

## **Alstom in partnership with HEC Paris concludes the Mid-Management Program for Africa, Middle East, and Central Asia employees**

**7 December 2020** - Alstom, in partnership with HEC Paris, has successfully completed its fourth Africa, Middle East, and Central Asia (AMECA) Mid-Management (M3) custom program for Alstom's employees in the AMECA region. The program offers selected participants access to the renowned faculty and learning methods of HEC Paris and reinforces the exceptional management skills of Alstom's key talent in the region.

Tailored to the participants' needs and designed in conjunction with HEC Paris, a total of 25 candidates from the AMECA region were chosen for the M3 program. The first module of the program 'My World, My Company' was organized in Istanbul, Turkey, from 3 – 7 November 2019. The second module 'Me and My Leadership', which was specially adapted to be delivered online, took place in October and November 2020 and focused on experiential learning that included a series of simulations, exercises and role play activities.

Featuring talks by Professor Charles Matar, Dr. Thierry Coudurier and Dr. Olivier Tabatoni, the first module had provided participants with an opportunity to know their company better and learn about geopolitics, macroeconomics, business strategy, operational excellence, finance and value creation. The objective was to prepare participants for future challenges; increase their capacities to act as change agents; and empower them to deliver the performance objectives of Alstom in the AMECA region.

The second module spread over eight days from October 7 – November 2, 2020 and featured talks by HEC Paris professors Simon Elliott, Christian Monjou, Veronique Nguyen and Patrick Delamaire. While Professor Elliot discussed intercultural management and teamwork; Professor Monjou reflected on leadership in times of crisis. Meanwhile, Dr. Nguyen, the third speaker of the session, enlightened attendees about overcoming resistance to change. The module concluded with Professor Delamaire providing valuable insights on leading, working and contributing in teams.

The objectives of the second module were to enable participants to get to know themselves better; to learn how to effectively work in teams in a cross-cultural environment; and to apprehend and analyze their communication style and relation to others.

*"HEC Paris' M3 program has been designed specifically for Alstom and brings to the fore the phenomenal management skills within the company. It's yet another testament of how we are able to gauge particular requirements of companies and address them accurately with the help of our custom programs",* says Dr. Pablo Martin de Holan, Dean of HEC Paris in Qatar.

*"We are pleased to have successfully completed our 4th M3 cohort. Alstom employees and the HEC team have demonstrated the true essence of agility during those unprecedented times. Our partnership with HEC Paris continues to blossom, and I am happy to see how our collaboration is playing a major*

*role in enhancing our teams' management and leadership skills in the region and beyond', says Walifa Chouki, VP Human Resources AMECA at Alstom*

The M3 program is designed to develop mid-level managers' skills and core competencies in line with the objectives of Alstom in the AMECA region. It is also intended to alleviate participants' capacity to become influential change agents in their work environment and to build a network of colleagues and partners who share the same culture and experience.

HEC Paris' custom-designed programs were ranked #2 worldwide by the Financial Times in 2020. It is a fully customized leadership development program that enables participants to reflect upon themselves; their organization; their role within their industry; and the position their company occupies on the national and global stage. It incorporates blended solutions including case studies, business simulations and bespoke digital portals. The program is further accentuated by elements like professional and executive coaching, projects tackling real-life challenges, and international study tours, all of which have a lasting impact.

---

#### **About Alstom**

Leading the way to greener and smarter mobility worldwide, Alstom develops and markets integrated systems that provide the sustainable foundations for the future of transportation. Alstom offers a complete range of equipment and services, from high-speed trains, metros, trams and e-buses to integrated systems, customised services, infrastructure, signalling and digital mobility solutions. Alstom recorded sales of €8.2 billion and booked orders of €9.9 billion in the 2019/20 fiscal year. Headquartered in France, Alstom is present in over 60 countries and employs 38,900 people.

#### **Contacts**

**Press:**

Bahaa Omran MIDDLE EAST COMMUNICATIONS DIRECTOR  
Bahaa.omran@alstomgroup.com  
Tel. : +971 50 113 2602