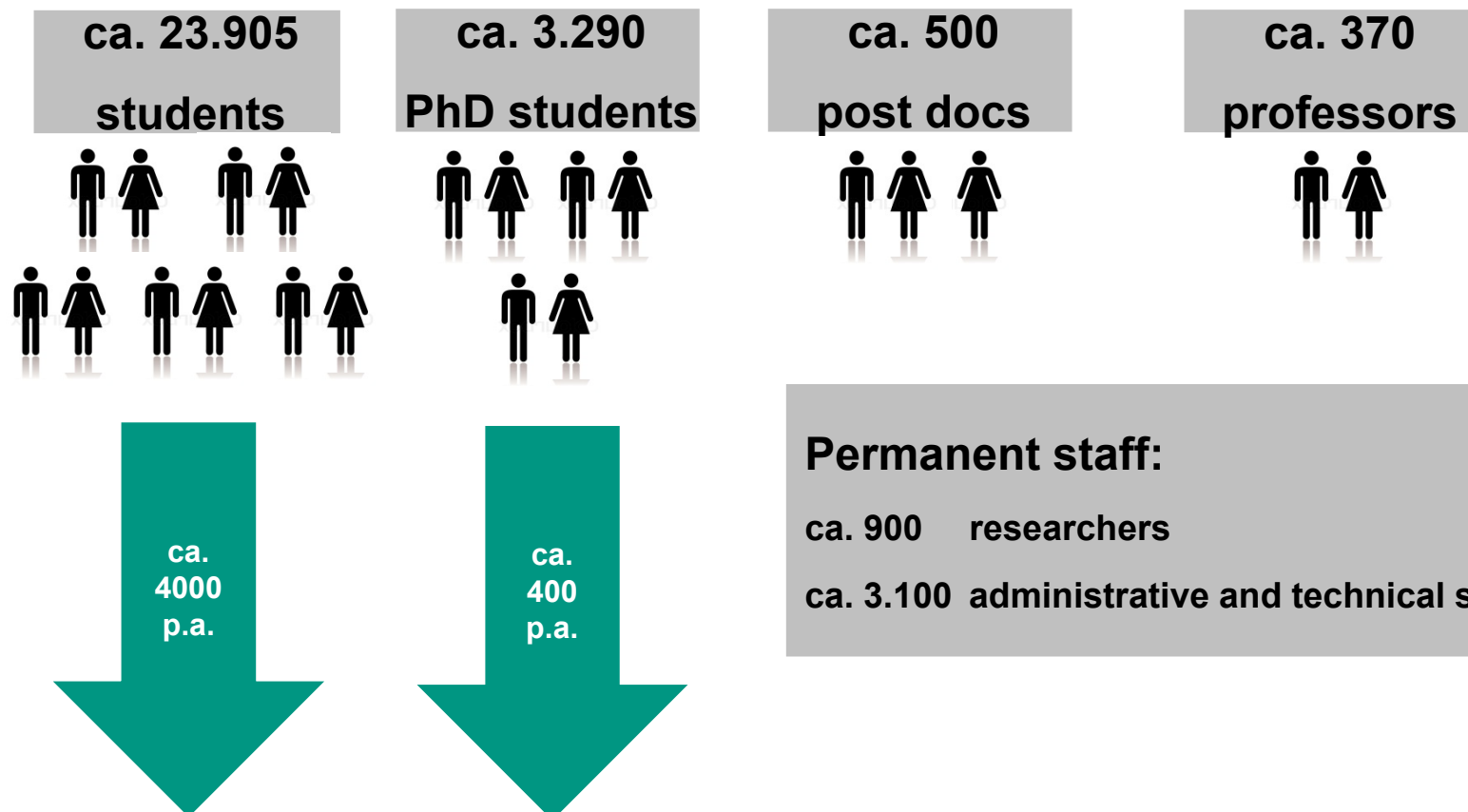


Staff development department: Who we are

