

EUMETSAT SAC Renewal and training of new representatives

Agenda

EUMETSAT

EUMETSAT SAC

**Power (of)
Questions**

Skills for Success

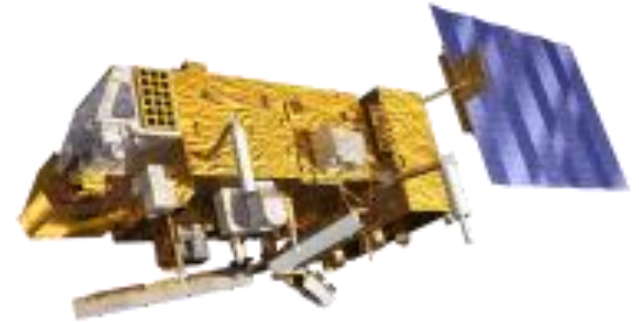
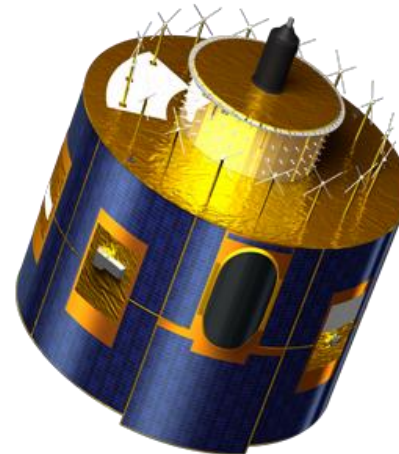
**New
Representatives
Training**

Outlook

EUMETSAT

European Organisation for
the Exploitation of
Meteorological Satellites

Intergovernmental
Organisation
Darmstadt, Germany



Staff

- 300 staff members
- First contract 4 years
- 6 month probation
- Next contract 5 years
- Time limited contract
- 30 Nations

Contractors

- 300 consultants
- Contract 1..2 years
- Options possible
- 42 Nations

30 Member States



Cooperating States



- Chairman
- Vice Chairman
- Treasurer
- Secretary
- Two delegates

Activities

- Employment and working conditions
- Internal matters/projects
- Coordinated organisations
- Member States
- Advisory role for staff
- Social clubs (20+, 200+ members)
- Pensioners Association

Projects

- Staff survey 2014
- SAC elections
- Re-Organisation(s)
- New office building

New Representatives Training



Empty Quarter Rub el Khali Arabia
1946 Sir Wilfred Thesiger
1999 Bruce Kirby



Caminho de Santiago

Power (of) Questions



Internal

What is my motivation?

Who I am as SAC member?

What is my understanding of the role?

What are my triggers?

Can I deal with emotions of others?

How do I manage disappointments?

To whom can I talk in case of issues?

External

What are the organisational structures?

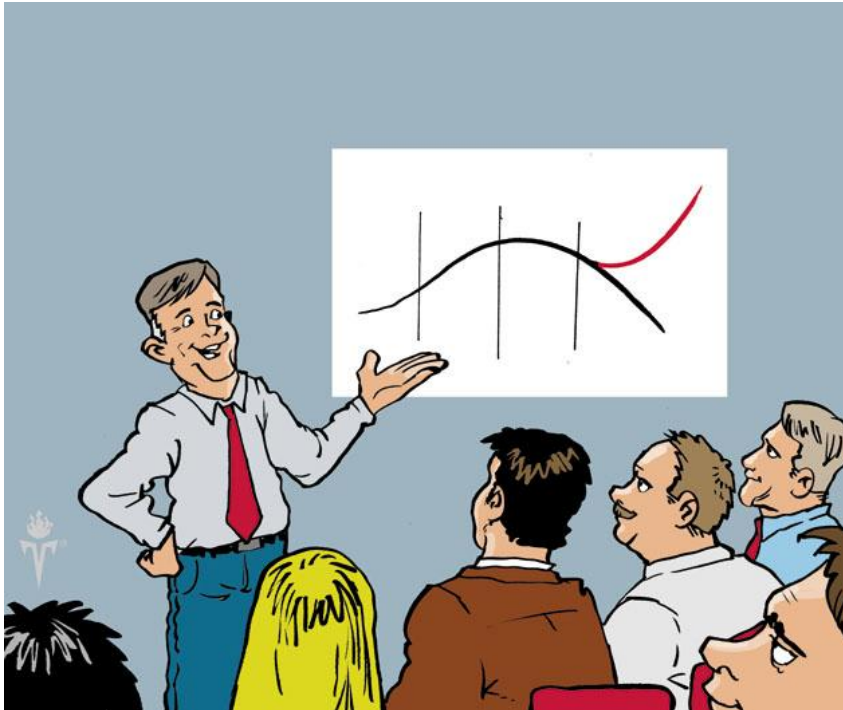
How do others see me?

What are the expectations on me?

Which opinions are brought to me?

What are the political structures?

Skills for Success



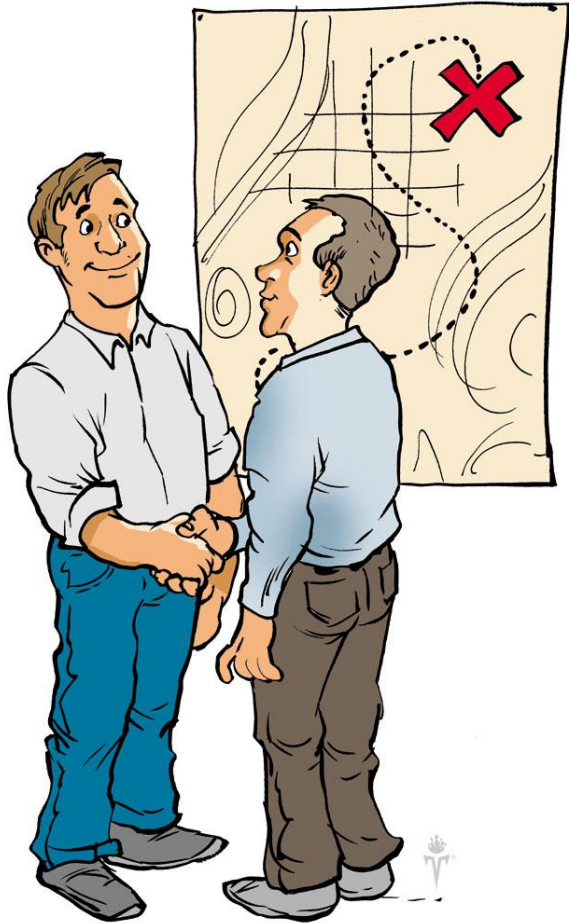
Communication

- Active listening
- Talking in front of an audience
- Verbal communication impact
- Non-verbal communication impact
- Conflict Management
- Mediation skills
- Clean language

Stage Skills

- Authentic
- Self-confidence
- Getting and holding the attention
- Persuasion, competence personality
- Assertiveness and binding
- Relationships and charisma
- Games people play

New Representatives Training



Training

2 days soft skill training (new)

- Look after yourself
- Reframe fear factors
- Empathic interpersonal skills
- Interactions with strong emotions
- Cultural dimensions
- Personal and professional confidence

Other introduction activities

- Role inside the SAC
- Invitation from head of personnel
- Introduction to senior management
- 2 days mediation introduction training

Outlook

Short Term Measures

- 2 day soft skill training
- EUMETSAT counsellor meeting

Long Term Plan

- Formal training plan development
- Supervision for SAC members
- Networking with other organisations

