



# ENEL

## MIDDLE MANAGEMENT TRAINING

### **TQHR**

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Since June 2006 TQHR supports Enel in the training process dedicated to all the employees who step up to the middle management layer. The first two days of the training process are held by TQHR through an innovative formula, designed together with Sfera, which merges the organizational development methodology Lego Serious Play with a more traditional classroom training.

The module held by TQHR is about “organizational culture” and explicitly aimed at targeting two goals: setting the roots of a common company culture (organizational models and roles, with references to the company’s story and evolution) and gathering from the participants the different points of view on the role of middle manager.

The “organizational culture” module uses Lego Serious Play (for further information see [www.triq.it/lspunit\\_eng/](http://www.triq.it/lspunit_eng/)) as an individual expression and representation tool. The participants thus have a chance to share the personal point of view both on the organization (“internal” and “external” vision, business landscape) and on the individual role (past and present experiences, expectations for the future). The results of the workshop are eventually synthesized in a visual report and in a list of “action points” which can be used right from the day after the workshop (and also represent a link towards the next module of the training process).

Over 200 middle managers have already experimented the “organizational culture” held by TQHR. Its success testifies of the profitable joint between Enel and TQHR.