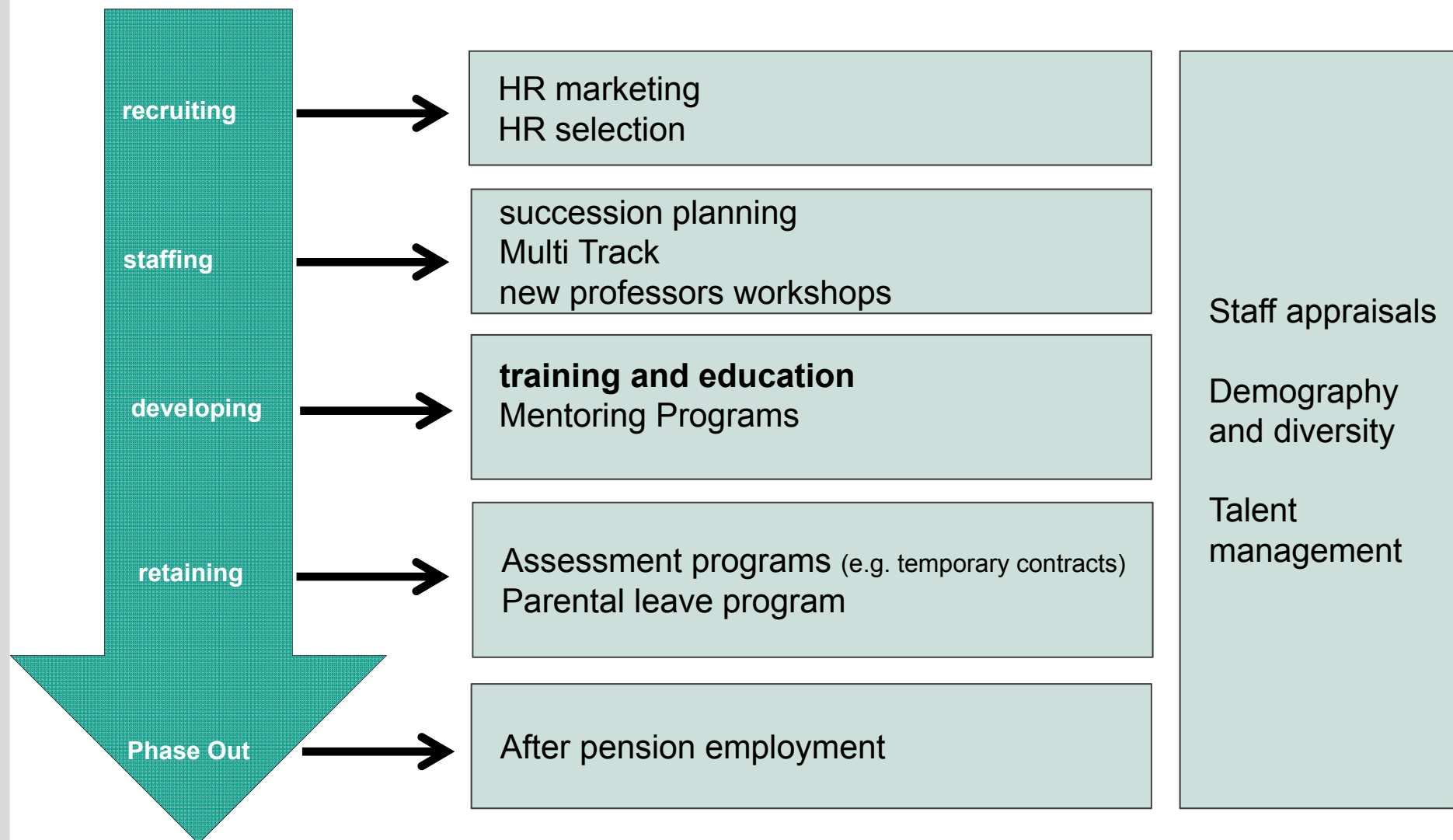


KIT: target groups for staff development

