

CORPORATE UNIVERSITY RZD

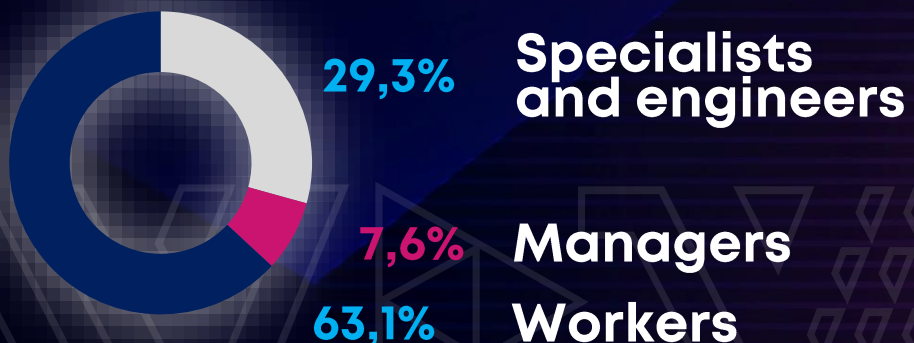


RUSSIAN RAILWAYS HR PROFILE

■ Number of employees in Russian Railways

~1 MILLION

Personnel categories



Age composition

Under the age
of 35

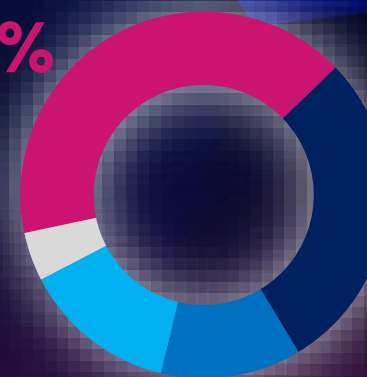
41%

Pensionable
age

4%

Aged over 50

14%



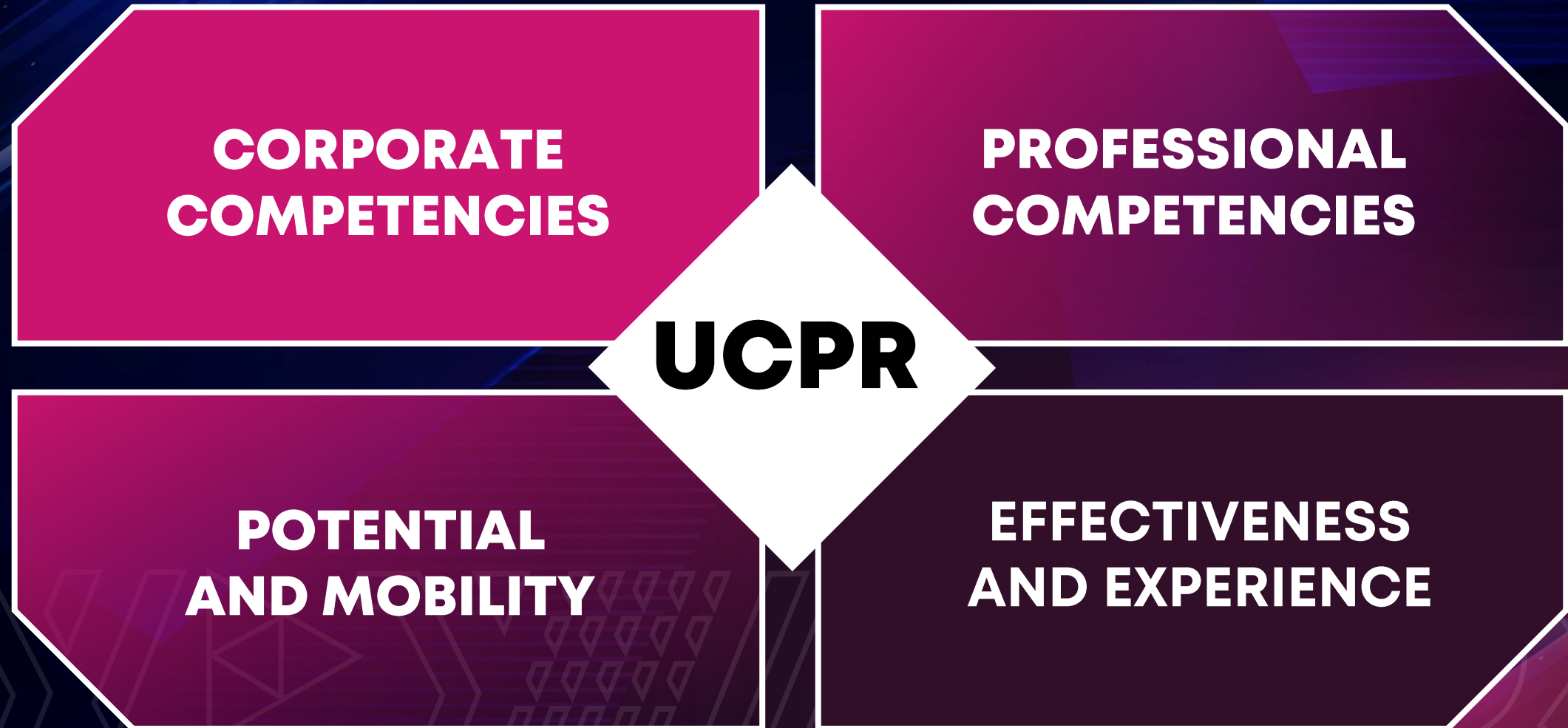
29%
Age of 36-45

12% Age of 46-50

Number of
managers

> 70 thousand

UNIFIED CORPORATE PERSONNEL REQUIREMENTS SYSTEM OF RUSSIAN RAILWAYS (UCPR)



