



ISVOR FIAT

Isvor presentation

Our mission



Isvor Fiat, the Fiat Group training company and reference centre for the training requirements of all Group companies, designs and implements technical and managerial skill update and development programmes embracing a wide range of contents and intended for persons with key roles at all levels of responsibility

Isvor Fiat legal status

- **1972:** establishment of the "Istituto per lo Sviluppo Organizzativo" (ISVOR)
- **1978:** The "Scuola Allievi Giovanni Agnelli" and the "Centro Formazione Capi Intermedi" merge with ISVOR
- **01/2004:** Consortium Company (Società Consortile per Azioni), with the mission of providing training to the Sectors. The Company shareholder structure is as follows:

Fiat Partecipazioni	51%
Fiat Group Automobiles	16%
Iveco	12%
Fiat S.p.A.	3%
CNH	3%
Magneti Marelli	3%
Fiat Powertrain	3%
Comau	3%
Teksid	3%
Fiat Services	3%

Advisory Board

- Composed of Sector HR Directors
- Convenes 4 times a year
- Approves operations and main training activities

Training offer: methods for the training process and main thematic areas

Process activity

▪ Design and Planning

- Needs analysis
- Solution design (courses, training systems, academy)
- Project Mgmt

▪ Support production

- on/off line manuals
- WEB sites
- Video
- ...

▪ Trainer Training

- Managers
- Specialists

▪ Delivery

- Teaching
- Tutorship
- Web based training

▪ Activity Tracking and Assessment of Results

Manufacturing

- Support for improving the production process
- Training systems for production start-ups
- Training for industrial process analysts (TMC2, MTM, UAS)
- Productivity methods (TPM, use of factors)
 - Logistics (inbound-outbound)
 - Training for managerial roles
 - Training for specialist roles
 - Training for maintenance roles
 - Vocational schools (product/process)

Quality & Reliability

- Continuous improvement methods
 - Kaizen
 - SPC
 - 8P
 - 5S
- Process / product FMEA
- Robust Design
- Six Sigma

Product Development

- Engineering Methods & Tools
- Knowledge Management Methods and tools
- Project Management
- ICT support Tools : CAD, PDM, ...

Sales & Marketing

- Training systems for new product launches/recalls (e-learning and courses)
- Commercial Networks competence assessment
- Training for commercial roles
- Sales Academy

Managerial Development

- Institutional programmes for: recent graduates, Professionals, Experts and Managers
- Tailored programmes on: Managerial Skills Techniques
- Managerial skills (Finance, ICT, Business Development...)
- Professional family skills

Professional and managerial skills development

e-training

- Standards updates WBT (IAS, 231, Sox ..)
- Catalogue courses
- Solutions for blended programmes