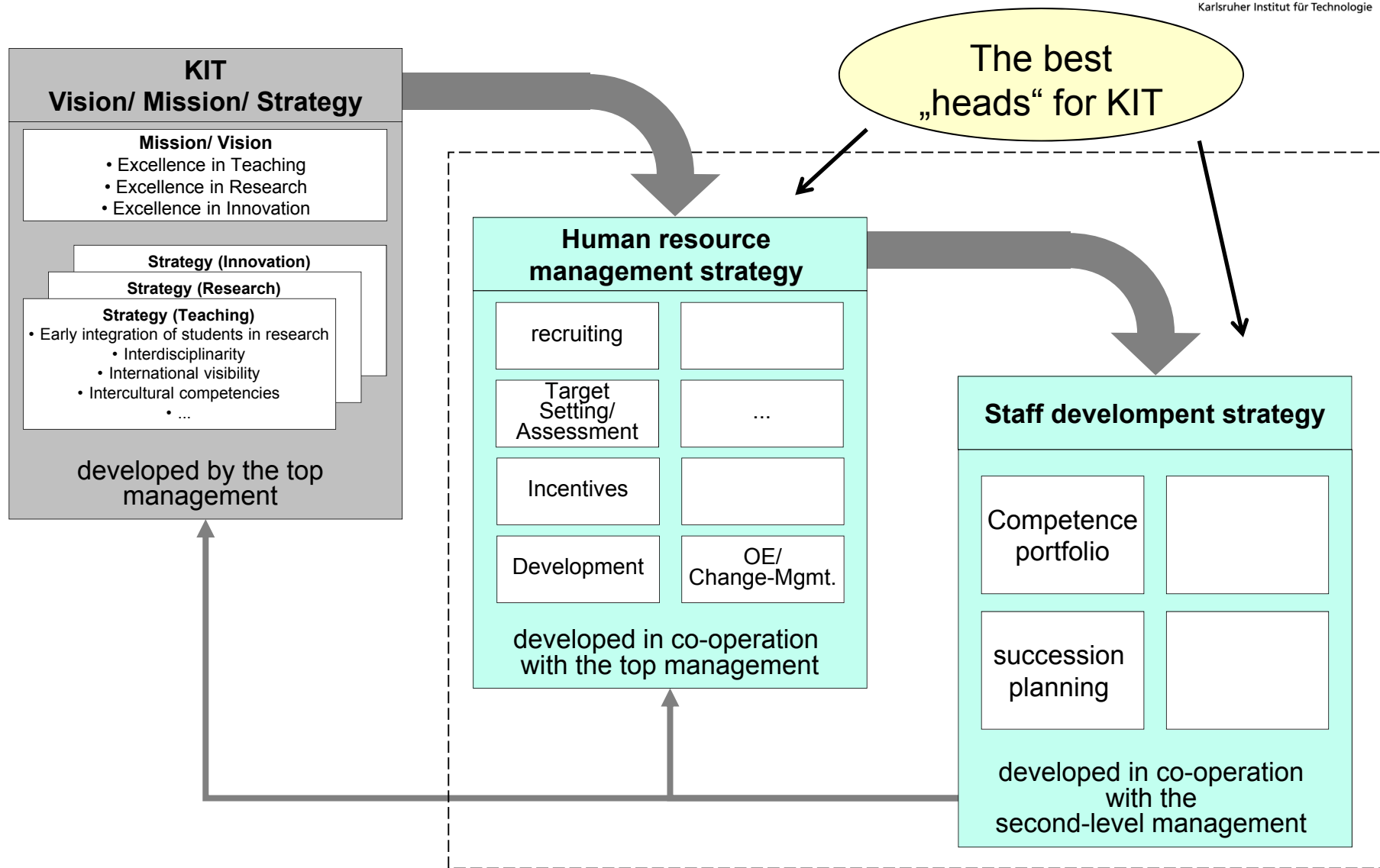
→ ca. 5 years → ca. 3-4 years → ca. 2-3 years → ca. 10-20 years →