RUSSIAN RAILWAYS CORPORATE COMPETENCIES MODEL

COMPETENCIES BLOCKS

INNOVATIVENESS



ORGANIZATION OF THE
WORKING PROCESS



COMPLEX THINKING



CLIENT-ORIENTATION



TEAMWORK AND
MUTUAL ASSISTANCE



EFFECTIVE
COMMUNICATION



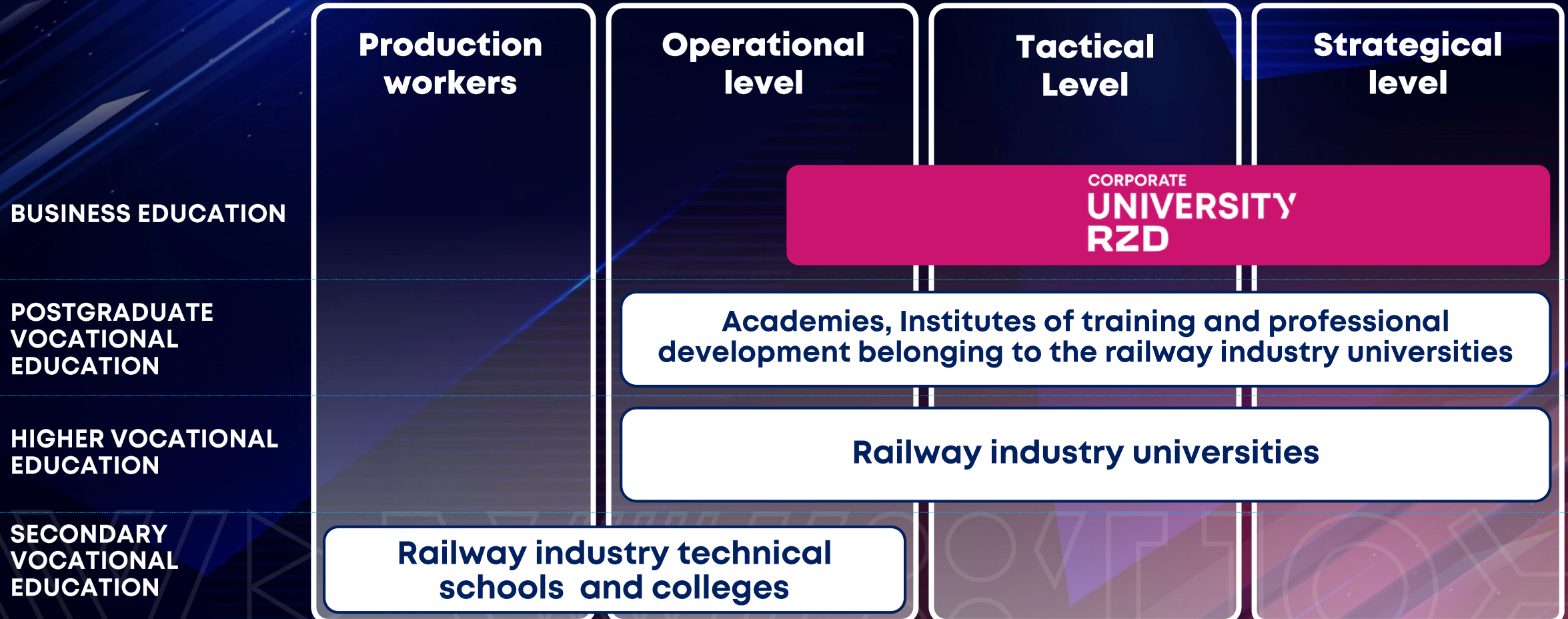
RESPONSIBILITY
FOR THE RESULT



EMPLOYEES
DEVELOPMENT AND CARE



PLACE AND ROLE OF RUSSIAN RAILWAYS CORPORATE UNIVERSITY WITHIN THE INDUSTRY-SPECIFIC EDUCATIONAL SYSTEM



RUSSIAN RAILWAYS CORPORATE UNIVERSITY TODAY



Excellence
in Practice 2020
FINALIST



**RUSSIAN RAILWAYS TALENT POOL
COMPREHENSIVE DEVELOPMENT**

**YOUTH
DEVELOPMENT
PROGRAMMES**

**PERSONNEL
ASSESSMENT**

**SHORT-TERM
PROGRAMMES**

**ORGANIZATION
OF THIRD-PARTY
LEARNING
PROGRAMMES**

**INTERNATIONAL
TECHNICAL VISITS**

**OPEN
EDUCATION**

11 YEARS

**360K+
GRADUATES**

**250+
PROGRAMMES**

**200+
LEARNERS EVERY DAY**

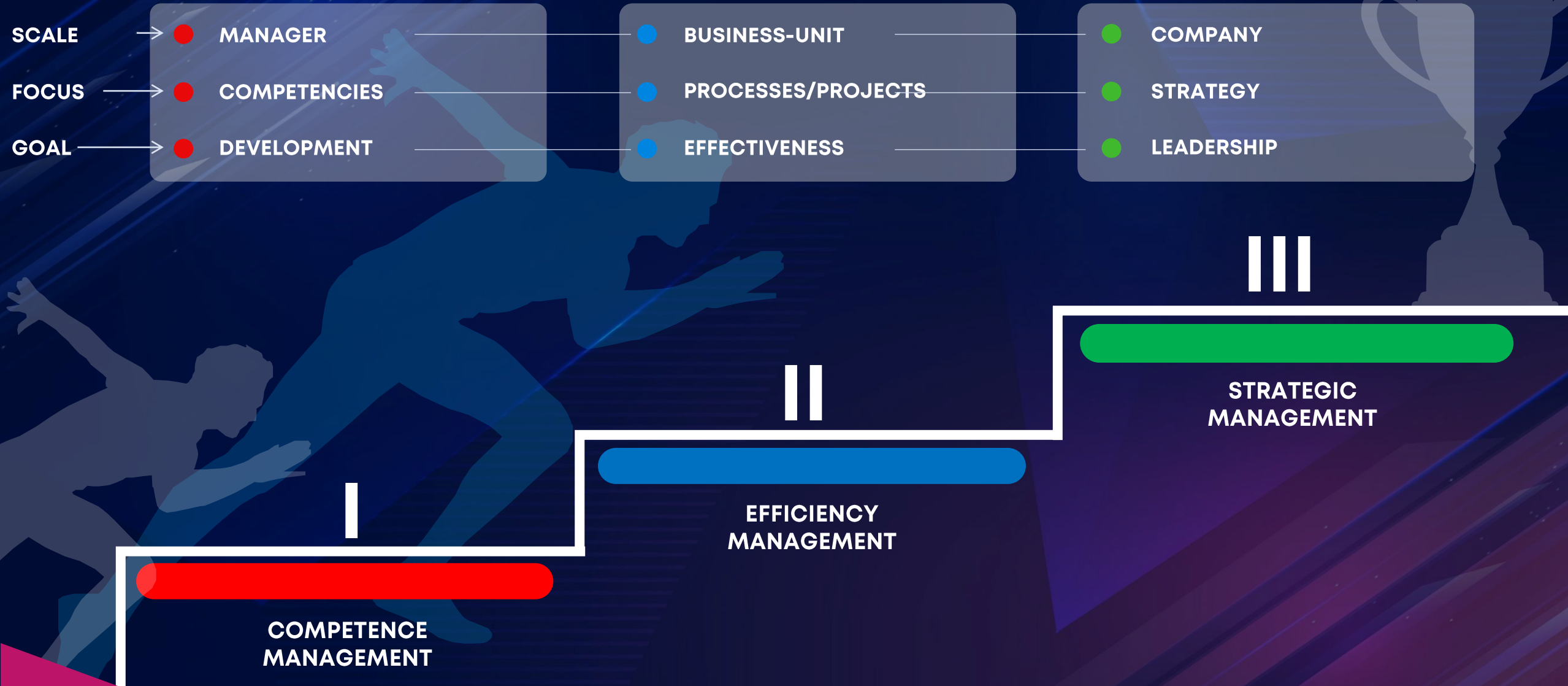
**3
CAMPUSES**



ЗНАНИЯ  LIVE



TALENT POOL: SYSTEM OF LEARNING



INDIVIDUAL DEVELOPMENT PROGRAMMES

2-3 days face-to-face



TOPICS

1. Public speaking
2. New view at PowerPoint
3. Time-management
4. Negotiations
5. Business meetings and conferences
