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CAF 'Training' needs

Standardisation – Harmonisation & Calibration

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Standardisation – Harmonisation

The main difference between ***harmonization*** and ***standardization*** processes lies in the degree of strictness of the standards. *Harmonization* involves a reduction in variation, while *standardization* entails moving towards the eradication of any variation…

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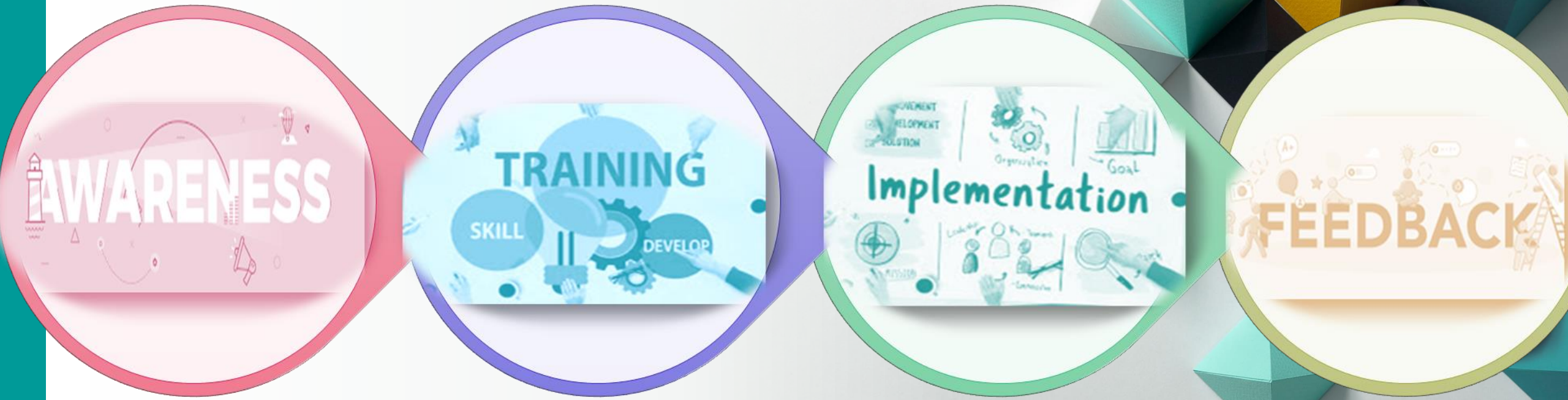
Areas of harmonisation



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General awareness raising on:

- Why ?
- What ?
- Who ?
- How ?
- When ?

key messages , what's in for me approach (standard materials , leaflets, websites, ppts, movies,…)

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Different kind of trainings on the model (aim, target audience, nature …)

- Targetting senior managers (**cfr. Awareness raising**)
- General CAF training
- ToT's / ToC's (doing future preaching, dissemination, coaching, consulting and mentoring)

✓ 'Technical' level (model, process, roles)
✓ soft skills

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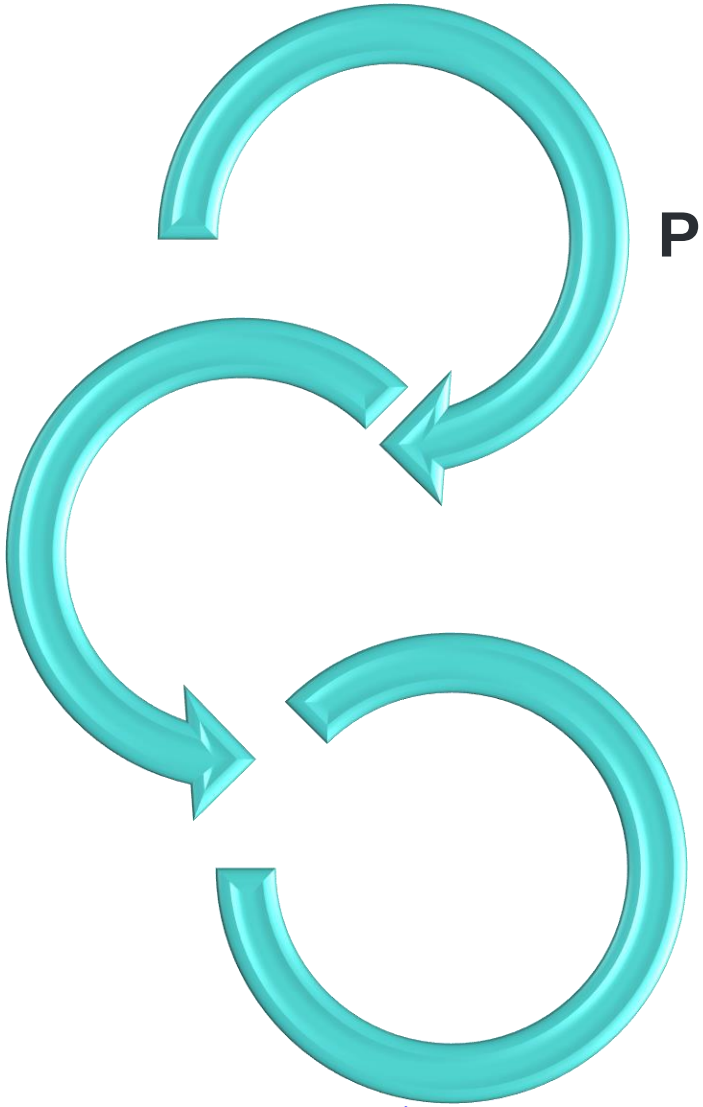
Supporting the CAF implementation

PHASE 1:

Preparation & leadership engagement



PHASE 2:

Diagnosis by self-assessment

PHASE 3:

Setting-up improvement actions

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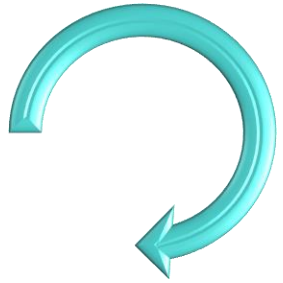
Supporting the CAF implementation



PHASE 1:

Preparation & leadership engagement

- Stressing the role of leadership
- Importance of self assessment team
- Attention to COMMS
- Project planning

✓ ‘Technical’ level (model, process, roles)
✓ soft skills

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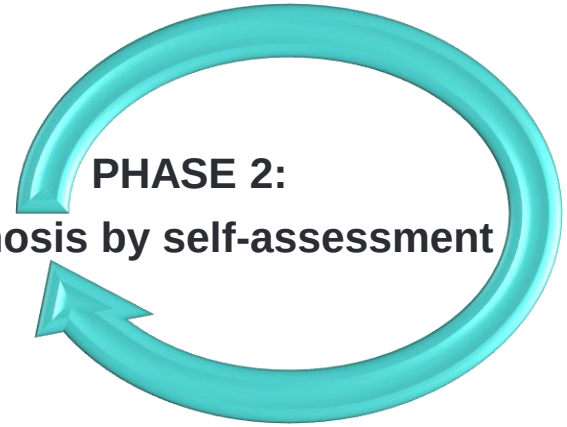

- Training the SA team
- Doing individual SA
- Consensus meeting
- Report
- Prioritisation

✓ ‘Technical’ level (model, process, roles)
✓ soft skills

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Supporting the CAF implementation

PHASE 3:

Setting-up improvement actions

- Formualting action plan
- Comms

✓ ‘Technical’ level (model, process, roles)
✓ soft skills

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Procedure on External Feedback - CAF Excellence Recognition

- Promotion
- Process (pillar 1, pillar 2, pillar 3)

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✓ soft skills

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Find out more about SIGMA

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