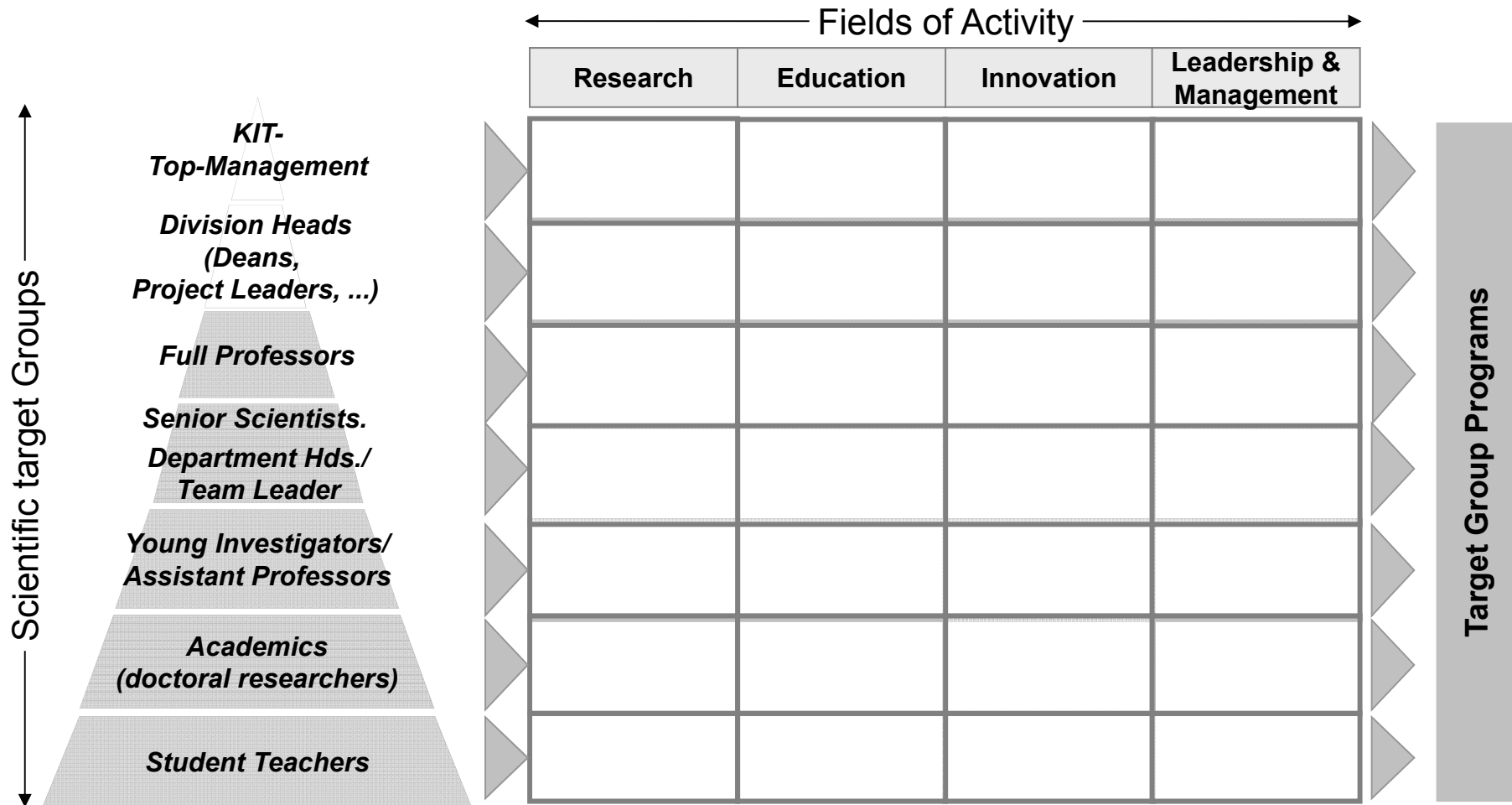
instruments for staff development



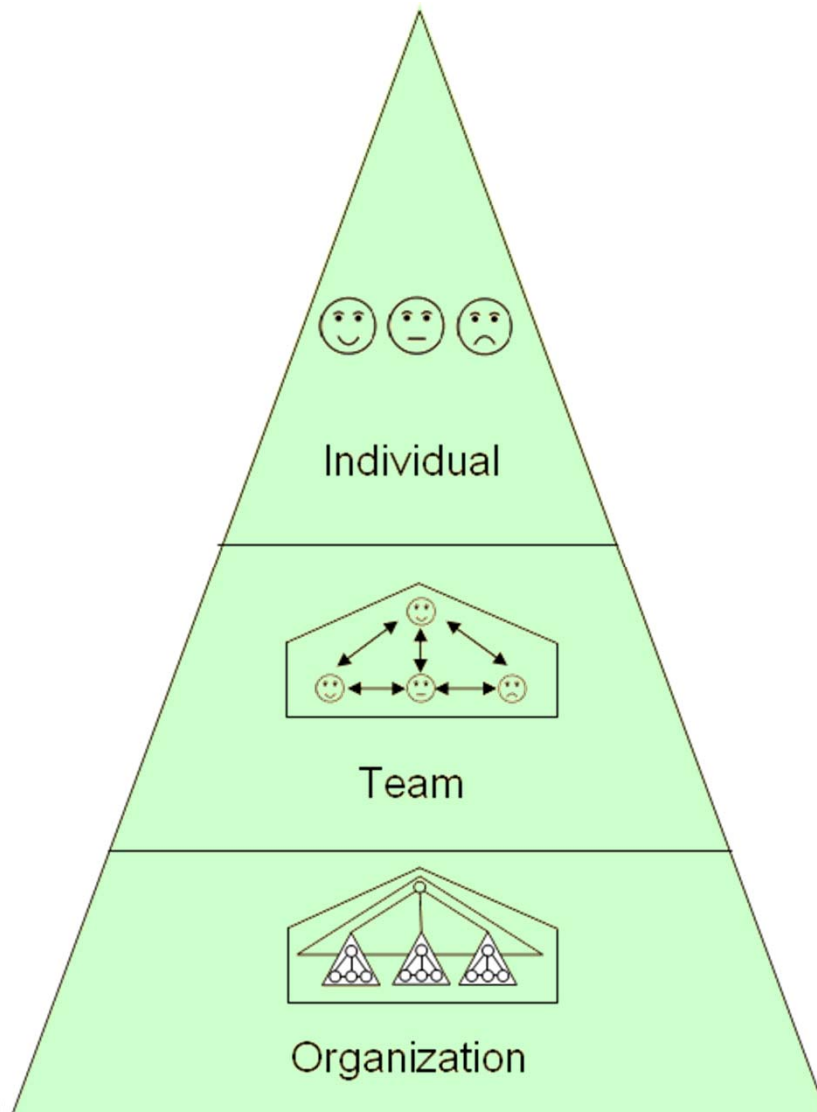
Our staff development strategy is linked to the HR strategy as well as the KIT vision/ mission/ strategy



strategy implementation : the designed programs need to match the target groups and fit in the fields of activity