6. Decision making
7. Team building
8. Effective communications
9. Systematic thinking
10. Emotional intelligence

SPECIAL-PURPOSE PROGRAMMES



100+
programmes

In content portfolio

LEAN PRODUCTION

PROCESS-BASED
MANAGEMENT

INTERNAL AUDIT

MANAGEMENT SKILLS
DEVELOPMENT

ADAPTATION

LEARNING FORMATS

FACE-TO FACE

E-LEARNING

CORPORATE CULTURE

HR-MANAGEMENT

More than
130,000 graduates
from 2010 year

CLIENT-
ORIENTATION

ENSURING SAFETY
IN RAILWAY TRANSPORT

MARKETING

STRATEGIC SESSIONS

- unique scenarios
- professional moderators
- advanced methods
- modern educational infrastructure



DIGITAL TRANSFORMATION OF THE COMPANY

DIRECTIONS:

- **DIGITAL CUSTOMER SERVICES**
- **DIGITAL INFRASTRUCTURE**
- **DIGITAL CARGO TRANSPORTATION**
- **ADVANCED DATA ANALYSIS AND PROCESSING TECHNOLOGIES**
- **DIGITAL HR**



JOINT PROGRAMMES WITH BUSINESS-PARTNERS



МИНИСТЕРСТВО ТРАНСПОРТА
РОССИЙСКОЙ ФЕДЕРАЦИИ



Администрация Санкт-
Петербурга



- Business game + strategic session
 - New system of communications
 - The common view on problem areas of interaction
 - Development of consolidated solutions
- Building end-to-end management teams