three levels of educational development



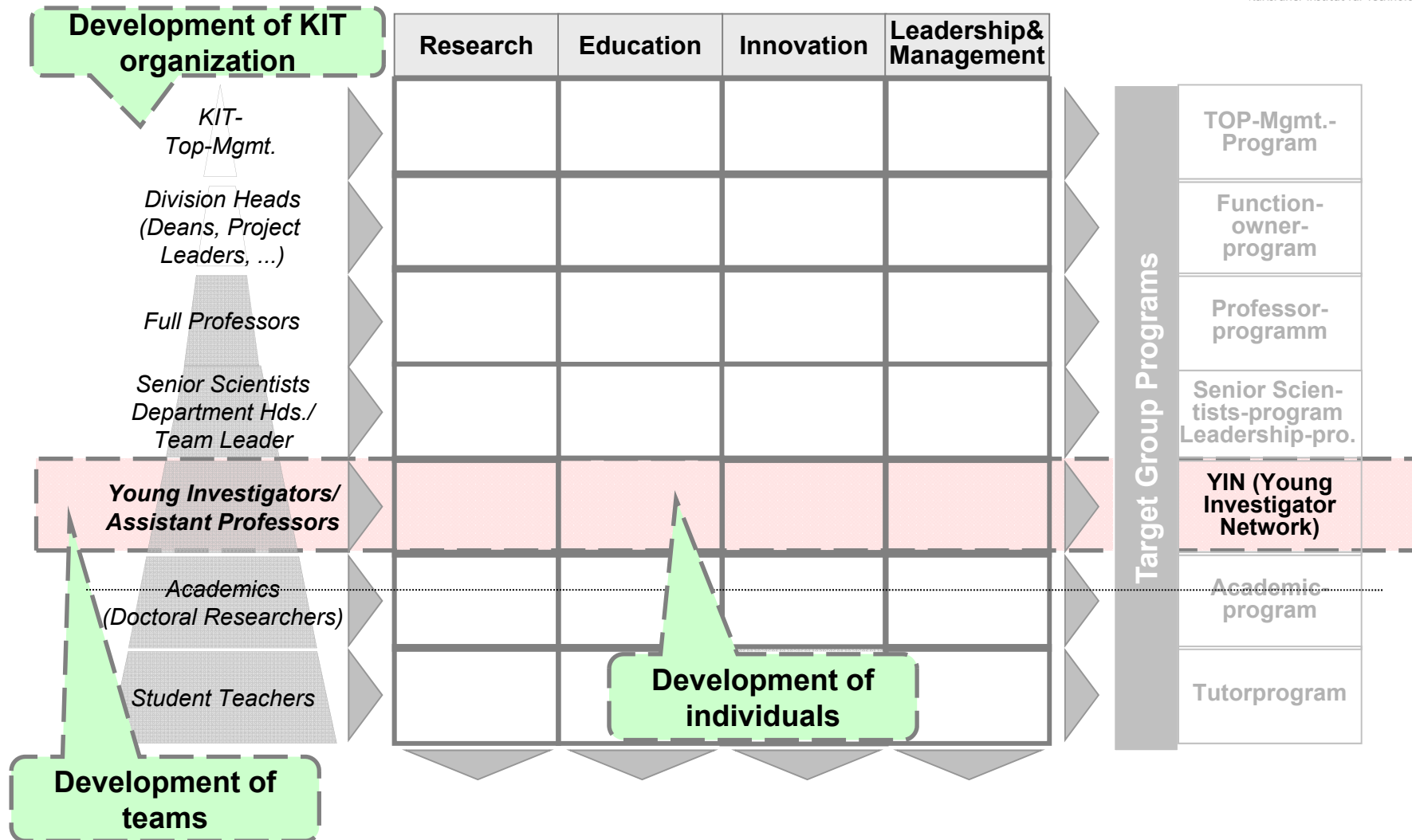
Educational development should address all three levels and not only the individual

Educational development is part of staff development and should be close to that department