FACE-TO-FACE PROGRAMMES: ONLINE FORMAT

- VIRTUAL CLASSROOMS
- THE MOST EFFECTIVE PLATFORMS:
CORPORATE UNIVERSITY PORTAL,
TRAINING SPACE, ZOOM



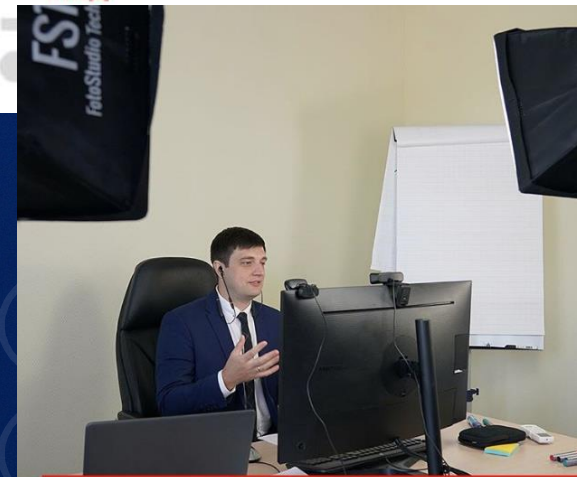
ONLINE MASTER CLASS OF
ALEXANDER AUZAN
INSTITUTIONAL DYNAMICS



INNA DYTSKOVA
Business coach



STRATEGIC SESSIONS:
ONLINE FORMAT



LEAN PRODUCTION: IMPROVING THE
EFFICIENCY OF PROCESSES



NATALIA MANKO
Business coach

PARTNERSHIP WITH UNIVERSITIES OF RAILWAY TRANSPORT

- CARING FOR FUTURE GENERATIONS OF RAILWAY WORKERS
- EXPANDING THE REACH OF THE TARGET AUDIENCE



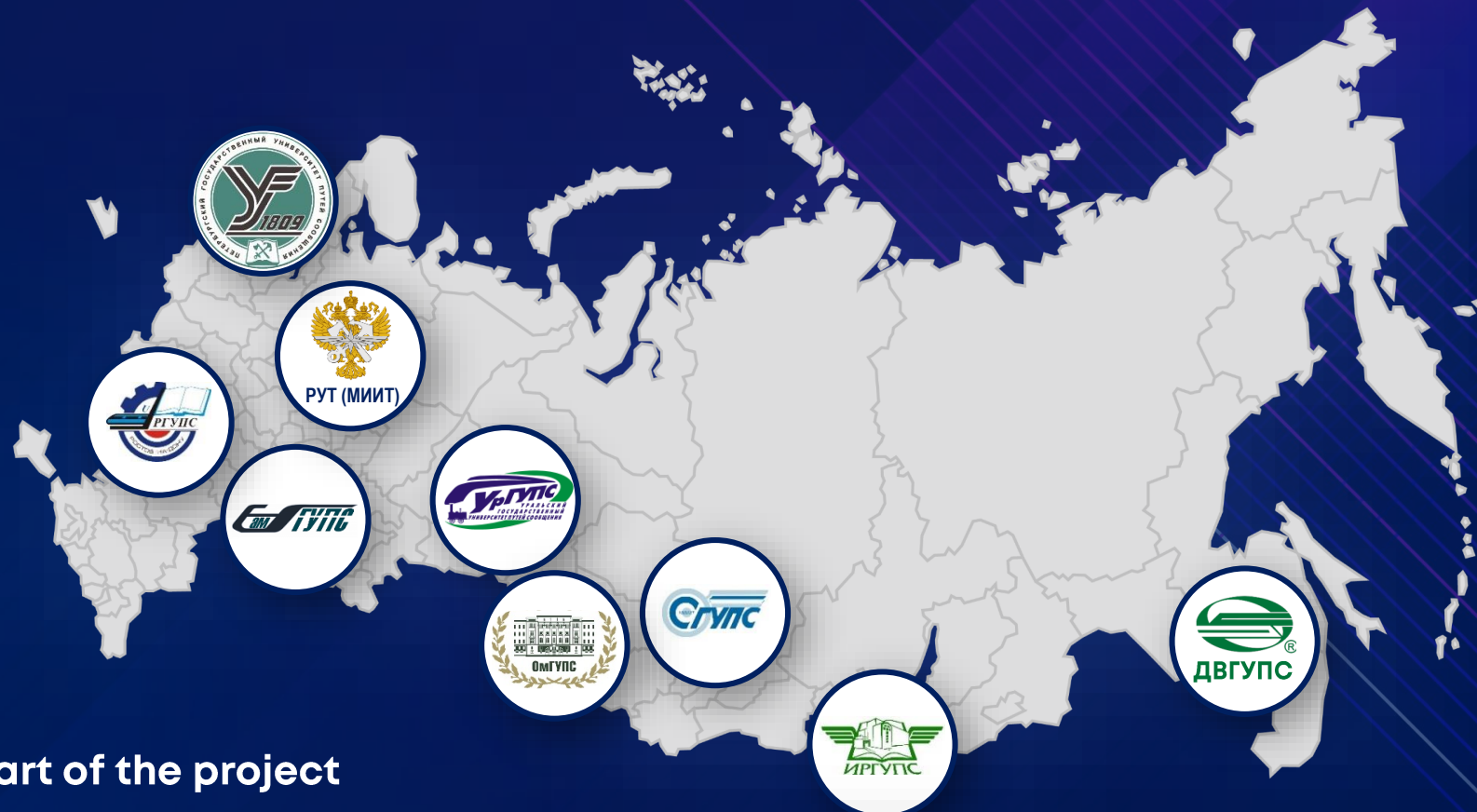
ANNUAL
FORUMS

2013 start of the project

Trainings

Panel Discussions

> 600 participants
from 9 railway universities



Franchise programmes of the
Russian Railways Corporate
University > 7000
graduates