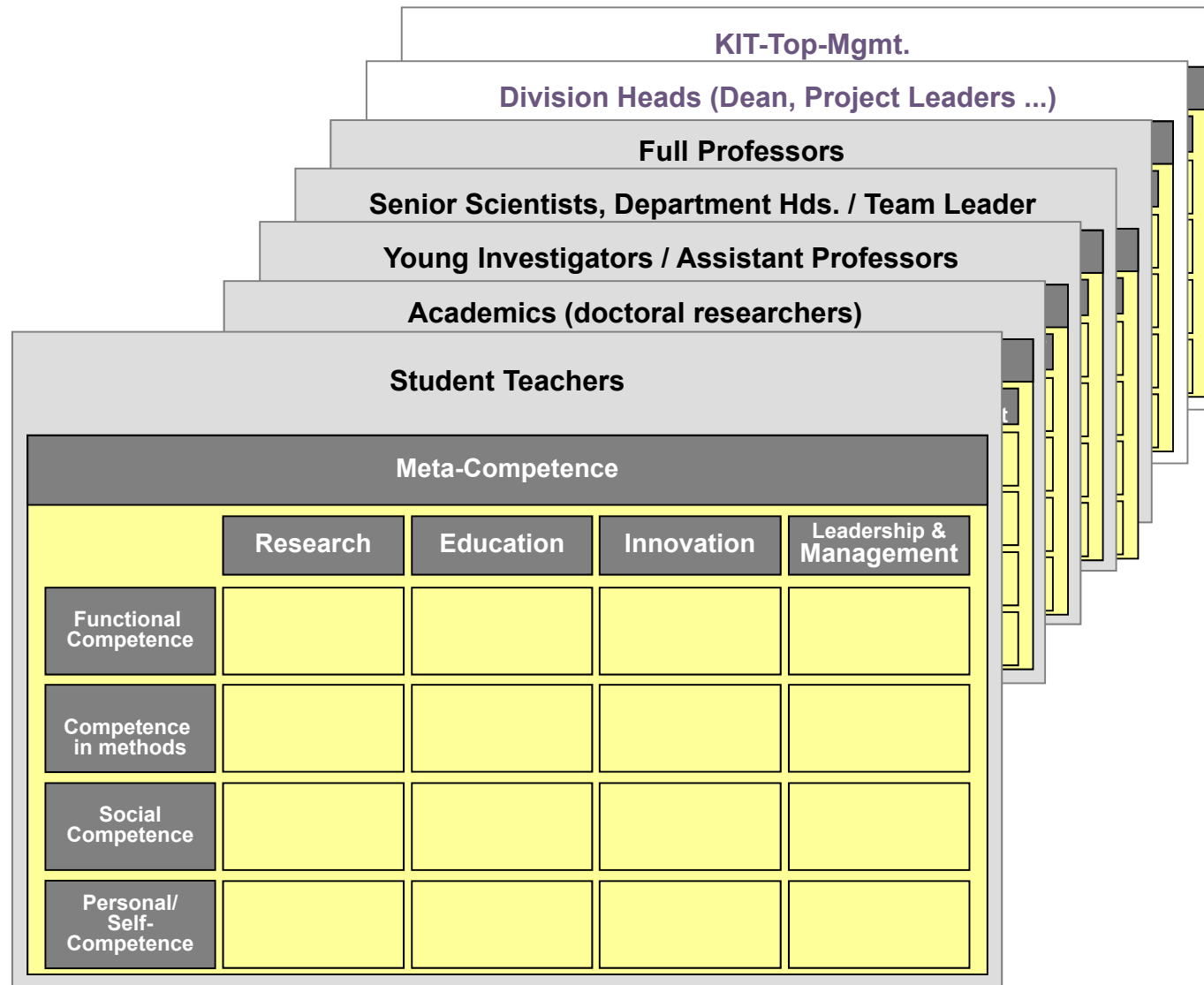
The mission statement and the strategy of the educational development should be derived from the corporate strategy and then adapted to processes and structures

Educational Development can only fulfill its entire task if positioned at the right place inside the university organization

Program design needs to consider the “Three Levels of Educational Development”



program design: a consistent set of competency models for all target groups is required



Examples of best practise

- **YIN = Young Investigator Network**

target group: assistant professors

- **Keys2competence**

target group: post docs

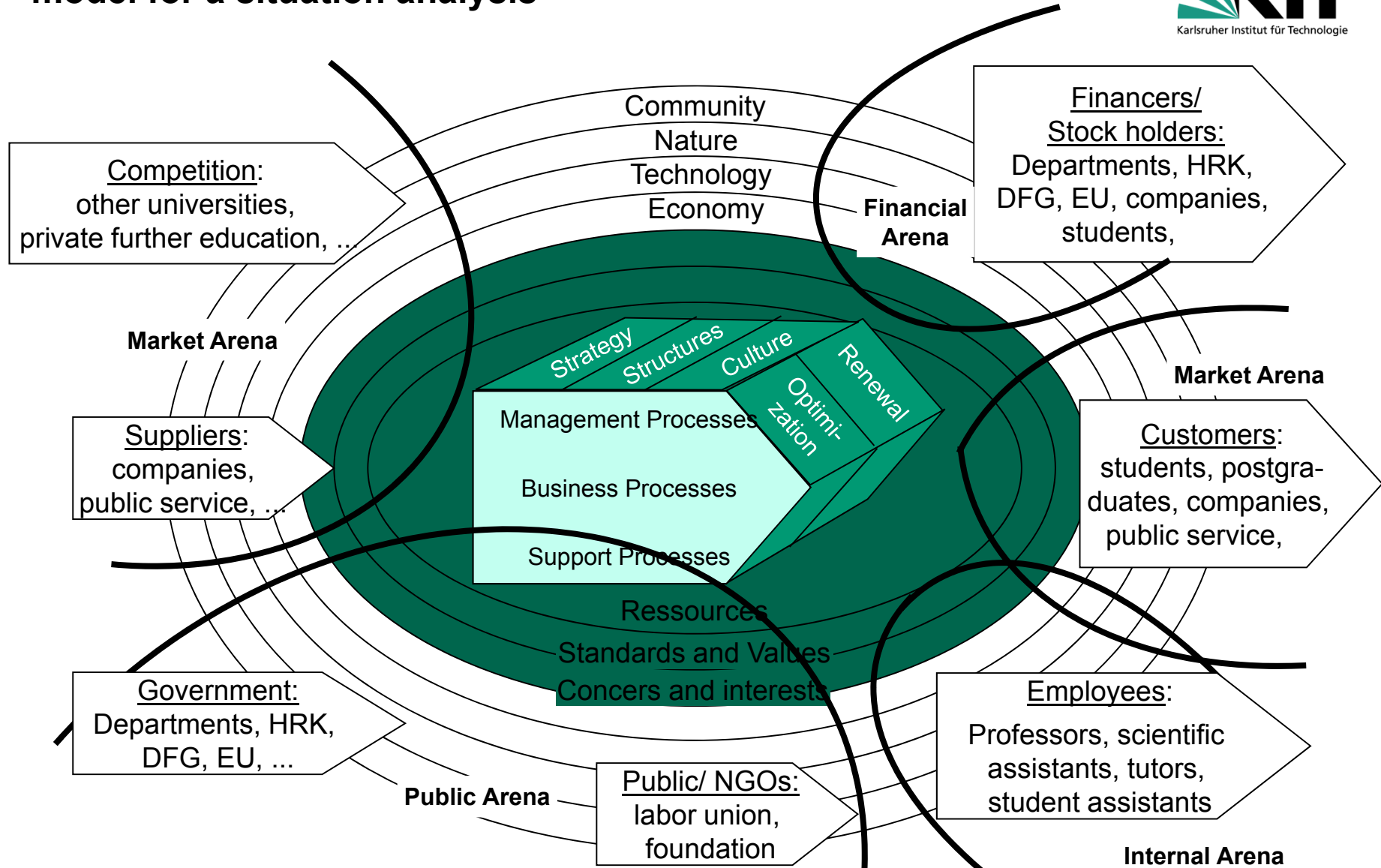
- **Structured staff selection process**

Target group: executive staff in administration/technical services

Thank you for your attention!

Any questions?

Our strategy: To start with we used the St. Gallen management model for a situation analysis



Rolf, Dubs; et. al.: Einführung in die Managementlehre. Haupt Verlag. Bern. 2004.