INTERNATIONAL TECHNICAL LEARNING VISITS

SWEDEN

NORWAY

GERMANY

AUSTRIA

SPAIN

FRANCE

FINLAND



REPUBLIC
OF KOREA

CHINA

JAPAN



TOPICS

- Logistics
- Passenger transportation
- Railway infrastructure
- New technologies
- Finance and Economy
- Human resource management

Talgo

renfe

SNCF

DB

VR GROUP

KORAIL



EXPORT OF EDUCATIONAL PROGRAMMES

- BUSINESS DEVELOPMENT THROUGH IMPROVING THE EFFICIENCY OF THE MANAGER AND THE MANAGEMENT TEAM
- BUILDING A GLOBAL VISION FOR THE RAILWAY BUSINESS
- TOOLS FOR EFFECTIVE CROSS-FUNCTIONAL INTERACTION



KAZAKHSTAN
Kazakhstan Railways



MONGOLIA
Ulaanbaator Railway



ARMENIA
South Caucasus Railway

TRAINING OF FOREIGN RAILWAY EXECUTIVES



Representatives of the Railways of India trained at the Corporate University of Russian Railways



Joint study of Russian Railways and VR Group Freight Railway Transport Management



Korail executives' technical visit to Russian Railways

INTERNATIONAL PROJECTS

SUPPORT OF THE INTERNATIONAL ACTIVITIES
OF THE RUSSIAN RAILWAYS HOLDING

Y2020: 20 EVENTS **25** COUNTRIES **84** COMPANIES **1000+** PARTICIPANTS

- ONLINE MASTER CLASSES FOR FOREIGN PARTNERS
- VIRTUAL PANEL DISCUSSIONS ON SPECIFIC BUSINESS ISSUES
- ONLINE PROGRAMMES AND E-COURSES IN ENGLISH FOR THE EXPORT PORTFOLIO OF THE RUSSIAN RAILWAYS HOLDING

WELCOME TO THE WEBINAR

SNCF: DECADES OF HIGH SPEED RAIL EXP
30th of June, 2020, 10:00 CEST



By Anne Rolland,
Director for Russian Markets & Head of
International Synergies – Corporate
International Direction, SNCF

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WELCOME TO THE WEBINAR

**STATE-OF-THE-ART CONDITION
MONITORING TECHNOLOGY T
RAILWAY OPERATIONS**

by **RAVI RAVITHARAN**
Director of Monash Institute
of Railway Technology (IRT), Australia

CORPORATE
UNIVERSITY
RZD



By Yevgeny Charkin,
Russian Railways, CIO

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RZD

ALSTOM



SIEMENS



中国中铁二院
CREEC



KYOSAN

renfe



Russia, Spain, Italy, France, Germany, Japan, China,
Korea, England, South Africa, India, Australia, Poland,
Azerbaijan, Tajikistan, Kazakhstan, Slovakia, Latvia,
Lithuania, Belgium, Belarus, Switzerland, Finland, Saudi
Arabia, Singapore

WELCOME TO THE WEBINAR

DIGITAL TRANSFORMATION OF RUSSIAN RAILWAYS
09th of July, 2020, 10:00 CEST

WELCOME TO THE WEBINAR

STRATEGIES AGAINST COVID-19 IN KORAIL
23^d of September, 2020, 11:00 Moscow time



By CHO, CHIN-WHAN,
Director of International Cooperation
Department, Trans Korean Railway and
Overseas Business Division, KORAIL

CORPORATE
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RZD

KORAIL

KNOWLEDGE ● LIVE

OPEN ONLINE MASTER CLASSES OF UNIVERSITY LECTURERS

42 master-classes

> 9000 participants



> 180 000
followers

<http://knowledge.live.tilda.ws/knowledgelive>



Coming soon...

Educational
podcasts and
TV versions

ЭФФЕКТ ИЛЛЮЗИИ
ПРАВДЫ



WHEEL OF BALANCE



BEHAVIORAL
ECONOMICS

● LIVE

NEW ONLINE COURSE
12 SIGNS OF A GOOD
ONLINE COSTUME



АЛЕКСАНДР КОРКИН
ЗАМЕСТИТЕЛЬ ДИРЕКТОРА

КОРПОРАТИВНЫЙ
УНИВЕРСИТЕТ

ЗНАНИЯ ● LIVE

КОРПОРАТИВНЫЙ
УНИВЕРСИТЕТ
РЖД



ЗНАНИЯ ● LIVE

ОБРАЗОВАТЕЛЬНЫЙ ПРОЕКТ
УНИВЕРСИТЕТА РЕАЛИЗУЕТСЯ
В АККАУНТАХ УНИВЕРСИТЕТА
В СОЦСЕТЯХ И СИСТЕМЕ
ДИСТАНЦИОННОГО ОБУЧЕНИЯ
ОАО «РЖД» #УНИВЕРСИТЕТ

ИВАН БУЛАВКИН,
РУКОВОДИТЕЛЬ ПРОЕКТА
ПЛАТФОРМЫ ОБУЧЕНИЯ

CORPORATE MYTHOLOGY OR
STORYTELLING FOR A MANAGER

ЗНАНИЯ ● LIVE

ЧНЫЙ ТАЙМ-МЕНЕДЖ

КОРПОРАТИВНЫЙ
УНИВЕРСИТЕТ
РЖД



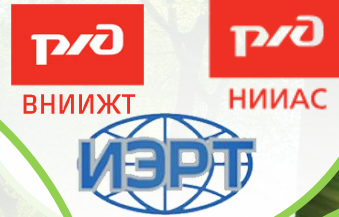
HOW TO CREATE A PERSONAL BRAND IN 3 S

ЗНА

ОКСА
БИЗНЕС

PARTNERSHIP ECOSYSTEM

RAILWAY SCIENCE



RAILWAY UNIVERSITIES



INTERNATIONAL CORPORATE UNIVERSITIES



RUSSIAN CORPORATE UNIVERSITIES



CONSULTING



RUSSIAN BUSINESS SCHOOLS



INTERNATIONAL BUSINESS SCHOOLS



BUSINESS



RAILWAY COMPANIES



ASSOCIATIONS



CORPORATE UNIVERSITY OF RUSSIAN RAILWAYS – MEMBER OF INTERNATIONAL PROFESSIONAL COMMUNITIES

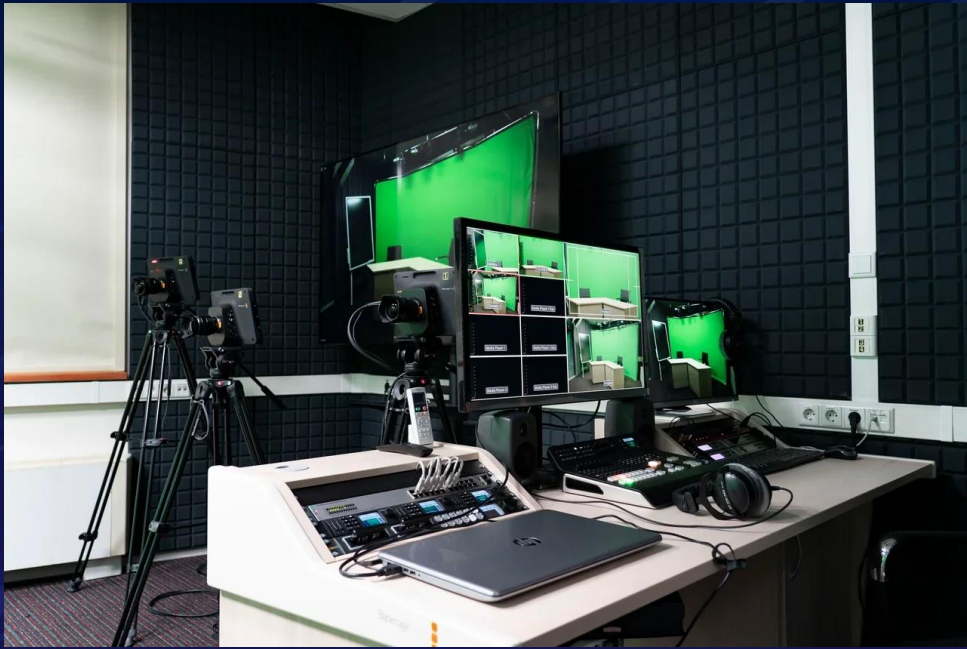


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LEARNING FACILITIES





DIGITAL LABORATORY



LEASURE FACILITIES



Welcome!



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www.facebook.com/curzd



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#университетржд

info@curzd.ru

(499) 260-47-71

(499) 260-46-81

